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# SAY YES PROJECT BASELINE EVALUATION

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*AM Partners  
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### **Abbreviations and Explanations**

ADP	▶	Area Development Program
ANAU	▶	Armenian National Agrarian University
Consultant	▶	AM Partners Consulting Company (implementor of the survey)
EU	▶	European Union
HH	▶	Household
NGO	▶	Non-Governmental Organization
NCVETD	▶	National Center for Vocational Education and Training Development
NSS	▶	National Statistic Service
Project	▶	SEY YES Project
RA	▶	Republic of Armenia
VET	▶	Vocational Education and Training
WBL	▶	Work-Based Learning
WVA	▶	World Vision Armenia (coordinator of SAY YES Project in Armenia)

## EXECUTIVE SUMMARY

EU4Youth - SAY YES Skills for Jobs Project (in short - SAY YES Project) is financed by European Union. The Project aims to assist in addressing the problems of youth unemployment in rural communities and creation of income sources. Young people aged 15-35 with fewer opportunities are the target group of the Project. The Project objective is to support them in finding a job or engaging in entrepreneurial activity.

SAY YES Project was launched in February 2018. At the initial stage the objective of the Project baseline evaluation survey is to study and identify the situation in those sectors where the interventions envisaged by the Project will be conducted with the expectation of changes and enhancements. The objective of the survey are the 4 assessment indicators of SAY YES Project:

1. **Youth unemployment rate in the Project target areas.** A quantitative survey was implemented among the target population (youth aged 15-35) for the calculation of this indicator. 1,496 people of the Project 4 target areas have participated in the survey.
2. **Increase in employability among young men and women participating in the project.** A quantitative survey was implemented among the target population (youth aged 15-35) for the calculation of this indicator. 1,496 people of the Project 4 target areas have participated in the survey.
3. **Readiness to employ graduates with vocational education and work-based learning among private enterprises.** Mapping of agro-sector enterprises hiring professional workforce was implemented in the Project target areas for the calculation of this indicator. In-depth interviews were conducted with the heads of 80 enterprises.
4. **Implementation of programs targeted at groups with special education needs among Project partners and other public / social stakeholder institutions.** The target were 4 vocational education and training (VET) institutions operating in the Project target areas - Alaverdi, Stepanavan, Gavar and Ararat. The issue was studied through in-depth interviews with heads of the mentioned 4 VET institutions and examination of their documents.

According to the survey results, the baseline figures of SAY YES Project evaluation indicators are as following:

Indicator 1	Indicator 2	Indicator 3	Indicator 4
Unemployment rate among youth aged 15-35 in the Project target areas	Increase in employability among young men and women participating in the project	Readiness to employ graduates with vocational education and work-based learning among private enterprises	Implementation of programs targeted at groups with special education needs among Project partner VET institutions
70%	3.9 (mean score)	89%	<ul style="list-style-type: none"> <li>There <i>is no</i> developed policy</li> <li>Involvement of the mentioned groups in the VET institutions <i>is very small</i></li> <li>Only <i>ramps and trained lecturers</i> are available for inclusion of the mentioned groups</li> </ul>
SEPARATELY - unemployment rate among youth aged 18-35 (without youth aged 15-17)			
64%			
Male - 58% Female - 81%			
Male - 48% Female - 77%			

**Unemployment rate among youth aged 15-35 in the Project target areas.** There are quite a lot of factors and circumstances affecting the youth unemployment. A lot of economic and cultural factors affect its formation. **The unemployment rate among youth aged 15-35 comprises 70%.** It is conditioned by objective and subjective factors. The young people studying at school, vocational and higher education institutions comprise a great number among this group. Work and study are incompatible for the overwhelming majority of them. Job opportunities are not also great for this group, since they have not completed their study yet and do not have professional qualification. Without the school-age youth (aged 15-17), the youth unemployment rate comprises 64%.

More than a half of the 15-35 age group are women. The majority of them are married and engaged in the care of their babies and other family responsibilities. This status is also incompatible with employment conditioned by objective (e.g. not having time) and subjective (e.g. the husband does not allow to work) reasons.

The agricultural sector work is not an attractive prospective for youth aged 15-35. The agricultural activity is not an adequate mean for ensuring good living conditions for the majority of young people, and in case of women, it is hard work and often beyond their physical ability. Of course, that is true, since the majority of households have small-scale agricultural activities and the efficiency of applied technologies is low. In addition, agriculture is also a risky sector and greatly depends on climatic conditions. The household income of rural respondents greatly depends on their agricultural activities. In case of 81% of them, the income is hardly enough to buy food and clothes. In this situation, negative attitude towards agricultural activities has been formed among the youth. However, the **lack of attractiveness of agricultural activities does not mean, that young people will not engage in it.** Agriculture with its various fields is almost the only sector for most of them, especially for rural residents, where they can work (in own agriculture or as a hired employee). This fact is also realized by youth. The overwhelming majority **(82%) of them have mentioned, that they need a particular specialization in the agricultural sector.** In this situation, all VET institutions should be ready to provide their students with such education, that as specialists, they would be able to be compatible in the labor market and quickly engage in own agricultural activities or hired labor relations.

**Readiness of agro-sector enterprises to hire employees with vocational education and training and work-based learning education.** The agro-sector enterprises using hired professional workforce are important operators for the labor market formation in their regions. In this respect, food production (milk processing and winemaking) enterprises are particularly distinguished. They are registered enterprises and, in terms of staff, they have a business structure - managing staff, producing-professional staff and producing-non-professional (workman) staff. In this regard, the enterprises engaged in primary agricultural activities (animal breeding, agricultural machinery, farming/horticulture) are underdeveloped: they are mostly non-registered, exempt from taxes and accounting duties, the employer-employee relationships have non-formal character.

Regardless the scale of demand for hired professional workforce, the agro-sector enterprises, as employers, are like all: they want to involve experienced and qualified specialists. In this respect, it does not matter for them where the specialist received his education - in a vocational or higher educational institution. **89% of agro-sector enterprises has expressed readiness to hire specialists with VET education,** if their staff needs replenishment. However, the majority of enterprises have one reservation in their position: if the potential employee has good knowledge and is a good specialist. It is obvious, that the agro-sector enterprises are ready to hire a specialist not especially with VET education, but just a good specialist regardless the fact where he obtained his professional knowledge. The proof of this statement is that 76% of the surveyed enterprises has mentioned that it is all the same (19%) or not important (57%) for them where the person obtained his agricultural profession - in a higher educational institution (e.g. ANAU) or in a VET institution.

**Implementation of programs targeted at groups with special education needs among VET institutions. No one of the surveyed VET institutions has special developed policy on persons with special education needs.** The VET institutions do not have sufficient building facilities, educational and training materials to ensure involvement and education of persons with special education needs, and provide a position in the labor market for them as specialists. Almost for all of them, the solution to this problem starts and ends with training of lecturers and construction of ramps at the entrance. Whereas the buildings' interior facilities and furnishings (stairs, toilets) are not adopted for persons with special education needs. 9-10 persons with disabilities studied in the surveyed 4 VET institutions during the previous academic year.

# 1 INTRODUCTION

**“SAY YES” Project Baseline Evaluation survey** (hereinafter Project) was implemented by **AM Partners Consulting Company** (hereinafter Consultant). The client of the survey is **World Vision Armenia** (hereinafter WVA). The survey was conducted according to the contract No. 0075/OT/18 signed on 20.06.2018 between WVA and AM Partners. The Project baseline evaluation survey was implemented in June-August 2018.

SAY YES<sup>1</sup> Project is financed by European Union (hereinafter EU). The Project was developed under the “EU for Youth” initiative and in close cooperation with World Vision offices in Armenia and Georgia, as well as with the Global Developments Fund. The Project aims to assist in addressing the problems of youth unemployment in rural communities and creation of income sources. Young people aged 15-35 with fewer opportunities are the target group of the Project. The Project objective is to support them in finding a job or engaging in entrepreneurial activity.

The duration of the Project is 3 years (2018-2021) with the budget of 1.5 million Euros. The Project is implementing in Armenia and Georgia. The Project target areas in Armenia are Lori, Gegharkunik and Ararat marzes. Within the framework of the Project, 7 SKYE Youth Clubs will be set up in the mentioned three marzes of Armenia, where 140 young adults will meet weekly for 2-3 hours to have fun together, learn and serve their communities. SKYE Club is a group of 10-25 youth aged 18-26, which help especially disadvantaged youth to develop the skills, behavior and attitudes necessary to obtain sustainable livelihoods and participate constructively in their communities. SKYE Club leaders use curriculums based on experiential learning methodologies to help the members cultivate competencies in the areas of active citizenship, leadership, employability and entrepreneurship.

4 training projects in agricultural sector will be developed during the Project based on work-based learning (hereinafter WBL): winemaking, maintenance of agricultural machinery, veterinary and milk processing. At least 8 trained teachers and instructors represented from vocational education and training (hereinafter VET) institutions<sup>2</sup> and relevant businesses will conduct this training for 100 students. Students will have an opportunity to have practical working experience and will be able to apply their theoretical and technical skills to increase their work capacity. Career counseling services will be introduced in the VET institutions, and 10 best business models presented by young people involved and trained at SKYE clubs will receive funding.

A third component of the Project is a creation of online educational platform with free access to more than 20 educational programs in Armenian. The Project will support to strengthening of public and private partnership in 3 marzes of Armenia for quality education and reducing youth unemployment rate and gaps in labour market demand.

Within the Project legislative recommendations on improving of validation mechanisms for formal and non-formal education and regulations for WBL model will also be developed and submitted to the Ministry of Education and Science.

## 1.1 SURVEY OBJECTIVE

At the implementation of this survey SAY YES Project has just been launched. At the current stage the **objective** of the Project baseline evaluation survey is to *study and identify the situation in those sectors where the interventions envisaged by the Project will be conducted with the expectation of changes and enhancements*. Based on the survey results the Project team will be able to update the project documentation in order to make the interventions more relevant and, if necessary, to clarify them based on the facts collected. The facts collected during the survey will also serve as baseline indicators so as at the end of the Project it will be possible to conduct another similar survey in order to evaluate the degree of achievement of the Program goals by comparing the data obtained.

**The objective of the survey** are the **4** assessment **indicators** of SAY YES Project. There are **3 information sources** for those indicators. The content structure of the survey is presented below in the form of a **matrix** of the survey objective and information sources.

<sup>1</sup> The Project full name is EU4Youth - SAY YES (*Strategic Actions for Youth - a Programme for Youth Employability and Skill Development*) Skills for Jobs

<sup>2</sup> 4 VET institutions from Project target areas are Project partners. They are as following: 1) Alaverdi State Vocational School, 2) Stepanavan State Agricultural College, 3) Gavar State Agricultural College, 4) Ararat State College.



Table 1 - Matrix of survey objective and information sources

Indicators that are objectives of the survey	Information sources		
	Population aged 15-35 (youth)	Agro-sector enterprises	VET institutions
1. Youth unemployment rate in the Project target areas	✓		
2. Increase in employability among young men and women participating in the project	✓		
3. Readiness to employ graduates with VET and WBL among private enterprises		✓	
4. Implementation of programs targeted at groups with special education needs among Project partners and other public / social stakeholder institutions			✓

The Project team has set up the agricultural sectors in the target areas (Lori, Gegharkunik and Ararat marzes) for the **agro-sector enterprises**. They are as following:

1. Milk processing
2. Animal breeding
3. Agricultural machinery park and/or services
4. Farming and/or horticulture
5. Winemaking

4 **VET institutions** from Project target areas are Project partners. They are as following:

1. Alaverdi State Vocational School
2. Stepanavan State Agricultural College
3. Gavar State Agricultural College
4. Ararat State College

The Project **target areas** are more narrow than the mentioned 3 marzes. The Project targets 24 communities from 3 marzes which include 81 settlements. For a summary presentation of the survey results, those communities were grouped into four sections according to the WVA's area development programs (ADP): 1) communities of WVA Alaverdi ADP, 2) communities of WVA Stepanavan ADP, 3) communities of WVA Gavar ADP, 4) communities of Ararat marz.

Table 2 - Project target communities

Target areas				
Lori marz		Gegharkunik marz		Ararat marz
WVA Alaverdi ADP	WVA Stepanavan ADP	WVA Gavar ADP		Ararat region settlements
Alaverdi	Stepanavan	Gavar	Tsaghkashen	Ararat
Tumanyan	Sarchapet	Berdkunq	Tsovazard	Armash
Akhtala	Gyulagarak	Gandzak	Karmir	Yeraskh
Shnogh	Lori Berd	Gegharkunik	Hayravanq	Paruyr Sevak
Odzun	Metsavan	Lanjaghbyur	Noratus	Surenavan
	Tashir	Ltchap	Sarukhan	



## 1.2 SURVEY METHODOLOGY

The indicators (see [Table 1](#)) that are the survey objectives are very different by their content. Thus the Consultant has applied different methodological approaches that are presented below.

**Table 3 - Survey implementation methods**

Indicators that are objectives of the survey ↓	Information sources		
	Population aged 15-35 (youth)	Agro-sector enterprises	VET institutions
1. Youth unemployment rate in the Project target areas	Quantitative survey among the youth – face-to-face interviews		
2. Increase in employability among young men and women participating in the project	Quantitative survey among the youth – face-to-face interviews		
3. Readiness to employ graduates of VET and WBL among private enterprises		1) Mapping of enterprises, 2) In-depth interviews with the heads of identified enterprises	
4. Implementation of programs targeted at groups with special education needs among Project partners and other public / social stakeholder institutions			1) In-depth interviews with the heads of VET institutions, 2) Desk research

### 1.2.1 Survey on youth (aged 15-35) unemployment rate in Project target areas

#### 1.2.1.1 Survey method

The methodology of the survey on youth (aged 15-35) unemployment rate was initially envisaged by WVA via emphasizing the following 2 methods: 1) quantitative survey of the youth aged 15-35 in the Project target areas, and 2) desk research of the National Statistic Service (hereinafter NSS) data. The NSS public data on the unemployment rate was not used since:

1. the NSS data on the unemployment rate is available only for marzes and cannot be applied to individual communities or settlements in the marz, as the unemployment rates of those areas are stemmed from the local peculiarities (e.g. the local demand for labor force depends on the availability, scale and direction of the local business entities).
2. the NSS data does not contain any information on employment and unemployment figures in the specific sectors that are in the scope of the current survey (this refers to milk processing, animal breeding, agricultural machinery park and/or services, farming and/or horticulture and winemaking sectors).

Considering these issues, the Consultant has implemented a **quantitative survey** via forming a representative sample and conducting face-to-face interviews for assessing the unemployment rate among youth (aged 15-35) in “SAY YES” project target areas.

#### 1.2.1.2 Sample

The first step for the implementation of the quantitative survey among youth (aged 15-35) was the calculation of the sample size. **An individual representative sample was formed for each of the 4 target areas.** The Consultant’s justification is that the target areas have **very different features** from the perspective of the survey objective. Particularly, the current baseline survey is focused on 5 agricultural sectors: milk processing, animal breeding, agricultural machinery park and/or services, farming and/or horticulture, winemaking. In the 4 target areas the mentioned sectors are developed in very different ways. Thus, in Ararat marz communities farming (including horticulture) is the prevailing and distinctive direction of agriculture. In contrast to Ararat marz, in Stepanavan ADP communities, animal breeding is the prevailing direction of agriculture. Horticulture does not exist on an industrial scale in Gavar ADP area. In Alaverdi ADP communities there is no clearly highlighted prevailing direction of agriculture, in contrast to Ararat marz, Stepanavan and Gavar ADPs communities: here both horticulture and animal breeding are developed nearly equally. In the target areas this factor greatly affects the formation of business activities, scales of business entities and conditions of labor market in the mentioned 5 sectors. In this case, not

separation of the baseline survey results by the targeted areas could have created a misleading picture of unemployment among youth (in other words, the deviation from average index for individual communities will be unacceptably high). Therefore, in order to ensure that the survey results are available separately for each of the targeted areas, the Consultant has applied a **representative sample by target areas** to ensure an acceptable level of reliability.

The size of **general population** is the main starting point for creating a representative sample for each of the target areas and calculating the sample size. The general population consists of the number of youth aged 15-35 in the target areas. Since there is no clear data on this figure, the Consultant has calculated the size of general population based on several sources, which are presented below.

**Table 4 - Calculation of general population of survey by target areas**

Groups of target communities		Number of permanent population by 01.01.2017., person*	Share of population aged 15-35 in total population, %**	Number of population aged 15-35, person***
Target communities	Settlements included in communities			
<b>1. WVA Alaverdi ADP, including:</b>		<b>40,060</b>	<b>33.3%</b>	<b>13,340</b>
1.1. Alaverdi	Alaverdi, Aqori, Tsaghkashat, Katchatchkut, Haghpas, Jiliza	17,086		5,690
1.2. Tumanyan	Tumanyan, Atan, Ahnidzor, Lorut, Marc, Shamut, Qarinj	4,317		1,438
1.3. Akhtala	Akhtala, Bendik, Tchotchkan, Mets Ayrum, Poqr Ayrum, Shamlugh, Neghoc	6,376		2,123
1.4. Shnogh	Shnogh, Teghut, Qarkop	4,317		1,438
1.5. Odzun	Odzun, Amoj, Aygehat, Ardvi, Arevatsag, Tsater, Karmir Aghek, Hagvi, Mghart	7,964		2,652
<b>2. WVA Stepanavan ADP, including:</b>		<b>52,444</b>	<b>33.3%</b>	<b>17,464</b>
2.1. Stepanavan	Stepanavan, Armanis, Katnaghbyur, Urasar	14,284		4,757
2.2. Sarchapet	Sarchapet, Apaven, Artsni, Dzoramut, Gogavan, Petrovka, Privolnoye, Norashen	5,409		1,801
2.3. Gyulagarak	Gyulagarak, Amrakic, Gargar, Kurtan, Hobardzi, Pushkino, Vardablur	9,052		3,014
2.4. Lori Berd	Lori Berd, Agarak, Bovadzor, Lejan, Koghesh, Hovnanadzor, Yaghdan, Sverdlov, Urut	5,730		1,908
2.5. Metsavan	Metsavan, Dzyunashogh, Mikhaylovka, Paghaghbyur	6,898		2,297
2.6. Tashir	Tashir, Blagodarnoye, Dashtadem, Lernahovit, Katnarat, Medovka, Kruglaya Shishka, Meghvahovit, Noramut, Novoselcovo, Saratovka, Getavan	11,071		3,687
<b>3. WVA Gavar ADP, including:</b>		<b>52,444</b>	<b>36.9%</b>	<b>19,789</b>
3.1. Gavar		19,069		7,029
3.2. Berdkunq		300		111
3.3. Gandzak		4,242		1,564
3.4. Gegharkunik		1,922		708
3.5. Lanjaghbyur		2,531		933
3.6. Ltchap		1,155		426
3.7. Tsaghkashen		593		219
3.8. Tsovard		2,207		814
3.9. Karmir		6,298		2,321
3.10. Hayravanz		901		332
3.11. Noratus		6,100		2,248
3.12. Sarukhan		8,369		3,085

Groups of target communities		Number of permanent population by 01.01.2017., person*	Share of population aged 15-35 in total population, %**	Number of population aged 15-35, person***
Target communities	Settlements included in communities			
<b>4. Ararat marz, including:</b>		<b>27,195</b>	<b>36.6%</b>	<b>9,953</b>
4.1. Ararat (future enlarged community)	Ararat, Armash, Yeraskh, Paruyr Sevak, Surenavan	27,195		9,953

\* - Source: "Marzes of the Republic of Armenia and Yerevan city in figures, 2017", NSS 2017

\*\* - According to 2011 population census data, at the marz level

\*\*\* - With some approximation

**Confidence Level** and **Confidence Interval** indicators are other important starting points for the calculation of a sample size. In order to ensure acceptable accuracy and reliability of the survey results, Confidence Level was defined as 95% and Confidence Interval as 5%. The calculation of the sample size based on these indicators is presented below.

**Table 5 - Sample size calculation**

Groups of target communities	General population	Confidence Level	Confidence Interval		Sample size
WVA Alaverdi ADP	13,340	95%	5%	→	373
WVA Stepanavan ADP	17,464			→	376
WVA Gavar ADP	19,789			→	377
Ararat marz	9,953			→	370
Total					1,496

The calculated sample **was distributed by the communities** according to the share of each community in the total number of youth aged 15-35. The calculation is as following:

**Table 6 - Sample distribution by communities**

WVA Alaverdi ADP		WVA Stepanavan ADP		WVA Gavar ADP		Ararat marz	
Community	Sample size	Community	Sample size	Community	Sample size	Community	Sample size
Alaverdi	159	Stepanavan	102	Gavar	134	Ararat	281
Tumanyan	40	Sarchapet	39	Berdkunq	2	Armash	37
Akhtala	60	Gyulagarak	65	Gandzak	30	Yeraskh	13
Shnogh	40	Lori Berd	41	Gegharkunik	13	Paruyr Sevak	8
Odzun	74	Metsavan	50	Lanjaghbyur	18	Surenavan	31
-	-	Tashir	79	Ltchap	8	-	-
-	-	-	-	Tsaghkashen	4	-	-
-	-	-	-	Tsovazard	16	-	-
-	-	-	-	Karmir	44	-	-
-	-	-	-	Hayravang	6	-	-
-	-	-	-	Noratus	43	-	-
-	-	-	-	Sarukhan	59	-	-
<b>Total</b>	<b>373</b>	<b>Total</b>	<b>376</b>	<b>Total</b>	<b>377</b>	<b>Total</b>	<b>370</b>

As it was mentioned, the target 24 communities consist of 81 settlements. The sample of an individual community according to a certain logic was distributed to the settlements included in the given community. The approach was the same, the distribution was conducted according to the share of each settlement in the total number of youth aged 15-35. At the same time, there were settlements with a very small number of population and their sample was also very small - 1-2 persons. They were not included in the surveyed settlements, since 1-2 interviews conducted in a certain settlement would not ensure valuable information. As a result of this approach, the survey was conducted in those communities which sample comprised more than 5 persons. Therefore, 49 settlements of 24 communities

were included in the survey. The list of those settlements and the sample of each of them are presented in [Section 4.1](#) (see [APPENDIX 1 - SAMPLE DISTRIBUTION OF 15-35 AGE GROUP BY COMMUNITIES AND SETTLEMENTS](#), page 67).

### 1.2.1.3 Survey tool and interviews technique

The survey on unemployment rate among the youth aged 15-35 was conducted via the **questionnaire** developed by WVA (see [APPENDIX 2 - QUESTIONNAIRE FOR INTERVIEWS WITH YOUTH AGED 15-35](#), page 67). **Face-to-face** interviews were conducted with the respondents. Considering the questionnaire's structure, the Consultant developed an *e-questionnaire* at **SurveyMonkey platform** and the interviews were conducted **through tablets**. This enabled to enter the answers of 1,496 interviews into the database right after the interview. After the fieldwork the interviews' data was exported from SurveyMonkey platform to **MS Excel** platform, and through its tools the survey results were decoded, summarized and analyzed.

### 1.2.1.4 Respondents selection

The respondents' selection in the target communities was based on the principle of **random** choice. Considering the survey objective (unemployment rate), the survey target population (youth aged 15-35), as well as the previous experience of similar works, the Consultant has predicted cases (including not standard cases) for which he had previously developed and applied during the fieldwork an algorithm of actions thus also ensuring the random choice of the respondents. The respondents selection actions, as well as the description of the Consultant's actions in non-standard cases (rejection of an interview, inaccessibility of a respondent, presence of several representatives of the target group at the same household, and etc.) are listed below.

**Table 7 - Respondents selection process, cases occurred and Consultant's approaches**

Respondents selection process	Offered solutions and actions
The respondent's description	A person at the age of 15 and under 36 years at the time of the interview
The respondent's meeting place	At the respondent's household (in the house or flat)
The respondent's selection method	Route method from randomly selected starting point (address) via following a certain step
The respondent's selection areas in an individual target settlements	<ul style="list-style-type: none"> <li>▶ In urban settlements: a) 2 main and 4 secondary streets, if the sample is great (<math>\geq 60</math>), b) 1 main and 2 secondary streets, if the sample is small (<math>&lt; 60</math>)</li> <li>▶ In rural settlements: 1 main and 1 secondary streets</li> </ul>
Selection of a starting address in the respondents' selection areas	▶ The first house or flat of the selected street(s)
The size of a step applied for the respondent's house or flat selection	3 - every 3rd house/flat, if it was closed, the next 2 addresses served as backup options for the address selection
The respondent's house or flat identification for application of a step	<ul style="list-style-type: none"> <li>▶ In urban settlements, according to the numbering of addresses</li> <li>▶ In rural settlements, according to the numbering of addresses. If there was no numbering, according to a visual observation</li> </ul>
Non-standard cases of the respondents' selection	Applied approaches
How many persons were interviewed in the same household?	1 person in 1 household
How was the respondent selected, if there were several persons in the selected household that met the respondent's definition?	By the last birthday (the closest previous birthday at the time of an interview) method from the persons who met the respondent's definition
The selected respondent was not available, but it was possible to conduct a phone interview	A phone interview was conducted (there were very few such cases)
The selected respondent was not available, and it was not possible to conduct a phone interview	We passed to the next backup address for selecting a new respondent
The selected respondent declined the interview	We passed to the next backup address for selecting a new respondent

It should be mentioned, that 3 factors had an essential influence on the fieldwork activities, especially on the respondents' selection process: 1) the list of the survey target settlements, 2) the demographic issues conditioned by youth emigration, and 3) the survey implementation moment.

During the independence of Armenia (since 1991), the migration of residents and the significant decrease in their number have been recorded in the survey target settlements, particularly in cities (especially in Alaverdi, Stepanavan, Tashir and Gavar). As a result, there are a lot of houses and flats, where nobody resides in the mentioned cities. **In the target settlements the empty (non-resided) houses and flats comprise about 23% of the total.** This is the main reason why the **Consultant has contacted 10,162 addresses for conducting the envisaged 1,496 interviews.** Based on these figures it can be concluded, that it was not possible to conduct interviews in the selected 8,666 addresses.

Besides the empty houses and flats, the second main reason for not conducting the interviews is that many households consists of only relatively older members owing to youth emigration. **In the target areas, 25% of households does not have any member of 15-35 age group.**

The expansion of fieldwork was also essentially affected by the moment of its implementation: from 22 June 2018 since 12 July 2018. It is the peak of agricultural season. During this period, most of animal breeding farms move to pastures and grasslands, farming and horticultural farms are engaged in harvesting. That is why there were many cases (26%), when the selected address was resided, but it was not possible to contact the residents.

The results of the contacts made for the respondents selection are presented below.

**Table 8 - Contacts made for respondents selection in target settlements and their results**

Contacts results	Target areas				All
	Alaverdi ADP	Stepanavan ADP	Gavar ADP	Ararat	
<b>Total made contacts, from which:</b>	<b>3,051</b>	<b>2,861</b>	<b>2,266</b>	<b>1,984</b>	<b>10,162</b>
► <b>Conducted interviews</b>	<b>373</b>	<b>376</b>	<b>377</b>	<b>370</b>	<b>1,496</b>
► <b>Non-conducted interviews because of the following reasons:</b>	<b>2,678</b>	<b>2,485</b>	<b>1,889</b>	<b>1,614</b>	<b>8,666</b>
- The selected address is non-residential	27	73	65	15	180
- The place of residence is empty	1,214	480	429	183	2,306
- It is not possible to contact the household	397	925	648	713	2,683
- The HH member or the selected respondent declines the interview	118	45	99	84	346
- There is no representative of 15-35 age group in the HH	802	754	495	469	2,520
- The interview is not possible because of the selected respondent's disability	8	7	11	4	30
- The selected respondent is temporarily (<1 year) unavailable	111	187	102	145	545
- The selected respondent is permanently (>1 year) unavailable	1	14	40	1	56

The abovementioned cases have greatly influenced the gender composition of the selected respondents with a distinct deviation of the female sex. The result is as following: male respondents - 28%, female respondents - 72%. These figures have both objective and subjective reasons. The objective reasons are as following:

1. The target population of the current survey is the youth aged 15-35. In this age group **male representatives aged 18-20 are in the mandatory temporary military service**, so in the survey sample almost all respondents of this age are female.
2. At the survey implementation moment **all work migrants had already left for work** outside the country or inside the country, but they had left the place of their permanent residence. Those so-called work migrants are almost entirely composed of men, which also in short-term breaks gender balance of society in favor of female population.

There are also subjective reasons for prevailing of female representatives during the respondents' selection. Particularly, in case of women, the probability of being at home at the time of a contact with households is much

greater, than in case of men. This is conditioned by the fact, that men are mostly engaged in “outside” works of the HH, whereas the prevailing part of women of this age group are at the initial stage of marriage and mainly engaged in the care of the child/children and are mostly at home. Therefore, there are a lot of cases, when it was not possible to meet and conduct interview with the selected male respondent during the limited period of interviews implementation in a certain settlement.

Under these circumstances, the Consultant, having discussed with WVA, has decided to **present the results of the survey of the youth aged 15-35 weighted** based on the actual (official) correlation between the number of male and female population in the total number of population.

#### 1.2.1.5 Survey results summary and analysis

In parallel with the fieldwork, the survey results (interviews’ responses) were entered the e-database, which was created at SurveyMonkey platform. After the fieldwork the e-database was exported to MS Excel format. Then **possible inaccuracies were identified and corrected. The survey results were decoded and the analytic information was prepared via tables and graphs** in the e-database of MS Excel format. In the report all the survey results were presented by the target areas and the respondents’ gender composition. This was a necessary approach, since these two factors are crucial from the perspective of the survey objective (the unemployment rate among the youth aged 15-35).

As it was mentioned, the results of the survey of the youth aged 15-35 were presented weighted according to the actual (official) correlation between the number of male and female population in the total number of population. The weighting coefficients of the survey results were calculated separately for each of the target areas. The weighting coefficients calculation was based on 2011 population census of the RA. It is the only source that provides information on the age and gender composition of the individual settlements included in the survey. The calculation method of the coefficients applied for weighting the survey results is presented below.

**Table 9 - Calculation method of survey results weighting coefficients**

Target areas	Gender composition of population according to 2011 population census of the RA			Gender composition of the sample according to the survey results			Weighting coefficients		
	Male	Female	All	Male	Female	All	Male	Female	All
	A	B	C	D	E	F	G	H	I
	-	-	=A+B	-	-	=D+E	= A / D	= B / E	= C / F
Alaverdi ADP	47.6%	52.4%	100.0%	33.5%	66.5%	100.0%	1.42	0.79	1.00
Stepanavan ADP	47.6%	52.4%	100.0%	25.5%	74.5%	100.0%	1.86	0.70	1.00
Gavar ADP	50.7%	49.3%	100.0%	21.2%	78.8%	100.0%	2.39	0.63	1.00
Ararat	47.7%	52.3%	100.0%	30.5%	69.5%	100.0%	1.56	0.75	1.00
<b>Total</b>	<b>48.6%</b>	<b>51.4%</b>	<b>100.0%</b>	<b>27.7%</b>	<b>72.3%</b>	<b>100.0%</b>	<b>1.76</b>	<b>0.71</b>	<b>1.00</b>

All the survey results obtained for different target areas were multiplied by the coefficients presented in “G, H, I” columns of the abovementioned table, which enabled to increase the weight of male respondents’ answers and decline the weight of female respondents’ answers. The all presented data of the survey were weighted according to the mentioned logic.

#### 1.2.2 Survey of readiness to employ graduates of VET and WBL among agricultural enterprises

The next objective of the current survey is the readiness to employ graduates of VET and WBL among agricultural enterprises. This refers to agricultural enterprises of the following 5 sectors: a) milk processing, b) animal breeding, c) agricultural machinery park and/or services, d) farming and/or horticulture, e) winemaking. These agro-sectors are the main agricultural directions in the target areas.

### 1.2.2.1 Description of target enterprises

For the implementation of this part of the survey, first of all, it is necessary to define clearly *what kind of enterprise is a subject of interest for this study?* The term “enterprise” implies a registered business. But agriculture in Armenia has its peculiarity: **primary agricultural businesses are not required to register**. This refers to 3 agro-sectors out of 5 - animal breeding, agricultural machinery park and/or services, farming and/or horticulture. As a result, the overwhelming majority (99%) of tens of thousands of business entities engaged in agriculture operate in the status of an individual person regardless of their scale (turnover or number of employees). There are enormous volumes of **non formal and shadow labor relations**. In these terms, the legal status of agricultural enterprises can not be the basis for the definition of enterprises that are a subject of interest for this study. For the survey implementation the Consultant has been focused on the agricultural enterprises that operate in the target sectors and **act as employers, buyers of hired labor**, regardless of the formal or informal nature of the “employer-employee” relationship.

This is a necessary but not sufficient condition. The Consultant has applied one more filter for describing the agricultural enterprises. A lot of agricultural enterprises involve hired labor not only for professional duties, but also for workman activities. Such activities may be loading, harvesting-sorting-stacking, cowherd’s work. Whereas the VET system prepare specialists for narrow professional activities. E.g. veterinarian, agronomist, mechanist and etc. Therefore, the agricultural enterprises, that are not employers of professional labor, are not a subject of interest for the current survey.

Thus, for the current survey the Consultant **has been focused on those agro-sector business entities, which as an employer involve professional labor**. Hereinafter this group of agro-sector enterprises will be called **target enterprises**.

### 1.2.2.2 Survey method

The main part of target enterprises are not registered as businesses, do not have web-sites, are not registered in official bulletins. In this situation, the Consultant has conducted total **mapping** of target enterprises operating in the target areas. We, agreed with the Client<sup>3</sup>, selected from the formed list of enterprises 80 enterprises of 5 target sectors as information sources on the survey objective.

**Table 10 - Number of target enterprises by target areas and sectors**

Types of enterprises by sectors of activities	Target areas				
	Alaverdi ADP	Stepanavan ADP	Gavar ADP	Ararat marz	Total
Milk processing	2	10	3	-	15
Animal breeding	5	7	8	-	20
Agricultural machinery	10	2	5	3	20
Horticulture/farming	3	2	3	7	15
Winemaking	-	-	-	10	10
<b>Total</b>	<b>20</b>	<b>21</b>	<b>19</b>	<b>20</b>	<b>80</b>

The list of surveyed agro-sector enterprises is presented as appendix (see [APPENDIX 3 - LIST OF SURVEYED AGRO-SECTOR ENTERPRISES](#), page 68): The data on existence of enterprises in the target areas was collected from all possible and available information sources, including: a) municipalities of the target communities and administrations of settlements, b) residents of the settlements selected for the survey of unemployment rate among youth, c) target enterprises by the “snowball” method, d) heads of agricultural departments of municipalities, e) online information sources.

### 1.2.2.3 Survey tool and interviews technique

For the survey of target enterprises, a **questionnaire-conversation guideline** was developed for conducting in-depth interviews with the heads of those enterprises (see [APPENDIX 4 - QUESTIONNAIRE FOR HEADS OF AGRO-SECTOR ENTERPRISES](#), page 71). The content structure of the questionnaire allows to identify the whole spectrum of issues

<sup>3</sup> VWA has agreed both with the number of target enterprises and with their distribution by the target areas and sectors



related to the readiness of target enterprises to employ graduates of VET and WBL: existence and availability of specialists, degree of professional readiness, problems related to finding/employing workers from the VET education system and etc.

The survey was implemented through face-to-face interviews with the heads of target enterprises. The survey was implemented at the peak of agricultural season and people were very busy. Therefore, we have also conducted several phone interviews with the heads of some enterprises, in those cases, when the respondent was very important, but it was not possible to find him physically.

#### *1.2.2.4 Survey results summary and analysis*

The interviews with the heads of target enterprises were conducted via printed questionnaires. After the fieldwork their responses were summarized in the e-database initially developed for their analysis. The e-database was developed at MS Excel platform. All the answers (open and close) of 80 questionnaires were entered the e-database and then they were analyzed.

### **1.2.3 Survey of programs targeted at groups with special education needs among Project partners and other stakeholder institutions**

#### *1.2.3.1 Survey method*

The qualitative survey following methodology was applied for the implementation of the survey of programs targeted at groups with special education needs among Project partners:

- ▶ In-depth interviews
- ▶ Desk research.

Within SAY YES Project the partners are vocational education and training (VET) institutions. In-depth interviews were conducted with the heads of those institutions. A number of documents on cooperation between the VET institutions and their partners (international organizations, employers) served as additional source of information for the survey.

#### *1.2.3.2 Survey tool and interviews technique*

A **guideline-questionnaire** containing 11 questions was developed and applied for conducting in-depth interviews with the VET institutions (see [APPENDIX 5 - QUESTIONNAIRE FOR IN-DEPTH INTERVIEWS WITH HEADS OF PROJECT PARTNER INSTITUTIONS](#), page 71). It includes the following content questions:

- ▶ Professional frameworks of VETs' long-term and short-term education,
- ▶ The practice of assessing the demand for VETs' professional directions,
- ▶ Implementation of non-formal courses in VETs,
- ▶ The preferences of professions in VETs by gender,
- ▶ Envolvement of persons with special education needs in VETs, VETs policy on working with them and assessment of existing conditions for education (both in terms of physical accessibility and professional training of the teaching staff),
- ▶ Training needs of VETs' teaching staff,
- ▶ VETs' cooperation with international organizations and employers.

The in-depth interviews via **face-to-face conversations** were conducted with the following 4 VET institutions that are the Project partners:

- ▶ Ararat State College (implementation date - 10.07.2018),
- ▶ Stepanavan State Agricultural College (implementation date - 11.07.2018),
- ▶ Alaverdi State Vocational School (implementation date - 11.07.2018),
- ▶ Gavar State Agricultural College (implementation date - 13.07.2018).

The documents (internal regulatory documents, contracts, protocols, memorandums and cooperation agreements) on cooperation between the abovementioned VET institutions and international organizations, as well as between

the VET institutions and employers were studied in the framework of the desk research. Special attention was paid to the documents that refer to the persons with disabilities.

#### *1.2.3.3 Survey results summary and analysis*

The survey results summary was mainly based on in-depth interviews conducted with the heads of VET institutions. These interviews results were transcribed and summarized which have allowed to find out what kind of specialists are prepared in the Project partner VET institutions, how persons with special education needs are involved in these institutions and what policy is applied in order to involve the mentioned groups in these institutions.

For additional information collection, the VETs' documents were studied in order to find out in what format and in what scale these institutions cooperate with international and local organizations and employers, and to identify the cases and frames that refer to the persons with special education needs.

## 2 SURVEY RESULTS

### 2.1 UNEMPLOYMENT RATE AMONG YOUTH AGED 15-35 IN PROJECT TARGET AREAS

#### 2.1.1 Survey results presentation method

The survey results are presented via the **share** (percentage) **of respondents answers**. The presentation of the survey results via the number of respondents is not proper, since, as it was mentioned in the methodology (see Section [1.2.1.5 Survey results summary and analysis](#), page [13](#)) **weighting coefficients were applied** on the respondents answers statistics in order *to clarify the obtained data by gender*. As a result of the application of weighting coefficients, the number of respondents **is not a whole number** anymore and it is incorrect to use “25.64 people” or “32.8 people” formulations in the presentation of the respondents’ quantity. However, to make it clear what is the quantitative expression of the respondent’s share calculation base (so-called 100%), **the respondents number and its distribution** by the target areas and gender are presented below.

**Table 11 - Respondents number and its distribution by target areas and gender after application of weighting coefficients**

Target areas	Respondents gender		
	Male	Female	All
Alaverdi ADP	177	196	<b>373</b>
Stepanavan ADP	179	197	<b>376</b>
Gavar ADP	191	186	<b>377</b>
Ararat	177	193	<b>370</b>
<b>Total</b>	<b>724</b>	<b>772</b>	<b>1,496</b>

The quantitative survey all results are presented by the target areas and respondents gender.

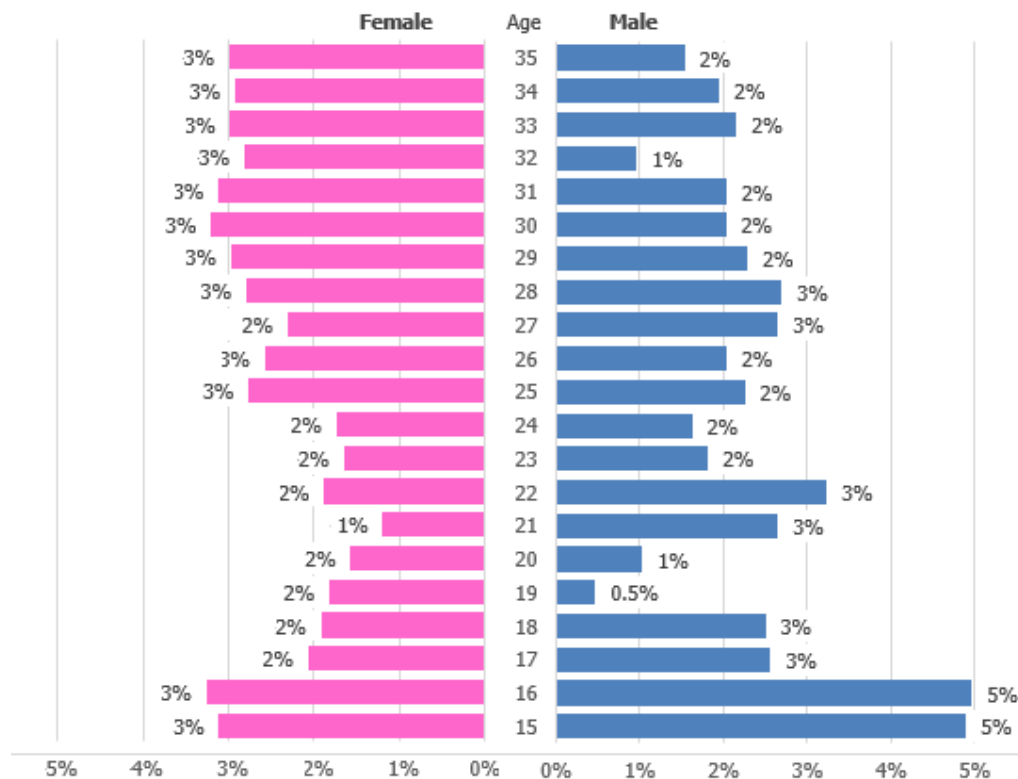
#### 2.1.2 15-35 age group description

##### 2.1.2.1 Sex and age composition

The description of sex and age composition of the youth aged 15-35 in the target areas is typical of the reality in the country and at the same time it is explained by the factors shaping it. In [Graph 1](#) the differences of sex and age distribution are conditioned by 2 main factors:

1. *Sex-related abortions*. It is known, that this phenomenon exists in Armenia. Although the phenomenon has more ancient grounds, the technical development has contributed to the wider spread of abortions, which chronologically coincided with the post-Soviet period. Therefore, there is a greater number of male representatives among the respondents aged up to 28 (born during the independence years - since 1991).
2. *Temporary military service*. Within the current survey, the female representatives are dominating in 19-20 age group, which is conditioned by the fact, that the men of this age group are in temporary military service.

Graph 1 - Sex and age composition of youth aged 15-35, all



Although the abovementioned phenomena are distributed throughout Armenia, a part of them are more visible in some target areas of SAY YES Project. Sex-related abortions are visible especially in Gegharkunik marz (Gavar ADP), which is conditioned by cultural perceptions of the region. It is also visible within the current survey and is reflected in the table below.

Table 12 - Sex and age composition of youth aged 15-35 by target areas

Age	Alaverdi ADP			Stepanavan ADP			Gavar ADP			Ararat		
	Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
15	2.7%	4.2%	<b>7%</b>	6.9%	2.8%	<b>10%</b>	7.0%	3.2%	<b>10%</b>	3.0%	2.2%	<b>5%</b>
16	6.5%	3.0%	<b>9%</b>	3.5%	3.0%	<b>6%</b>	7.0%	2.8%	<b>10%</b>	3.0%	4.3%	<b>7%</b>
17	2.3%	2.5%	<b>5%</b>	2.5%	1.9%	<b>4%</b>	3.8%	1.8%	<b>6%</b>	1.7%	2.0%	<b>4%</b>
18	1.5%	1.7%	<b>3%</b>	4.5%	2.2%	<b>7%</b>	1.9%	1.5%	<b>3%</b>	2.1%	2.2%	<b>4%</b>
19	0.0%	2.5%	<b>3%</b>	0.0%	1.7%	<b>2%</b>	0.6%	1.8%	<b>2%</b>	1.3%	1.2%	<b>2%</b>
20	0.8%	1.3%	<b>2%</b>	1.5%	2.2%	<b>4%</b>	0.6%	1.3%	<b>2%</b>	1.3%	1.4%	<b>3%</b>
21	2.3%	0.8%	<b>3%</b>	2.0%	1.5%	<b>3%</b>	3.8%	1.0%	<b>5%</b>	2.5%	1.4%	<b>4%</b>
22	3.8%	1.9%	<b>6%</b>	2.0%	2.2%	<b>4%</b>	2.5%	1.3%	<b>4%</b>	4.6%	2.0%	<b>7%</b>
23	1.1%	2.1%	<b>3%</b>	1.5%	0.7%	<b>2%</b>	1.3%	1.5%	<b>3%</b>	3.4%	2.2%	<b>6%</b>
24	2.3%	1.1%	<b>3%</b>	1.5%	2.6%	<b>4%</b>	0.6%	1.8%	<b>2%</b>	2.1%	1.4%	<b>4%</b>
25	4.2%	1.7%	<b>6%</b>	1.5%	2.2%	<b>4%</b>	1.3%	3.7%	<b>5%</b>	2.1%	3.5%	<b>6%</b>
26	1.5%	2.3%	<b>4%</b>	2.0%	1.9%	<b>4%</b>	2.5%	3.7%	<b>6%</b>	2.1%	2.4%	<b>5%</b>
27	3.0%	2.1%	<b>5%</b>	2.5%	1.3%	<b>4%</b>	3.8%	3.2%	<b>7%</b>	1.3%	2.6%	<b>4%</b>
28	2.3%	2.3%	<b>5%</b>	3.5%	2.4%	<b>6%</b>	1.3%	2.2%	<b>3%</b>	3.8%	4.3%	<b>8%</b>
29	2.7%	1.9%	<b>5%</b>	1.0%	3.9%	<b>5%</b>	3.8%	4.0%	<b>8%</b>	1.7%	2.0%	<b>4%</b>
30	1.1%	4.9%	<b>6%</b>	3.0%	3.2%	<b>6%</b>	1.9%	2.3%	<b>4%</b>	2.1%	2.4%	<b>5%</b>
31	1.5%	3.8%	<b>5%</b>	3.5%	4.1%	<b>8%</b>	0.6%	2.5%	<b>3%</b>	2.5%	2.0%	<b>5%</b>
32	1.9%	4.0%	<b>6%</b>	0.5%	3.4%	<b>4%</b>	0.6%	1.8%	<b>2%</b>	0.8%	2.0%	<b>3%</b>
33	2.3%	2.5%	<b>5%</b>	3.0%	3.9%	<b>7%</b>	1.3%	2.0%	<b>3%</b>	2.1%	3.5%	<b>6%</b>

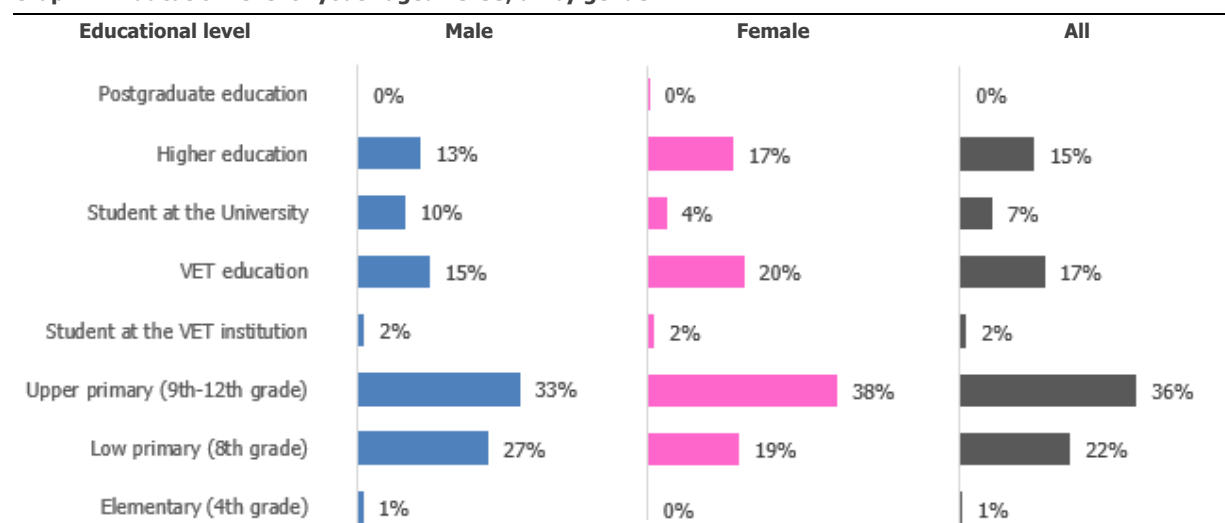
Age	Alaverdi ADP			Stepanavan ADP			Gavar ADP			Ararat		
	Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
34	2.7%	3.4%	<b>6%</b>	0.5%	2.1%	<b>3%</b>	2.5%	3.0%	<b>6%</b>	2.1%	3.3%	<b>5%</b>
35	1.1%	2.3%	<b>3%</b>	1.0%	3.0%	<b>4%</b>	1.9%	3.0%	<b>5%</b>	2.1%	3.7%	<b>6%</b>
<b>All</b>	<b>48%</b>	<b>52%</b>	<b>100%</b>	<b>48%</b>	<b>52%</b>	<b>100%</b>	<b>51%</b>	<b>49%</b>	<b>100%</b>	<b>48%</b>	<b>52%</b>	<b>100%</b>

### 2.1.2.2 Educational level

The survey results reveal that the demand for studying in VET institutions is low in the target areas. In marzes the students' involvement is higher in Stepanavan and Ararat VETs. However, there is a marked gender distribution. Mainly boys study in Stepanavan State Agricultural College, and mainly girls study in Ararat State College. Such gender concentration is conditioned by the professions or qualifications that are provided by these institutions. E.g. Stepanavan State Agricultural College prepare specialists in the following spheres: "Veterinary", "Milk and Dairy Technology", "Repair and Exploitation of Agricultural Machinery and Equipment", "Transportation Organization and Management" and etc., which in our reality are considered "male" professions. And Ararat State College has the following departments: "Preschool education", "Jurisprudence", "Cosmetics and Make-Up Art", "Pharmacy", "Garment Production Technology" and etc. Such departments are also appropriate for girls. Moreover, there is a great number (73%) of urban students among the VETs' students.

As for the educational level, the number of people with VET education is great in all targeted areas with no differentiation by gender or place of residence. Although the survey was conducted among younger age groups, who should have paid more attention to education, we almost have not met young people with postgraduate education.

**Graph 2 - Education level of youth aged 15-35, all by gender**



**Table 13 - Educational level of youth aged 15-35 by target areas and gender**

Educational level	Alaverdi ADP			Stepanavan ADP		
	Male	Female	All	Male	Female	All
Postgraduate education	0%	0%	<b>0%</b>	1%	1%	<b>1%</b>
Higher education	13%	16%	<b>14%</b>	11%	17%	<b>14%</b>
Student at the University	13%	5%	<b>9%</b>	9%	4%	<b>7%</b>
Vocational education	22%	21%	<b>21%</b>	10%	16%	<b>14%</b>
Student at the VET institution	1%	1%	<b>1%</b>	4%	0%	<b>2%</b>
Upper primary (9 <sup>th</sup> -12 <sup>th</sup> grade)	32%	38%	<b>35%</b>	38%	41%	<b>40%</b>
Low primary (8 <sup>th</sup> grade)	19%	19%	<b>19%</b>	24%	19%	<b>21%</b>
Elementary (4 <sup>th</sup> grade)	1%	0%	<b>0%</b>	2%	1%	<b>1%</b>
<b>All</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

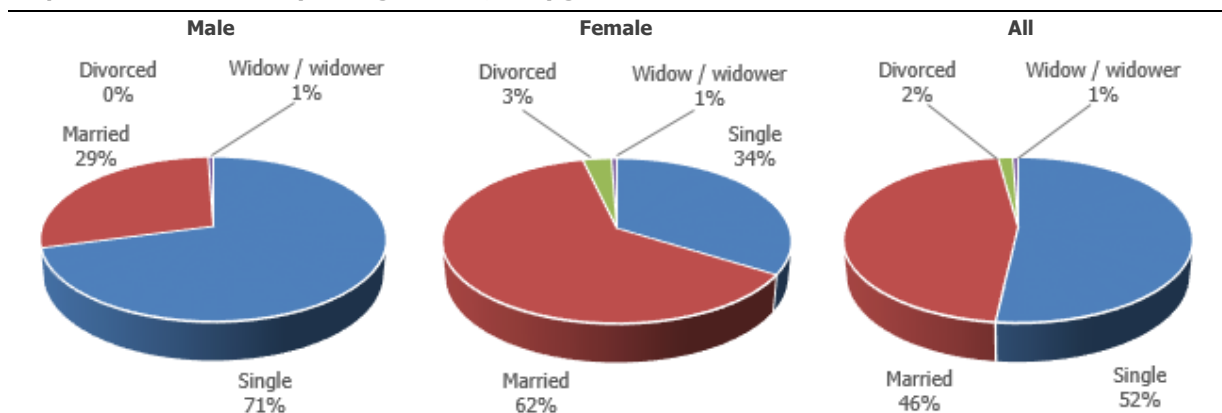
Educational level	Gavar ADP			Ararat		
	Male	Female	All	Male	Female	All
Postgraduate education	0%	0%	<b>0%</b>	0%	0%	<b>0%</b>
Higher education	13%	23%	<b>18%</b>	15%	14%	<b>15%</b>
Student at the University	3%	1%	<b>2%</b>	15%	5%	<b>10%</b>
Vocational education	14%	14%	<b>14%</b>	13%	26%	<b>20%</b>
Student at the VET institution	1%	1%	<b>1%</b>	0%	4%	<b>2%</b>
Upper primary (9 <sup>th</sup> -12 <sup>th</sup> grade)	36%	43%	<b>40%</b>	26%	30%	<b>28%</b>
Low primary (8 <sup>th</sup> grade)	33%	17%	<b>25%</b>	30%	20%	<b>25%</b>
Elementary (4 <sup>th</sup> grade)	1%	0%	<b>1%</b>	1%	0%	<b>0%</b>
<b>All</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

### 2.1.2.3 Marital status

The survey results reveal that in the target areas 52% of the youth aged 15-35 is not married and 46% of them is married, the others are divorced or widow/widower. A great share of non-married persons is conditioned by the following several important factors:

1. *A great number of minors (aged 15-17) among the surveyed population.* The youth aged 15-17 comprise 21% of the surveyed population (see [Graph 1](#), page 18). With understandable and objective reasons, the number of married persons in this group is very small – 1.6% (5 out of 312).
2. *Increased marital age among males.* This phenomenon is a result of certain social and cultural peculiarities. Males delay their marriage, initially striving to solve various issues for creating a family and keeping it: build or acquire a house/flat, have a stable income source, and etc. That is why the number of married males is 2.14 times less in the same age group (15-35), than the number of females.

**Graph 3 - Marital status of youth aged 15-35, all by gender**



In the target areas the phenomenon of early or late marriage is represented in different ways. The average age of marriage is the lowest in Gavar ADP area (which is also typical to whole Gegharkunik marz). Here 72% of females of 15-35 age group is married. If we do not include minor (aged 15-17) girls, 85% of females is married in Gavar ADP area. Another interesting observation: *a half of a small number of married persons among girls group aged 15-17 is from Gavar ADP area.*

**Table 14 - Marital status of youth aged 15-35 by target areas and gender**

Marital status	Alaverdi ADP			Stepanavan ADP		
	Male	Female	All	Male	Female	All
Single	72%	40%	<b>55%</b>	75%	34%	<b>53%</b>
Married	28%	56%	<b>43%</b>	25%	61%	<b>44%</b>
Divorced	0%	2%	<b>1%</b>	0%	4%	<b>2%</b>
Widow / widower	0%	1%	<b>1%</b>	0%	1%	<b>0%</b>
<b>All</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>Marital status</b>	<b>Gavar ADP</b>			<b>Ararat</b>		

	Male	Female	All	Male	Female	All
Single	68%	26%	<b>47%</b>	69%	36%	<b>52%</b>
Married	31%	72%	<b>52%</b>	30%	60%	<b>46%</b>
Divorced	0%	2%	<b>1%</b>	0%	4%	<b>2%</b>
Widow / widower	1%	0%	<b>1%</b>	1%	0%	<b>1%</b>
<b>All</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

#### 2.1.2.4 Households' well-being

Although in surveys on well-being (and/or poverty) is a high level of subjectivity, the options proposed in this study mainly included material indicators, which reduces the subjectivity of perception and interpretation of the question. In order to assess the well-being level of HHs, the respondents were offered to choose one of 7 options.

**Table 15 - Households' well-being of youth aged 15-35, all by gender**

Well-being indicators	In all target areas		
	Male	Female	All
I don't have financial difficulties, I can buy an apartment when needed	2%	1%	<b>2%</b>
The income is enough to but anything but apartment	8%	3%	<b>6%</b>
The income is enough to buy technical equipment, but we can't buy a new car	17%	14%	<b>16%</b>
The income is enough to buy food and clothes, but we can't buy technical equipment	36%	39%	<b>37%</b>
The income is enough to buy food, but we can't afford clothes	15%	17%	<b>16%</b>
The income is hardly enough to buy food	18%	20%	<b>19%</b>
The income is not enough to buy food	4%	5%	<b>5%</b>
Difficult to answer	0%	0%	<b>0%</b>
<b>All</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

The word "well-being" itself implies the existence of material (and spiritual) necessities for life, that should meet person's needs. Whereas, the survey results reveal, that the respondents are mostly able to satisfy only the primary needs for food and clothing. The well-being level is low especially in Alaverdi and Gegharkunik ADPs area. In this regions there are a lot of households which income is not enough even for meeting the primary needs.

The perceptions and interpretations of well-being differ also by gender. Males are more inclined to present the family status in a positive context than females.

**Table 16 - Households' well-being of youth aged 15-35 by target areas and gender**

Well-being indicators	Alaverdi ADP			Stepanavan ADP		
	Male	Female	All	Male	Female	All
I don't have financial difficulties, I can buy an apartment when needed	1%	0%	<b>0%</b>	2%	3%	<b>2%</b>
The income is enough to but anything but apartment	4%	1%	<b>2%</b>	11%	5%	<b>8%</b>
The income is enough to buy technical equipment, but we can't buy a new car	22%	17%	<b>19%</b>	16%	17%	<b>16%</b>
The income is enough to buy food and clothes, but we can't buy technical equipment	33%	34%	<b>34%</b>	39%	39%	<b>39%</b>
The income is enough to buy food, but we can't afford clothes	9%	16%	<b>13%</b>	20%	17%	<b>18%</b>
The income is hardly enough to buy food	22%	23%	<b>23%</b>	10%	17%	<b>14%</b>
The income is not enough to buy food	10%	9%	<b>9%</b>	2%	1%	<b>2%</b>
Difficult to answer	0%	0%	<b>0%</b>	0%	0%	<b>0%</b>
<b>All</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>



Well-being indicators	Gavar ADP			Ararat		
	Male	Female	All	Male	Female	All
I don't have financial difficulties, I can buy an apartment when needed	3%	1%	<b>2%</b>	4%	2%	<b>3%</b>
The income is enough to but anything but apartment	9%	3%	<b>6%</b>	9%	3%	<b>6%</b>
The income is enough to buy technical equipment, but we can't buy a new car	8%	8%	<b>8%</b>	24%	15%	<b>19%</b>
The income is enough to buy food and clothes, but we can't buy technical equipment	31%	38%	<b>35%</b>	40%	45%	<b>42%</b>
The income is enough to buy food, but we can't afford clothes	21%	21%	<b>21%</b>	9%	14%	<b>11%</b>
The income is hardly enough to buy food	25%	22%	<b>23%</b>	13%	19%	<b>16%</b>
The income is not enough to buy food	4%	6%	<b>5%</b>	2%	3%	<b>2%</b>
Difficult to answer	0%	0%	<b>0%</b>	0%	0%	<b>0%</b>
<b>All</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

### 2.1.3 Unemployment in 15-35 age group

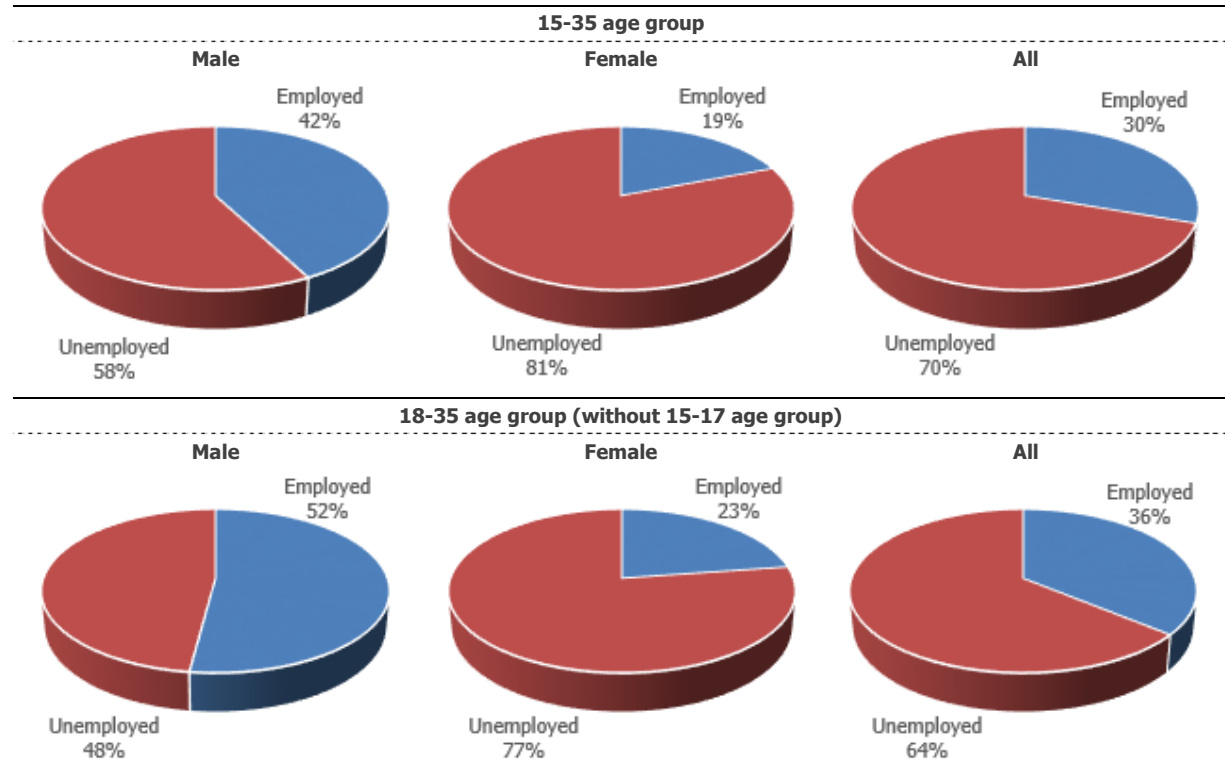
#### 2.1.3.1 Employment and unemployment

The research of unemployment rate among the youth aged 15-35 is one of 3 main missions of the current survey. SAY YES Project aims at decline of unemployment rate among the stakeholders, therefore, the calculation and comparison of this indicator's "before Project" and "after Project" indexes are the main method of the Project impact assessment.

According to the survey results, in the target areas 30% of the youth aged 15-35 are employed, so **the unemployment rate comprises 70%** (see [Graph 4](#)). **Without the 15-17 age group**, the **unemployment rate** of youth aged 18-35 significantly varies and **comprises 64%**, which is particularly noticeable via the youth gender composition. These indicators were formed due to the impact of the following several crucial factors:

1. The youth aged 15-17 (juvenils) comprise 21% (see [Graph 1](#), page [18](#)) of the surveyed population, and the overwhelming majority of them are at the stage of secondary or vocational education, so they have no employment. In this group the number of persons having employment is objectively small, since they do not have professional qualification and can not do any professional duties. Only 4.8% of the youth aged 15-17 works (i.e. 95.2% does not work), and the majority of them are self-employed in their own agriculture.
2. Women and girls comprise 52% of the surveyed population. The majority of girls/women in 15-35 age group are married: they are at the stage of family reproduction and/or are busy with the care of their babies. Besides, women are busier with household functions, which leave little free time for employment. The survey results reveal, that **women's marital status is an influencing factor for their employment**. In the 18-35 age group, 21% of married women and 28% of unmarried women are employed (in case of the 15-35 age group,  $X^2=4.0$ ,  $p\text{-value}=0.04$ ,  $p<0.05$ , and, in case of the 18-35 age group,  $X^2=4.5$ ,  $p\text{-value}=0.03$ ,  $p<0.05$ ).
3. 53% of the surveyed population resides in rural settlements, where the main sphere of employment is agriculture. There is practically no market of agricultural hired labor owing to the lack or scarcity of large agricultural enterprises in villages of the target areas. In this situation, women are primarily engaged in their own HH's small-scale agriculture with limited functions. Women do not perceive those functions as employment, especially due to their unpaid nature.

Graph 4 - Unemployment rate among youth aged 15-35, all by gender



The survey results reveal, that **there is a statistically significant association between youth sex and unemployment rate** ( $X^2=94$ ,  $p\text{-value} < 0.00001$ ,  $p < 0.05$ ).

There is a direct link between unemployment and marital status among girls/women aged 15-35: **the unemployment rate is higher among married women**. Therefore, the highest unemployment rate was registered in Gavar ADP area - 87% (see [Table 17](#)), where the number of married women among females is the highest - 72%. For comparison, let's note that the lowest unemployment rate was registered among women in Stepanavan ADP area - 76%, where the number of married women among females comprises 61% (the lowest figure in addition to Ararat (60%)).

The unemployment rate differences are also noticed by the target areas ( $X^2=19$ ,  $p < 0.05$ ,  $p\text{ value}=0.00$ ). The highest unemployment rate was registered in Gavar ADP area - 78%, and the lowest rate was registered in Stepanavan ADP area and Ararat region, respectively 66% and 65%.

Table 17 - Youth unemployment rate by target areas and gender

<b>15-35 age group</b>						
Employment status	Alaverdi ADP			Stepanavan ADP		
	Male	Female	All	Male	Female	All
Employed	41%	19%	<b>29%</b>	46%	24%	<b>34%</b>
Unemployed	59%	81%	<b>71%</b>	54%	76%	<b>66%</b>
<b>All</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Employment status	Gavar ADP			Ararat		
	Male	Female	All	Male	Female	All
Employed	31%	13%	<b>22%</b>	52%	20%	<b>35%</b>
Unemployed	69%	87%	<b>78%</b>	48%	80%	<b>65%</b>
<b>All</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

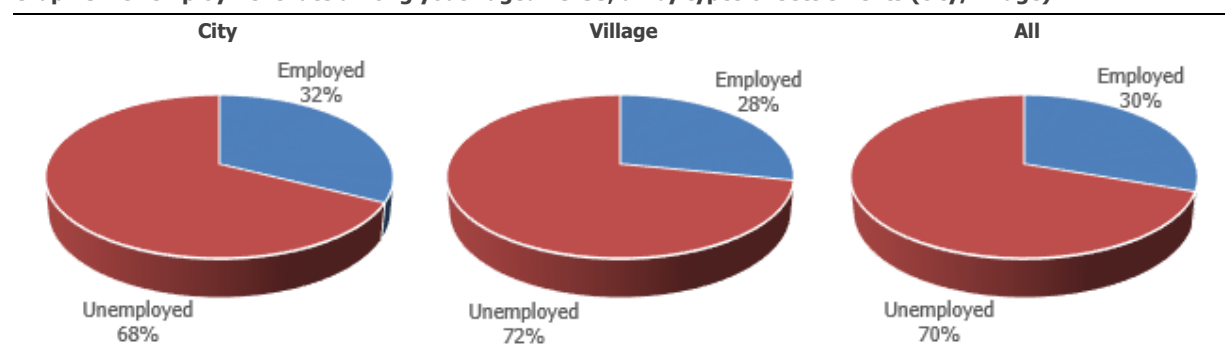
**18-35 age group (without 15-17 age group)**

Employment status	Alaverdi ADP			Stepanavan ADP		
	Male	Female	All	Male	Female	All
Employed	52%	23%	<b>36%</b>	60%	28%	<b>42%</b>
Unemployed	48%	77%	<b>64%</b>	40%	72%	<b>58%</b>
<b>All</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Employment status	Gavar ADP			Ararat		
	Male	Female	All	Male	Female	All
Employed	38%	15%	<b>25%</b>	57%	24%	<b>40%</b>
Unemployed	62%	85%	<b>75%</b>	43%	76%	<b>60%</b>
<b>All</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

These results are greatly affected by the fact what part of respondents resides in cities and what part resides in villages. The survey results reveal that **employment rate of the youth aged 15-35 is a bit higher in urban settlements (32%) than in rural settlements (28%)** (see [Graph 5](#)). This phenomenon is mainly explained by the fact, that there are more job opportunities for youth in urban settlements, since here are such institutions and enterprises that are not available in villages, particularly: industrial enterprises, state institutions, hospitals, banks, post offices, and etc. The mentioned phenomenon is more clearly seen in Alaverdi and Ararat cities, where there are great industrial enterprises: a) the copper smelter plant that belongs to “ACP” company operates in Alaverdi and about 600 people work there, b) “Ararat cement” factory operates in Ararat and about 800 people work there. Therefore, the employment rate among urban respondents (youth aged 15-35) is the highest in Alaverdi ADP area and Ararat region (see [Table 18](#)).

**Graph 5 - Unemployment rate among youth aged 15-35, all by types of settlements (city/village)****Table 18 - Unemployment rate among youth aged 15-35 by target areas and types of settlements (city/village)**

Employment status	Alaverdi ADP			Stepanavan ADP		
	City	Village	All	City	Village	All
Employed	36%	24%	<b>29%</b>	36%	33%	<b>34%</b>
Unemployed	64%	76%	<b>71%</b>	64%	67%	<b>66%</b>
<b>All</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Employment status	Gavar ADP			Ararat		
	City	Village	All	City	Village	All
Employed	21%	23%	<b>22%</b>	34%	40%	<b>35%</b>
Unemployed	79%	77%	<b>78%</b>	66%	60%	<b>65%</b>
<b>All</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

The employment rate of the youth aged 15-35 is higher in Stepanavan ADP area, since the share of urban residents among the respondents of this area is high (42% - residents of Stepanavan and Tashir cities).

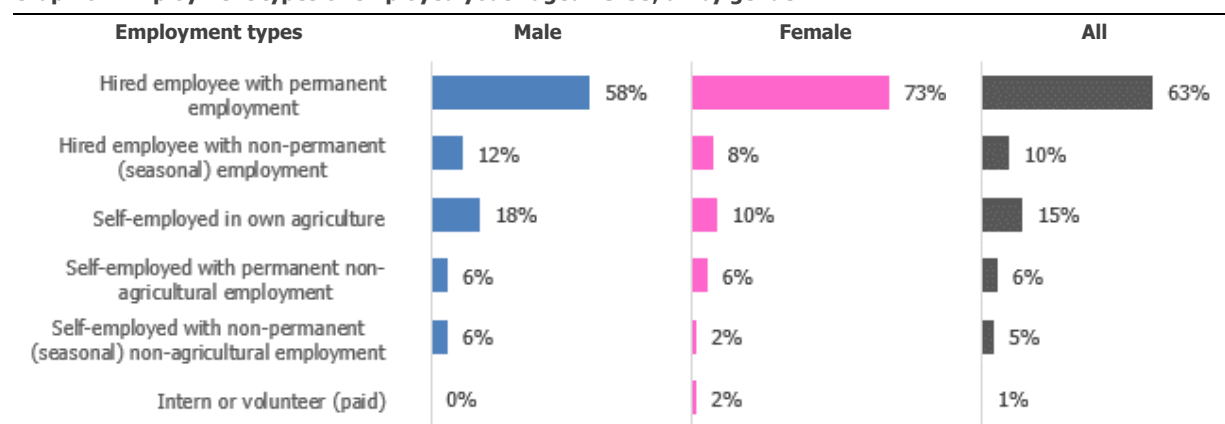
### 2.1.3.2 Employment types

As it was already mentioned, only 30% of the youth aged 15-35 in SAY YES Project target areas is employed, moreover, 42% of males is employed and 19% of females (see [Graph 4](#)). Jobs of employees differ by the type of employment (hired or self-employed), stability or regularity (permanent or seasonal), field of activity (agriculture and other fields). The following types of employment were registered:

1. *Hired employee with permanent employment.* This type of employment involves jobs in state and private institutions and enterprises, including state administration bodies (municipality, community council), schools, kindergartens, industrial enterprises, organizations of communication, transport, trade and service sectors, banks.
2. *Hired employee with non-permanent (seasonal) employment.* This mainly refers to hired employees in the construction sector, whose work may be interrupted during the year depending on seasonal breaks in construction works.
3. *Self-employed in own agriculture.* This type of employment includes only people engaged in own land cultivation and animal breeding.
4. *Self-employed with permanent non-agricultural employment.* This type of employment includes mainly different jobs in trade and public service sector, such as food and consumer goods sales, repair and maintenance of cars, taxi service, hairdressing, cobbling, watchmaking, and etc.
5. *Self-employed with non-permanent (seasonal) non-agricultural employment.* This also refers to the construction sector employees, who work as an individual and whose work may be interrupted during the year depending on seasonal breaks in construction works.
6. *Intern or volunteer (paid).* This is employment of people who are just beginners or undergoing training in different organizations for the acquisition of experience and skills, which is also paid.

According to the survey results, the **majority (63%)** of employed the youth aged 15-35 in SAY YES Project target areas **are hired employees with permanent employment.**

**Graph 6 - Employment types of employed youth aged 15-35, all by gender**



**Table 19 - Employment types of employed youth aged 15-35 by target areas and gender**

Employment types	Alaverdi ADP			Stepanavan ADP		
	Male	Female	All	Male	Female	All
Hired employee with permanent employment	69%	77%	<b>71%</b>	55%	63%	<b>58%</b>
Hired employee with non-permanent (seasonal) employment	14%	11%	<b>13%</b>	9%	12%	<b>10%</b>
Self-employed in own agriculture	14%	6%	<b>11%</b>	23%	12%	<b>19%</b>
Self-employed with permanent non-agricultural employment	0%	4%	<b>1%</b>	9%	9%	<b>9%</b>
Self-employed with non-permanent (seasonal) non-agricultural employment	4%	2%	<b>3%</b>	5%	0%	<b>3%</b>
Intern or volunteer (paid)	0%	0%	<b>0%</b>	0%	4%	<b>2%</b>
<b>All</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

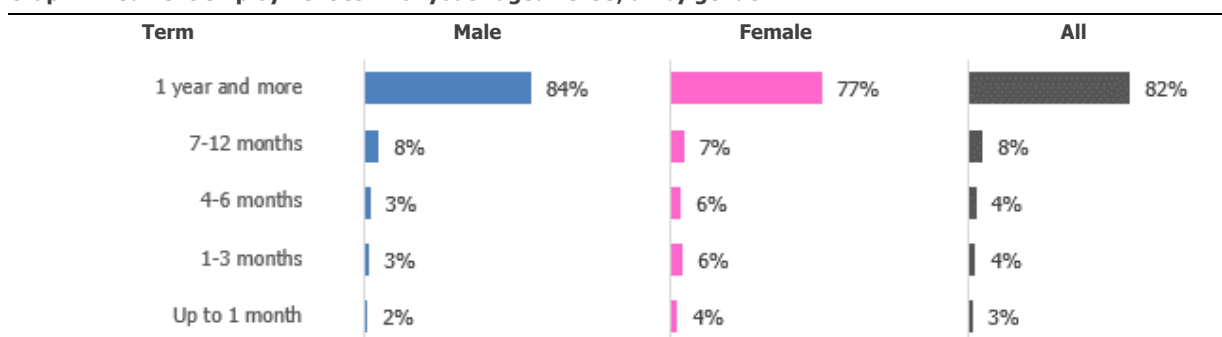
Employment types	Gavar ADP			Ararat		
	Male	Female	All	Male	Female	All
Hired employee with permanent employment	52%	69%	<b>57%</b>	58%	83%	<b>65%</b>
Hired employee with non-permanent (seasonal) employment	12%	0%	<b>9%</b>	12%	6%	<b>10%</b>
Self-employed in own agriculture	16%	26%	<b>19%</b>	19%	0%	<b>13%</b>
Self-employed with permanent non-agricultural employment	8%	3%	<b>6%</b>	7%	6%	<b>6%</b>
Self-employed with non-permanent (seasonal) non-agricultural employment	12%	3%	<b>9%</b>	5%	4%	<b>5%</b>
Intern or volunteer (paid)	0%	0%	<b>0%</b>	0%	2%	<b>1%</b>
<b>All</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

The number of hired employees with permanent work is greater in Alaverdi ADP area and Ararat region (respectively 71% and 65%, see [Table 19](#)), which is conditioned by the *availability of great industrial enterprises* in those areas (as it was already mentioned).

Interesting data was obtained on the *employees involved in agricultural service*. It can be assumed based on the survey results, that **the youth aged 15-35 are not inclined to engage in agriculture (as stable/permanent employment)**, even if there are favorable opportunities for it. It is noticeable, that **the youth, especially women and girls, are engaged in agriculture, when they do not have an opportunity for another employment**. The best proof of that are significant differences of the data obtained from Gavar ADP area and Ararat region ( $X^2=5.3$ ,  $p\text{-value}=0.021$ ,  $p<0.05$ ). Thus, in Ararat marz out of the all target areas are the greatest opportunities for agriculture: the soil is more fertile, the lands are better irrigated, the main products market - Yerevan is close to it. However, the number of youth engaged in agriculture is very small (13% of employed persons) here, while women and girls are not engaged in agriculture at all (as stable/permanent employment). In contrast to Ararat, in Gavar ADP area where the opportunities for non-agricultural employment are very limited, 26% of employed young women and girls is engaged in agriculture and it is their stable/permanent employment.

The majority (82%) of employed youth aged 15-35 (30% of the total) have their current employment for more than a year.

**Graph 7 - Current employment term of youth aged 15-35, all by gender**



The survey results reveal, that **there is a certain link between the current employment term of youth and the number of jobs in the target areas** (conditioned by the number of state and private institutions and enterprises): **the greater the number of jobs in the target area, the shorter the current employment term**. This can be noted via comparing the data on this issue obtained from individual target areas (see [Table 20](#)). Particularly, in Alaverdi ADP area and Ararat region, where the number of jobs is greater (the reasons are presented above), the current employment term of youth is shorter in comparison with the other two areas. This proves that in case of a greater selection of jobs: a) the youth find a job more easily, and b) it is easier for the youth to change their job if needed and find another one.

**Table 20 - Current employment term of youth aged 15-35 by target areas and gender**

Term	Alaverdi ADP			Stepanavan ADP		
	Male	Female	All	Male	Female	All
1 year and more	88%	70%	<b>82%</b>	86%	81%	<b>84%</b>
7-12 months	0%	9%	<b>3%</b>	5%	7%	<b>6%</b>
4-6 months	4%	6%	<b>5%</b>	2%	1%	<b>2%</b>
1-3 months	4%	9%	<b>5%</b>	7%	7%	<b>7%</b>
Up to one month	4%	6%	<b>5%</b>	0%	3%	<b>1%</b>
<b>All</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

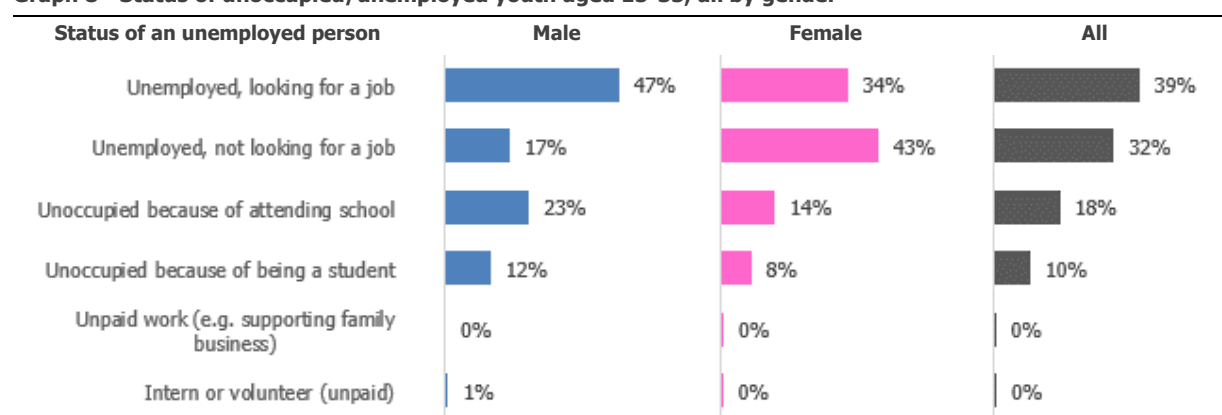
  

Term	Gavar ADP			Ararat		
	Male	Female	All	Male	Female	All
1 year and more	84%	87%	<b>85%</b>	80%	71%	<b>77%</b>
7-12 months	12%	8%	<b>11%</b>	14%	6%	<b>11%</b>
4-6 months	4%	0%	<b>3%</b>	3%	13%	<b>6%</b>
1-3 months	0%	3%	<b>1%</b>	0%	6%	<b>2%</b>
Up to one month	0%	3%	<b>1%</b>	3%	4%	<b>4%</b>
<b>All</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

### 2.1.3.3 Status of unoccupied and unemployed

70% of the youth aged 15-35 in SAY YES Project target areas are not employed. This indicator is significantly affected by the peculiarities of the surveyed population sex and age structure:

- 18% of the respondents is not employed just because of attending school (see [Graph 8](#)). It is the 15-17 age group of the surveyed population. This group comprises 21% of the total. Compared with this figure, the smaller number of unoccupied youth because of attending school reveals that a part of them left school from the 9<sup>th</sup> grade and their occupation status is not related with school. Youth, who are unoccupied because of attending school, cannot be called unemployed, as they have not yet managed to deal with the labor market, have not decided to work and have not passed through the process of seeking a job, finding it or getting rejection.
- 10% of the respondents is not employed, since they are students at VET or higher educational institutions. This group will also be better to define as unoccupied than unemployed.

**Graph 8 - Status of unoccupied/unemployed youth aged 15-35, all by gender**

The rest of unoccupied youth aged 15-35 may be called unemployed. But there are objective and subjective grounds for this status, and based on it they can be separated into **unemployed looking for a job** (39%) and **unemployed not looking for a job** (32%). The great number of unemployed youth not looking for a job is conditioned by the great number of women among the surveyed population which are newly married or engaged in the care of their child/children (43% of unoccupied/unemployed women is not looking for a job). It should be mentioned, that there is such a phenomenon in the target areas: in the HHs there is a hindrance or disagreement over the employment of

a young girl or a woman. It is difficult to assess the scale of this phenomenon, since female respondents are not always fair about the reasons of their unemployment.

There were not registered any peculiarities by the target areas in the issue of the unoccupied/unemployed youth status. Everywhere, men prevail among the unemployed youth looking for a job, and women prevail among the unemployed youth not looking for a job.

**Table 21 - Status of unoccupied/unemployed youth aged 15-35 by target areas and gender**

Status of an unemployed person	Alaverdi ADP			Stepanavan ADP		
	Male	Female	All	Male	Female	All
Unemployed, looking for a job	50%	30%	<b>38%</b>	38%	35%	<b>36%</b>
Unemployed, not looking for a job	24%	46%	<b>38%</b>	13%	43%	<b>31%</b>
Unoccupied because of attending school	18%	14%	<b>15%</b>	29%	17%	<b>22%</b>
Unoccupied because of being a student	7%	8%	<b>8%</b>	19%	5%	<b>11%</b>
Unpaid work (e.g. supporting family business)	0%	0%	<b>0%</b>	0%	0%	<b>0%</b>
Intern or volunteer (unpaid)	1%	0%	<b>1%</b>	0%	0%	<b>0%</b>
<b>All</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

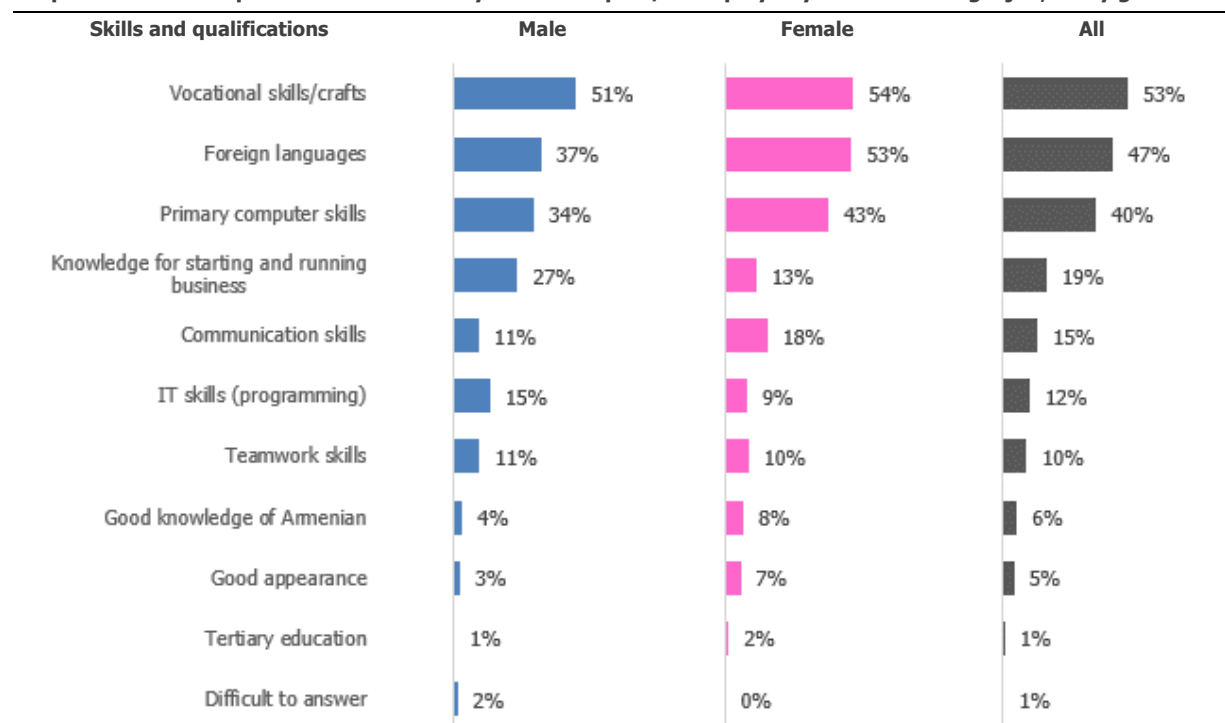
  

Status of an unemployed person	Gavar ADP			Ararat		
	Male	Female	All	Male	Female	All
Unemployed, looking for a job	45%	38%	<b>42%</b>	56%	33%	<b>41%</b>
Unemployed, not looking for a job	16%	38%	<b>29%</b>	15%	43%	<b>33%</b>
Unoccupied because of attending school	27%	14%	<b>20%</b>	15%	13%	<b>13%</b>
Unoccupied because of being a student	11%	9%	<b>10%</b>	13%	10%	<b>11%</b>
Unpaid work (e.g. supporting family business)	0%	0%	<b>0%</b>	0%	1%	<b>1%</b>
Intern or volunteer (unpaid)	0%	0%	<b>0%</b>	2%	0%	<b>1%</b>
<b>All</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**53% of the unoccupied/unemployed youth states, that they need vocational skills and crafts for finding a job** (see [Graph 9](#)). This fact reveals, that there is a gap in vocational skills and crafts among the majority of unoccupied/unemployed youth. The answer to the question "*Why is that so?*" is hidden in the age and sex composition of these respondents:

1. *Age composition factor.* 23% of this group's respondents are *young people aged up to 18* and it is regular, that they speak about the necessity of having vocational skills and crafts: they just have not managed to obtain those skills.
2. *Sex composition factor.* 51% of this group's respondents are *women and girls aged 15-35*. A gap in vocational skills among them is conditioned by early marriages of girls, which hinders them to receive vocational education after leaving school. Thus, 33% of the girls aged 18-22 are already married and almost entirely are overloaded with family and household problems. For comparison, let's note that only 3.5% of boys of the same age group is married.



**Graph 9 - Skills and qualifications necessary for unoccupied/unemployed youth for finding a job, all by gender****Table 22 - Skills and qualifications necessary for unoccupied/unemployed youth for finding a job by target areas and gender**

Skills and qualifications	Alaverdi ADP			Stepanavan ADP		
	Male	Female	All	Male	Female	All
Vocational skills/crafts	43%	49%	<b>47%</b>	37%	46%	<b>43%</b>
Foreign languages	43%	69%	<b>59%</b>	42%	55%	<b>50%</b>
Primary computer skills	43%	50%	<b>47%</b>	38%	46%	<b>43%</b>
Knowledge for starting and running business	24%	13%	<b>18%</b>	31%	10%	<b>18%</b>
Communication skills	5%	13%	<b>10%</b>	4%	15%	<b>11%</b>
IT skills (programming)	11%	11%	<b>11%</b>	27%	16%	<b>20%</b>
Teamwork skills	15%	8%	<b>11%</b>	13%	10%	<b>11%</b>
Good knowledge of Armenian	8%	4%	<b>6%</b>	2%	10%	<b>7%</b>
Good appearance	1%	6%	<b>4%</b>	2%	8%	<b>6%</b>
Higher education	3%	5%	<b>4%</b>	0%	1%	<b>1%</b>
Difficult to answer	3%	0%	<b>1%</b>	4%	0%	<b>2%</b>

Skills and qualifications	Gavar ADP			Ararat		
	Male	Female	All	Male	Female	All
Vocational skills/crafts	62%	57%	<b>59%</b>	59%	62%	<b>61%</b>
Foreign languages	27%	43%	<b>36%</b>	35%	45%	<b>42%</b>
Primary computer skills	31%	45%	<b>38%</b>	19%	32%	<b>27%</b>
Knowledge for starting and running business	27%	15%	<b>21%</b>	24%	14%	<b>17%</b>
Communication skills	22%	27%	<b>25%</b>	7%	16%	<b>13%</b>
IT skills (programming)	13%	8%	<b>10%</b>	11%	2%	<b>5%</b>
Teamwork skills	11%	13%	<b>12%</b>	4%	9%	<b>7%</b>
Good knowledge of Armenian	2%	7%	<b>5%</b>	4%	10%	<b>8%</b>
Good appearance	5%	8%	<b>7%</b>	2%	4%	<b>3%</b>
Higher education	0%	0%	<b>0%</b>	0%	0%	<b>0%</b>
Difficult to answer	0%	0%	<b>0%</b>	2%	0%	<b>1%</b>

It should be mentioned that the second most common skill for finding a job among the unoccupied/unemployed youth is **knowledge of foreign languages** (47%) and, moreover, it is more common among females (53%). This opinion may seem a bit strange, if we observe the issue from the perspective of local (the target areas) labor market requirements. The point is that the state and private institutions, enterprises and organizations operating in the 4 target areas cannot have such a great demand (primarily due to the mentioned organizations' types and fields of activities), that could cause such a great desire for young people to master foreign languages. In our opinion, the high importance of knowledge of foreign languages among youth of the target areas is conditioned by the common and prevailing opinion of society (somewhere reasonable, somewhere stereotypical) that *in order to have a good job or to find a job*, you have to master a foreign language. We also think, that the surveyed population, giving great importance to the knowledge of foreign languages, had in view the labor market requirements of Armenia or, more specifically, Yerevan. It is obvious, that many young people have a goal or desire to work in large, stable, reputable and well known organizations, the overwhelming majority of which are located in Yerevan.

The next most common qualification for finding a job among the unoccupied/unemployed youth is **having computer skills** (40%). This is a pretty regular opinion, since computer knowledge has long been regarded as a skill rather than a profession.

#### **2.1.4 Employability rate among 15-35 age group in target areas**

The Project target group's (stakeholders) perceptions and expectations of themselves is the important information from the perspective of SAY YES Project implementation and the achievement of its objectives. Such information enables to choose the right methods and conduct the right measures for implementing the Project interventions aimed at the target group. Within the scope of this study, a whole section of the questions refers to the youth self-determination or perceptions about their own "I".

20 situations/definitions/formulations were proposed to the youth aged 15-35, and they have answered to them through the following qualitative characterizations: "Strongly agree", "Agree", "Neither agree, nor disagree", "Mostly disagree", "Strongly disagree". A 1-5 point evaluation system was applied for digitalization of the mentioned answers:

- ▶ "Strongly agree" was evaluated 5 points
- ▶ "Agree" was evaluated 4 points
- ▶ "Neither agree, nor disagree" was evaluated 3 points
- ▶ "Mostly disagree" was evaluated 2 points
- ▶ "Strongly disagree" was evaluated 1 point.

A **weighted average point (WAP)** was calculated for each of the 20 situations/definitions/formulations proposed to the youth via the following formula:

$$\text{WAP} = (Q_{SA} \times 5 + Q_A \times 4 + Q_{NAND} \times 3 + Q_{MD} \times 2 + Q_{SD} \times 1) / (Q_{SA} + Q_A + Q_{NAND} + Q_{MD} + Q_{SD})$$

where:

- $Q_{SA}$  = number of "Strongly agree" answers
- $Q_A$  = number of "Agree" answers
- $Q_{NAND}$  = number of "Neither agree, nor disagree" answers
- $Q_{MD}$  = number of "Mostly disagree" answers
- $Q_{SD}$  = number of "Strongly disagree" answers


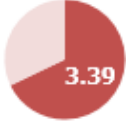




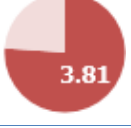

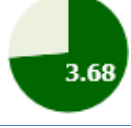
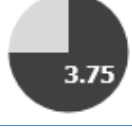

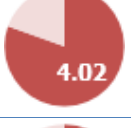





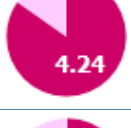
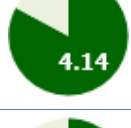
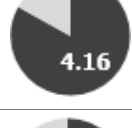

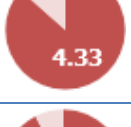
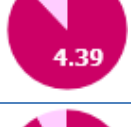
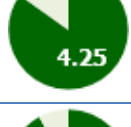

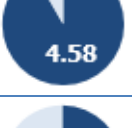
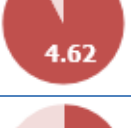
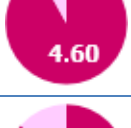
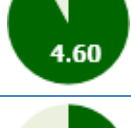


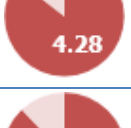

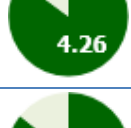
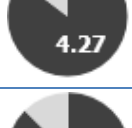
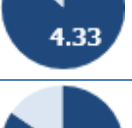
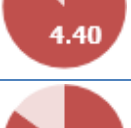
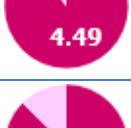
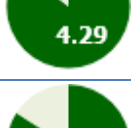
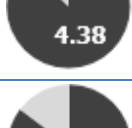
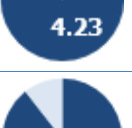
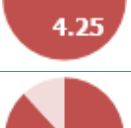
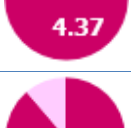
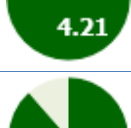
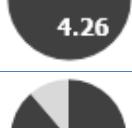
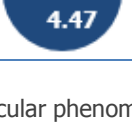
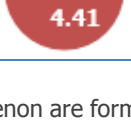
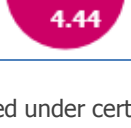
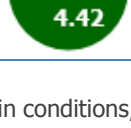
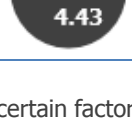
The overall mean score for employability is **3.9** out of 5.

The answers to the 20 situations, definitions and formulations proposed to the youth aged 15-35 expressed in their weighted average points are presented below.

**Graph 10 - Answers to 20 situations, definitions and formulations proposed to the youth aged 15-35 expressed in their weighted average points, all by target areas**

Qualitative characterizations of evaluation marks		5 = Strongly agree 4 = Agree 3 = Neither agree, nor disagree 2 = Mostly disagree 1 = Strongly disagree				
		Target areas				All
		Alaverdi ADP	Stepanavan ADP	Gavar ADP	Ararat	
1.	I can describe my personal strengths and their connection with my career and life goals					
2.	I am able to describe various methods that can be used while looking for a job					
3.	I able to explain the principles and rights I have as an employee					
4.	I am able to define time management and explain how it can help me achieve personal goals					
5.	I can explain the benefits of a résumé or CV and its role in being hired for a job					
6.	I am able to describe what factors for success must be taken into consideration before, during, and after a job interview					
7.	I feel comfortable listing the main expectations employees have for their employers					
8.	I can speak and write clearly so that others understand					
9.	I can read and understand information in words, graphs, diagrams, or charts					
10.	I listen and ask questions in order to understand instructions and other people's points of view					

- Qualitative characterizations of evaluation marks
- ▶ 5 = Strongly agree
  - ▶ 4 = Agree
  - ▶ 3 = Neither agree, nor disagree
  - ▶ 2 = Mostly disagree
  - ▶ 1 = Strongly disagree

	Target areas				All
	Alaverdi ADP	Stepanavan ADP	Gavar ADP	Ararat	
11. I understand well the Armenian labor market					
12. I'm able to share information using various communication technologies, like voice mail, e-mail and computers					
13. I'm not afraid to be creative when solving problems. I like to make sure the solution works in case improvement is required					
14. I can assess situations, identify problems and evaluate solutions					
15. I know where I need to improve and I like to set learning goals. I can identify and access learning opportunities					
16. I like to learn new things					
17. I like to contribute to common goals					
18. I'm a person who likes to take responsibility					
19. I set goals, plan and manage my time, money and other resources to achieve my goals					
20. I respect the thoughts, opinions and contributions of others					

As we know, a person's perceptions on a particular phenomenon are formed under certain conditions, certain factors and circumstances, which guide the selection, organization and interpretation of the external world impulses. The answers to these questions were observed through the following social and cultural factors that form differences of

the youth perceptions on the above mentioned phenomena: place of residence, type of settlement (city/village), gender, age, education, employment, marital status.

**By place of residence (target community).** The survey results reveal, that in the target communities **the awareness level of the Armenian labor market is the lowest** among the above mentioned formulations. Particularly: What is the Armenian labor market? Which are the methods for finding a job nowadays? How to submit a written (résumé) and oral (interview) job application? And this is in the case, when the questions on acquisition of new knowledge, oral and written communication skills, time management methods, contribution to the common goals and taking responsibility comprise the highest level among the respondents. In other words, skills and qualifications, that seem to be the primary factor for occupying a position in the labor market.

**Clear differences are noticed** while observing the estimates of situations **by the target areas**. For instance, sense of responsibility, time management skills, skills for speaking and writing clearly so that others understand are the lowest among the youth of Ararat region.

Another interesting fact. The unemployment rate is the highest in **Gavar ADP area** (see [Table 18](#), page [24](#)), but the **youth of this region are more aware of the Armenian labor market**. This is evidence of two facts: a) either they possess theoretical information on the sector, but owing to some circumstances they can not apply it in practice, b) or under good knowledge they mean the existing difficulties, not the opportunities.

The next difference caused by the place of residence is the *conservative environment*, which requires to follow the established norms. This is one of the main factors, that the youth of Gavar ADP area have mostly mentioned the importance of time management and contribution to the common goals.

**By the type of settlement (city/village).** It is obvious, that the development of technology in some ways has eliminated village vs city differences in terms of access to knowledge and information. However, the cultural environment affects such factors as the correct use of obtained knowledge and information, determination of their significance level, and etc. Moreover, the information obtained as a result of the impact of cultural environment remains within the limits of theoretical knowledge and is not applied to everyday life. E.g. the awareness of the Armenian labor market. The youth of rural settlements have lower skills in occupying a position in the labor market. The **youth of urban settlements are more aware** of job finding methods, benefits of a CV in being hired for a job, ways of performing at a job interview, and so on. **The level of technical knowledge is low among the youth of rural settlements**, e.g. skills on communication methods - voice mail and e-mail, computer. Thus, the youth of rural settlements not having skills in occupying a position in the labor market, are not also aware of the important factors forming that market.

**The youth of rural settlements have more positive attitude towards the situations where other people are involved**, e.g. respect the thoughts and ideas of others, listen to other persons and respect their opinions, contribute to common goals, and etc. They also have a higher sense of responsibility.

Thus, it can be concluded, the environment, where the individual's socialization takes place, has a great impact on the perception and evaluation of phenomena by an individual and self-expression issues.

**By gender.** In the Armenian society, there are very different approaches to an individual conditioned by the latter's gender. Those differences are formed since early childhood, in the primary socialization levels, continue the development in educational institutions and in the subsequent environments. All those factors contribute to the individual's ability to recognize and evaluate his environment and his own "I", as well as the qualities of manifesting in different environments. Those phenomena are also reflected in the results of our survey. Observing the respondents' self-description issues by gender, it can be concluded that **men better know the methods for finding a job**, as the labor market creates more opportunities for males. But after finding a job, men's responsibility and time management skills are weakened. In contrast, these qualities are more important for women. It is remarkable, that in Gavar ADP communities, which are distinguished by a more closed, stereotypical mentality and by women's limited opportunities in the social life, women are more courageous while speaking about their strengths and about the opportunities of using them for achieving their goals and career.

The survey results reveal, that **men are more aware of the preparatory stages' tools for finding a job and being hired**, e.g. they understand well the Armenian labor market, know their expectations from their employers and the methods for finding a job. One of the reasons is that especially in marzes' settlements those activities belong to the "male field". And **women** are not aware of those tools, instead, they **better perform their duties with correct time management**.

It is interesting, that male self-confidence increases in case of all statements, where the words *"problem solution"* and *"problem identification"* exist. One of the reasons is that in our culture men are given *"the authority to solve problems"*. And female readiness and responsibility are more expressed in all the statements that refer to the acquisition of new knowledge, taking responsibility, contributing to the common goals and other similar situations.

We find it appropriate to address the statement *"I'm a person who likes to take responsibility"*. Although in our culture it is a definition for men, the survey results reveal that the sense of responsibility is more expressed among women. In this case, the only exception are Stepanavan ADP communities, where men have more often agreed with this statement.

In fact, **women are more aware of the labor market internal components at least at the level of knowledge, and men are more aware of the methods for occupying a position in the labor market**. Women, that tend to acquire new knowledge, possess the abilities for time management and speaking and writing clearly so that others understand, understand the Armenian labor market worse, as well as know the opportunities for occupying a position there worse than men.

**By age.** An individual's expectations from life, aspirations, as well as activities are changed in parallel with his age. That is why we have selected 7 age groups in ascending order for observing the youth perceptions by age: 1) 15-17 years, 2) 18-20 years, 3) 21-23 years, 4) 24-26 years, 5) 27-29 years, 6) 30-32 years, 7) 33-35 years.

It is especially necessary to address separately the results of the statement *"I can describe my personal strengths and their connection with my career and life goals"*. It seems that in parallel with the age a person should develop his abilities for assessing own strengths and weaknesses and opportunities for their target use. But the survey results reveal, the youth of the highest age group (33-35 years) are the most uncertain about this issue.

All the statements, where a person's "I" is not emphasized directly, but in indirect ways, are more expressed in higher age groups (29-32 years). This particularly refers to the following statements *"I like to contribute to common goals"* and *"I respect the thoughts, opinions and contributions of others"*.

**The youth of 21-23 age group are more aware of the factors for occupying a position in the labor market nowadays**, including the benefits of a résumé, what to do during a job interview, what are the main expectations the employees have from their employers? This age group has a better knowledge on the various methods for finding a job. However, the youth of a higher age group (27-32 years) have higher points in the employee's rights and responsibilities, time management, taking responsibility, which is probably conditioned by their life experience.

**By education.** The answers of persons with postgraduate and elementary education were not included in the analysis of the questions related to the respondents' self-description, since the number of respondents of those groups is very small (respectively 5 and 11 persons) and they cause deviations in the overall picture.

The survey results reveal, that **the vocational and higher education system contribute to the formation of wider outlook of individuals, increase of opportunities in the labor market, overcoming of problems and difficulties, understanding of their own shortcomings and overcoming of them**. In the other words, all the skills and qualities, that an individual does not obtain during the initial socialization, including in the family, as well as in the secondary education system, are completed as a result of the knowledge acquired from the vocational and higher education system.

It is interesting to mention the fact, that the youth with higher education (already graduated) lose their prevailing position only in case of the questions related to the innovative methods and/or opportunities in technology - graphs, diagrams, voice mail and e-mail. There are two main reasons for it: either after graduating from the educational institution the youth have not applied this knowledge in practice, or those measures were not important during their education period. Instead, the youth who are studying at this moment have better awareness of all those tools.

In fact, the higher education system (cultural capital) allows to have wider outlook than we used to have at the initial stage of socialization (at the habitual level). Therefore, it can be concluded, that a person's higher education level increases his opportunities for occupying a position in the labor market.

**By employment.** The answers of the employees of the following 3 groups - unpaid work, intern or volunteer (unpaid), intern or volunteer (paid), were not included in the analysis of the questions related to the respondents' self-description, since the number of the mentioned groups in the sample is very small.

Does an individual's employment affect his self-description and perceptions, and how obvious is that impact? The youth's answers were observed in the frame of those questions.

The survey results reveal, that **the employment is directly proportional to the youth's high self-esteem.** This refers especially to those hired employees, who have a permanent job.

On the one hand, the permanent job contributes to the awareness of the opportunities available in the labor market, and on the other hand, it contributes to the acquisition of knowledge on different sectors. People having permanent employment have a high self-esteem, e.g. they know their strengths, can manage their time and etc. On the contrary, unemployed people (particularly, not looking for a job) and people engaged in agriculture are the least aware of the questions proposed in the frame of the survey. In parallel with it, the aspirations to obtain knowledge and information are low among the unemployed people and people not looking for a job.

It is interesting, that both the people having permanent employment and the unemployed people looking for a job have given the highest points to the statement *"I understand well the Armenian labor market"*. This is conditioned by the fact, that the people having employment had observed the labor market before finding a job, and the unemployed people are now at that stage.

The statements directly referring to the labor market have also got low points among the school-age youth, which reveals, that the youth either do not think about employment at all or have very low interest in it during attendance of the secondary education system (high school).

Actually, the employment is one of the important factors, which changes an individual's attitudes and perceptions on phenomena and own "I" making him more important/useful for the environment.

**By marital status.** The answers received from the group of widows/widowers were not included in the analysis of the questions related to the respondents' self-description, since the number of the mentioned groups in the sample is very small.

The marriage is one of the most important institutions, which has a great impact on the change of an individual's mentality, aspirations and many other important qualitative features. Besides, in our society the marriage has a different impact on a woman and a man: on the one hand, it gives a new status in society, and on the other hand, it gives new limitations. And what impact has it had on the attitudes of our survey participants in the frame of the proposed statements?

As it was mentioned, men are more aware of the preparatory stages' tools for finding a job and being hired, e.g. they understand well the Armenian labor market, know their expectations from their employers and the methods for finding a job. The same image may be seen in [Graph 8](#) (page [27](#)), where the number of unemployed women not looking for a job is 2.5 times greater than the number of men.



The survey results reveal, that the married youth have given higher points to the statements requiring more experience and time, such as time management, sense of responsibility, finding solutions to the problems. And the unmarried youth are more aware of the innovative technologies, as well as they are more inclined to acquire new knowledge.

The married women are less able to list the employee's expectations from the employer, are less aware of what are the important factors during a job interview. This reveals the fact, that **a woman's opportunities for occupying a position in the labor market decline after marriage.**

The cross-observational study of the issue by marital status and gender reveals interesting observations. The survey results reveal, that in case of several issues the marriage has a not positive impact on women. E.g. the change of marital status has a negative impact on women's self-esteem, aspirations, acquisition of new knowledge. In contrast to women, after marriage men increase their self-esteem, self-confidence, acquisition of new knowledge, aspirations of occupying a good position in the labor market. One of the reasons for it is that there are no rules defined for men that they should follow to. Drastic changes do not take place in men's life, moreover, a man obtains a new higher status in society<sup>4</sup>. Besides, the survey results reveal, that after marriage men realize their strengths better, and women worse. If in case of men the ability of being creative in solving problems does not change in parallel with the change of marital status, in case of women this ability decreases.

Actually, the whole cultural factors that may contribute or hinder should be taken into consideration for implementing any project (including also to the labor market) in Armenia.

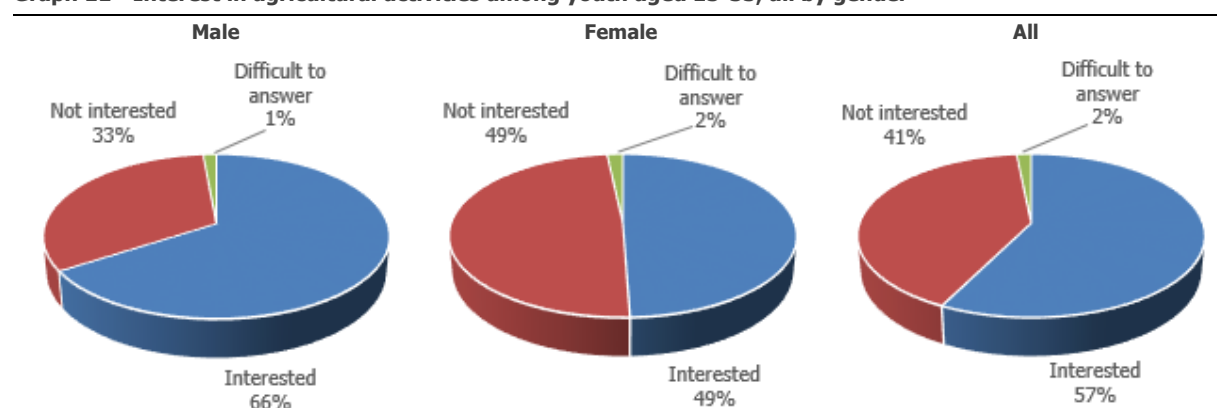
### **2.1.5 Interest in agricultural activities among 15-35 age group**

Agriculture is one of the prevailing branches of local economy in SAY YES Project target areas. Particularly:

- ▶ Both farming (including horticulture) and animal breeding are equally developed in Alaverdi ADP communities. Agriculture is the main income source for people in all communities, except Alaverdi city.
- ▶ Animal breeding sector of agriculture is developed in Stepanavan ADP communities. Especially Tashir region is one of the most developed animal breeding areas in Armenia. Local climatic conditions and large pastures have contributed to Tashir region to become one of milk production and processing centres in Armenia.
- ▶ Both farming and animal breeding are developed in Gavar ADP communities. There is no horticulture in industrial scales. Availability of large land areas and their cultivation allow the state and private persons or organizations to make great investments in creation of agricultural machinery parks.
- ▶ Ararat region communities, except Ararat city, are important horticultural centres. The large quantities of fruit production gave an opportunity to establish alcoholic drinks - vodka, brandy and wine producing enterprises.

In spite of the favorable conditions in the Project target areas for development of agriculture and the sectors related to it (agricultural products processing, agricultural machinery services), **the aspiration and interest in being engaged in agriculture are not widespread among the youth: it comprises 57%** (see [Graph 11](#)). Sometimes agricultural activities are associated with severe physical activity. That is why the interest in agricultural activities is greater among males (66%) than among females (49%).

<sup>4</sup> Field ethnographic materials (FEM), "Public perceptions of culture in modern Armenia" research, 2013-2015 (yet unpublished materials). Researcher: M. Torosyan (culturologist, PhD)

**Graph 11 - Interest in agricultural activities among youth aged 15-35, all by gender****Table 23 - Interest in agricultural activities among youth aged 15-35 by target areas and gender**

Interest	Alaverdi ADP			Stepanavan ADP		
	Male	Female	All	Male	Female	All
Interested	74%	54%	<b>64%</b>	74%	55%	<b>64%</b>
Not interested	25%	46%	<b>36%</b>	25%	42%	<b>34%</b>
Difficult to answer	1%	0%	<b>1%</b>	1%	3%	<b>2%</b>
<b>All</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Interest	Gavar ADP			Ararat		
	Male	Female	All	Male	Female	All
Interested	66%	53%	<b>60%</b>	49%	36%	<b>42%</b>
Not interested	33%	47%	<b>40%</b>	49%	61%	<b>55%</b>
Difficult to answer	1%	0%	<b>1%</b>	3%	3%	<b>3%</b>
<b>All</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**The least interest in agricultural activities was registered among youth of Ararat region.** Even if the respondents of Ararat city are excluded (considering that they are urban residents and do not have agricultural assets) from the received answers, according to the data obtained from villages, the interest in agricultural activities comprises only 50%. This fact is especially noteworthy, since Ararat region's rural communities have better prerequisites for agricultural development: they are located next to the main consumption market (Yerevan), have more fertile and irrigable lands. The explanation to this phenomenon is that the youth tends to have employment which implies less physical activities and more stable monthly income. And such an aspiration is promoted by the availability of greater opportunities to find alternative jobs, which is conditioned by the proximity of the main Armenian labor market - Yerevan, availability of the great employer - "Ararat cement" factory, availability of a lot of agricultural products processing and food production factories, availability of greater opportunities for self-employment.

The survey results reveal, that **the interest in agricultural activities among the youth is actually lower.** 36% of them has mentioned, that *they are engaged in agriculture, since they have no opportunity for another employment* (see [Graph 12](#)). It can be assumed based on the response, that in case of alternative non-agricultural employment opportunities they will give up their agricultural activity. This response was more often registered in Alaverdi ADP communities. In Alaverdi the issue is that the overwhelming majority of farms are engaged in small scale agricultural activities (breed a small number of agricultural animals, cultivate small land areas), which serves rather to meet own consumption needs. In this case the farms' commercialization and income levels are low.

#### 2.1.5.1 Reasons for interest in agricultural activities

There are several reasons for the youth interested in agricultural activity (57% of the total) for explaining their attitude. Those reasons are presented in the graph below.

Graph 12 - Reasons for interest in agricultural activities among youth aged 15-35, all by gender

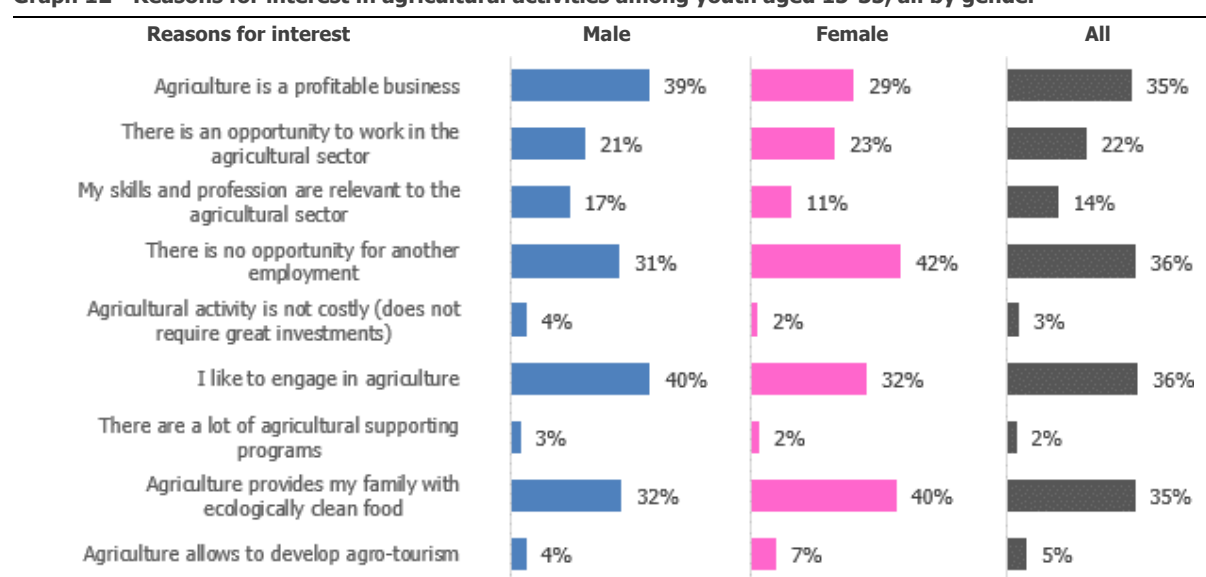


Table 24 - Reasons for interest in agricultural activities among youth by target areas and gender

Reasons for interest	Alaverdi ADP			Stepanavan ADP		
	Male	Female	All	Male	Female	All
Agriculture is a profitable business	44%	31%	<b>38%</b>	35%	30%	<b>33%</b>
There is an opportunity to work in the agricultural sector	17%	25%	<b>21%</b>	31%	31%	<b>31%</b>
My skills and profession are relevant to the agricultural sector	15%	16%	<b>16%</b>	24%	13%	<b>19%</b>
There is no opportunity for another employment	25%	33%	<b>28%</b>	18%	44%	<b>30%</b>
Agricultural activity is not costly (does not require great investments)	3%	3%	<b>3%</b>	8%	2%	<b>6%</b>
I like to engage in agriculture	52%	42%	<b>47%</b>	39%	24%	<b>33%</b>
There are a lot of agricultural supporting programs	1%	1%	<b>1%</b>	6%	4%	<b>5%</b>
Agriculture provides my family with ecologically clean food	26%	43%	<b>33%</b>	25%	35%	<b>30%</b>
Agriculture allows to develop agro-tourism	2%	9%	<b>5%</b>	4%	7%	<b>5%</b>

Reasons for interest	Gavar ADP			Ararat		
	Male	Female	All	Male	Female	All
Agriculture is a profitable business	36%	24%	<b>31%</b>	44%	28%	<b>37%</b>
There is an opportunity to work in the agricultural sector	21%	18%	<b>19%</b>	13%	17%	<b>15%</b>
My skills and profession are relevant to the agricultural sector	13%	7%	<b>10%</b>	13%	5%	<b>9%</b>
There is no opportunity for another employment	47%	57%	<b>52%</b>	36%	29%	<b>33%</b>
Agricultural activity is not costly (does not require great investments)	2%	0%	<b>1%</b>	4%	2%	<b>3%</b>
I like to engage in agriculture	36%	29%	<b>33%</b>	27%	33%	<b>30%</b>
There are a lot of agricultural supporting programs	2%	2%	<b>2%</b>	2%	1%	<b>1%</b>
Agriculture provides my family with ecologically clean food	47%	44%	<b>46%</b>	27%	39%	<b>32%</b>
Agriculture allows to develop agro-tourism	6%	4%	<b>5%</b>	5%	9%	<b>7%</b>

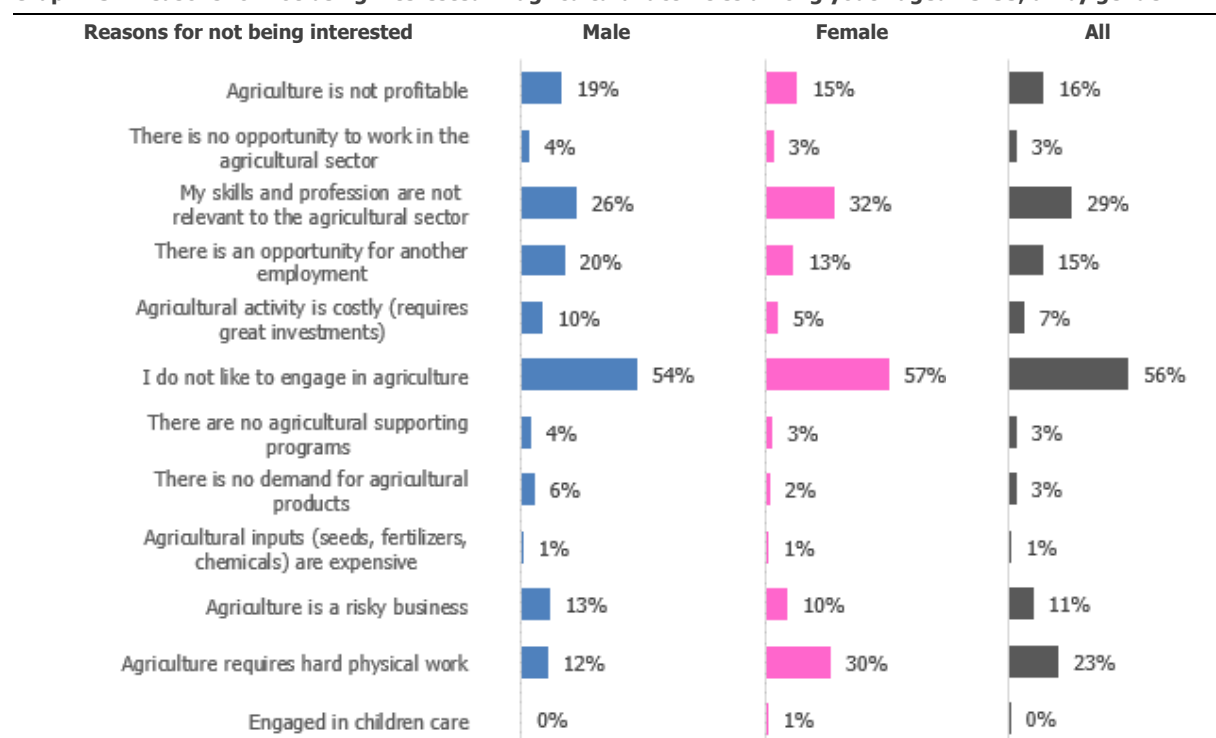
The share of youth who has assessed the economic attractiveness of agricultural activity comprises up to 45% (26% of the total). They think, that *agriculture is a profitable business* (35%), *it allows to develop agro-tourism* (5%), *it is not costly* (3%), *there are supporting programs* (2%). An important finding of this study is that **the share of**

persons, whose skills and profession are relevant to the agricultural sector, comprises 14% among the youth aged 15-35.

#### 2.1.5.2 Reasons for not being interested in agricultural activities

41% of the youth aged 15-35 is not interested in agricultural activities. The main part (56%) of this group as a reason for their attitude has mentioned, they *do not like to engage in agriculture* (see [Graph 13](#)). This answer identifies a rather disturbing picture. The survey results reveal, that **especially the minors - 15-17 years old boys and girls do not "like" the agricultural activity**. 68% of this age group has mentioned about it. It is obvious, that at this age, when they do not have any work experience, the youth are affected by a particular information. The most of our respondents are engaged in small scale agricultural activities and have humble living conditions. In this situation, 15-17 years old boys and girls see their parents hard agricultural work, compare it with the outcome and assume, that the result is inadequate for the work done. Therefore, they lose their desire to engage in agriculture at an early age. This is especially bad, since agriculture is the only opportunity for economic activity in the majority of the target areas communities, and when youth do not want to engage in it, they start to look for opportunities to work abroad.

**Graph 13 - Reasons for not being interested in agricultural activities among youth aged 15-35, all by gender**



**Table 25 - Reasons for not being interested in agricultural activities among youth aged 15-35 by target areas and gender**

Reasons for not being interested	Alaverdi ADP			Stepanavan ADP		
	Male	Female	All	Male	Female	All
Agriculture is not profitable	19%	12%	15%	25%	16%	19%
There is no opportunity to work in the agricultural sector	3%	6%	5%	13%	3%	6%
My skills and profession are not relevant to the agricultural sector	26%	39%	35%	29%	25%	27%
There is an opportunity for another employment	6%	11%	9%	25%	18%	20%
Agricultural activity is costly (requires great investments)	6%	2%	3%	8%	7%	7%

Reasons for not being interested	Alaverdi ADP			Stepanavan ADP		
	Male	Female	All	Male	Female	All
I do not like to engage in agriculture	74%	61%	<b>65%</b>	46%	64%	<b>58%</b>
There are no agricultural supporting programs	3%	2%	<b>2%</b>	0%	2%	<b>1%</b>
There is no demand for agricultural products	3%	3%	<b>3%</b>	8%	3%	<b>5%</b>
Agricultural inputs (seeds, fertilizers, chemicals) are expensive	0%	1%	<b>1%</b>	0%	0%	<b>0%</b>
Agriculture is a risky business	10%	4%	<b>6%</b>	4%	7%	<b>6%</b>
Agriculture requires hard physical work	16%	22%	<b>20%</b>	17%	28%	<b>24%</b>
Engaged in children care	0%	2%	<b>1%</b>	0%	0%	<b>0%</b>

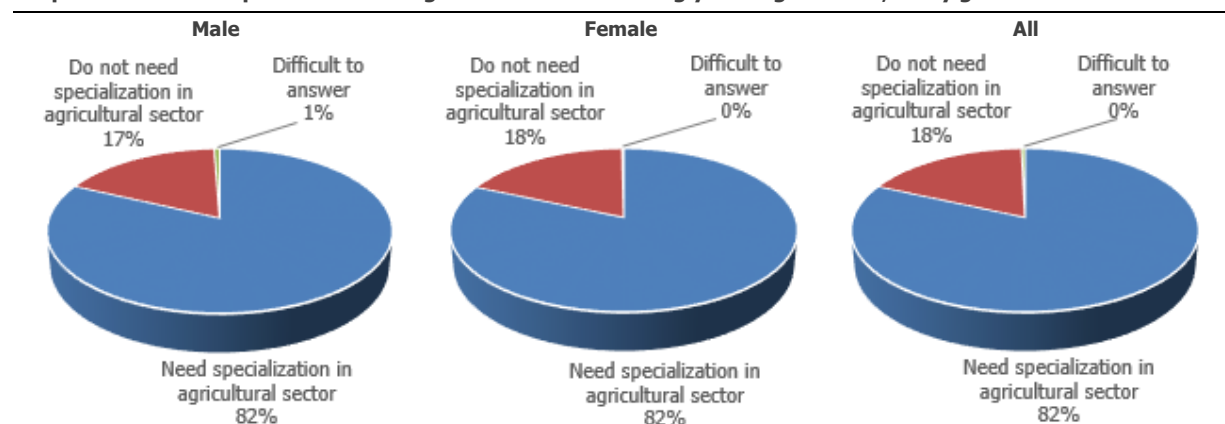
  

Reasons for not being interested	Gavar ADP			Ararat		
	Male	Female	All	Male	Female	All
Agriculture is not profitable	19%	19%	<b>19%</b>	15%	12%	<b>13%</b>
There is no opportunity to work in the agricultural sector	0%	2%	<b>1%</b>	2%	3%	<b>2%</b>
My skills and profession are not relevant to the agricultural sector	15%	43%	<b>32%</b>	31%	22%	<b>26%</b>
There is an opportunity for another employment	31%	11%	<b>19%</b>	16%	12%	<b>14%</b>
Agricultural activity is costly (requires great investments)	19%	9%	<b>13%</b>	5%	4%	<b>5%</b>
I do not like to engage in agriculture	54%	61%	<b>58%</b>	47%	46%	<b>47%</b>
There are no agricultural supporting programs	4%	4%	<b>4%</b>	7%	3%	<b>5%</b>
There is no demand for agricultural products	12%	0%	<b>5%</b>	2%	1%	<b>2%</b>
Agricultural inputs (seeds, fertilizers, chemicals) are expensive	0%	3%	<b>2%</b>	2%	1%	<b>1%</b>
Agriculture is a risky business	23%	17%	<b>19%</b>	13%	11%	<b>12%</b>
Agriculture requires hard physical work	15%	29%	<b>23%</b>	5%	38%	<b>24%</b>
Engaged in children care	0%	1%	<b>0%</b>	0%	1%	<b>0%</b>

### 2.1.6 Need for specialization in agricultural sector

Regardless the fact whether the youth are interested in agricultural activities or not, the overwhelming majority (82%) of them need specialization in agricultural sector (see [Graph 14](#)). It is obvious, that even if many young people do not like to engage in agriculture, they have to be aware of any specialization in this sector, since they cannot engage in other activities owing to the peculiarities of their place of residence or household.

**Graph 14 - Need for specialization in agricultural sector among youth aged 15-35, all by gender**



The youth of Ararat has the least (78%) need for specialization in agricultural sector, and the youth of Stepanavan ADP area has the greatest (85%) need.

**Table 26 - Need for specialization in agricultural sector among youth aged 15-35 by target areas and gender**

Need for specialization in agricultural sector	Alaverdi ADP			Stepanavan ADP		
	Male	Female	All	Male	Female	All
Need specialization in agricultural sector	81%	83%	<b>82%</b>	90%	81%	<b>85%</b>
Do not need specialization in agricultural sector	18%	17%	<b>17%</b>	10%	19%	<b>15%</b>
Difficult to answer	2%	0%	<b>1%</b>	0%	0%	<b>0%</b>
<b>All</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

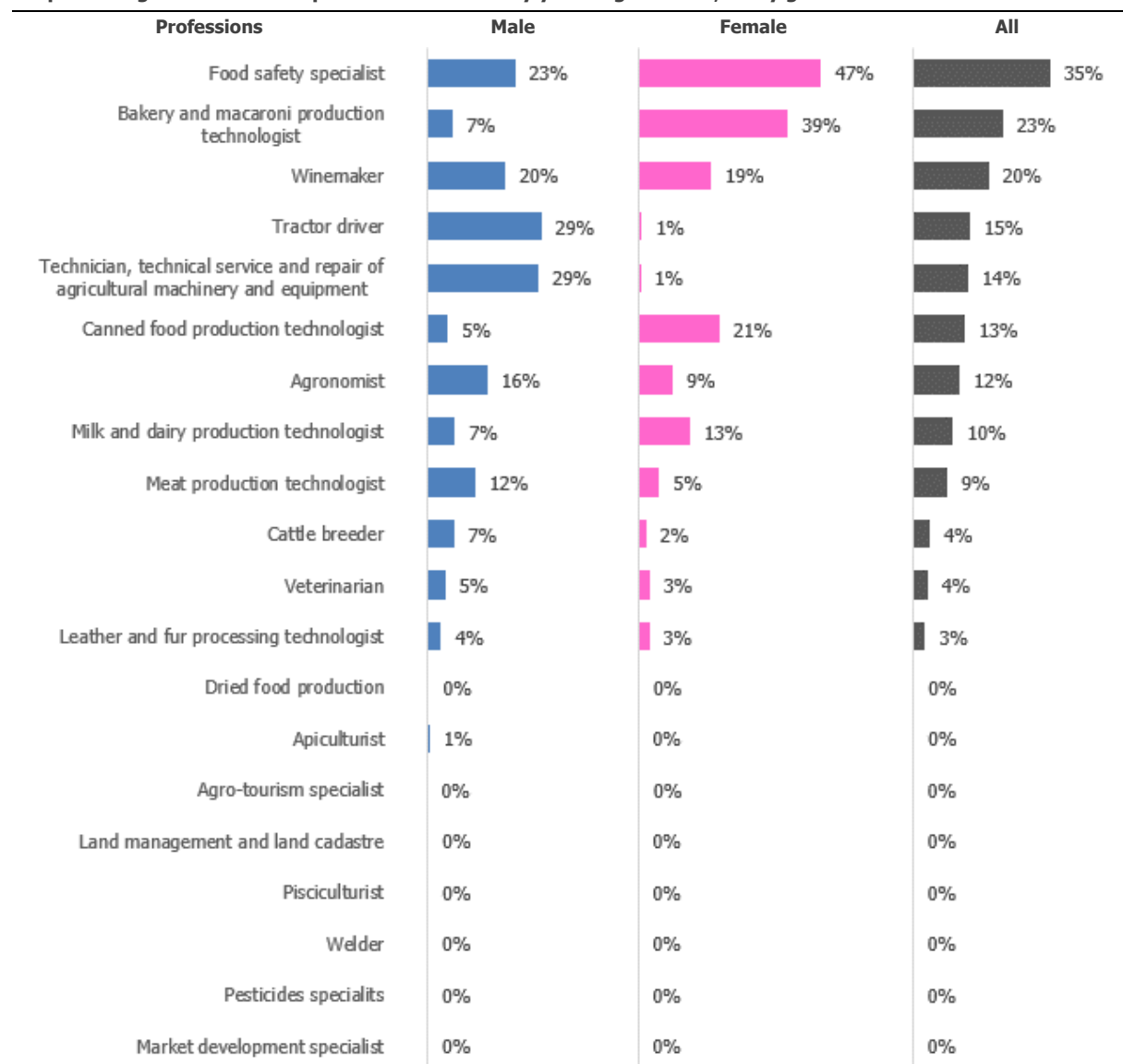
Need for specialization in agricultural sector	Gavar ADP			Ararat		
	Male	Female	All	Male	Female	All
Need specialization in agricultural sector	81%	82%	<b>82%</b>	76%	80%	<b>78%</b>
Do not need specialization in agricultural sector	19%	18%	<b>18%</b>	23%	19%	<b>21%</b>
Difficult to answer	0%	0%	<b>0%</b>	1%	0%	<b>1%</b>
<b>All</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

The youth, that have need for specialization in agricultural sector, have listed about twenty professions. Some of them have mentioned one, and some of them several professions. It can be noticed from the responses given by the youth, that they have listed professions of mainly 3 types:

- 1) **professions preferred mainly by men**, including:
  - tractor driver
  - technician, technical service and repair of agricultural machinery and equipment
  - agronomist
  - meat production technologist
- 2) **professions preferred mainly by women**, including:
  - bakery and macaroni production technologist
  - canned food production technologist
  - milk and dairy production technologist
- 3) **professions equally preferred by different sexes**, including:
  - food safety specialist
  - winemaker, and etc.

According to the survey results, the most demanded profession of agricultural sector among youth is “food safety specialist” (35%), moreover this profession is especially demanded by women (47%). We suggest the Client’s team to make some reservations relating to this question: *we are not sure that respondents have correct understanding of this profession*. We have asked an additional question to the respondents who mentioned this profession: what do they mean by saying “food safety specialist”? The received answers have revealed that they rather meant food technologists.

The data on the most demanded professions of the agricultural sector among the youth aged 15-35 is presented in the graph below. The question was given only to those respondents who had mentioned that they needed such specialization (82% of the total, see [Graph 14](#)).

**Graph 15 - Agricultural sector professions needed by youth aged 15-35, all by gender**

In the target areas there are different peculiarities in the agricultural sector. This was already spokeed about. Considering this fact, the demand for professions of the agricultural sector was different in different target areas. Particularly, greater need for the profession of “milk and dairy production technologist” was mentioned in the areas, where cattle breeding is developed (Stepanavan ADP, Gavar ADP). And greater need for the profession of “winemaker” was mentioned in Ararat, which is one of the main grape production centres of Armenia.

The data on the need for the agricultural sector professions among the youth aged 15-35 in different target areas is presented in the table below.

**Table 27 - Agricultural sector professions needed by youth aged 15-35 by target areas and gender**

Professions	Alaverdi ADP			Stepanavan ADP		
	Male	Female	All	Male	Female	All
Food safety specialist	21%	45%	<b>34%</b>	24%	43%	<b>34%</b>
Bakery and macaroni production technologist	7%	37%	<b>23%</b>	6%	46%	<b>26%</b>
Winemaker	14%	18%	<b>16%</b>	15%	16%	<b>16%</b>
Tractor driver	31%	1%	<b>15%</b>	34%	0%	<b>17%</b>



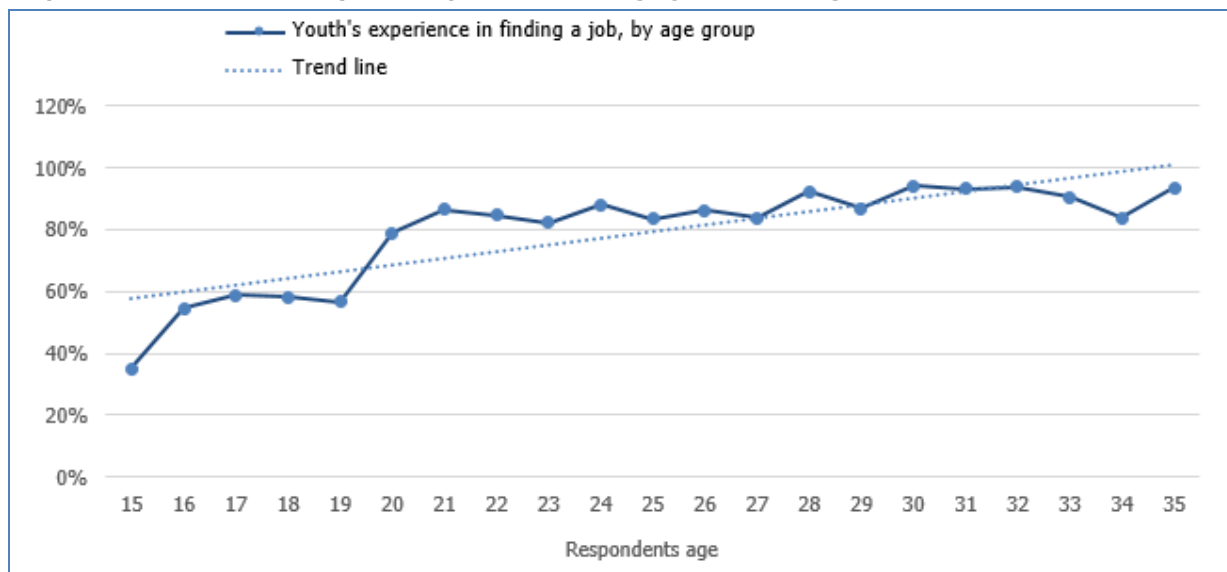
Professions	Alaverdi ADP			Stepanavan ADP		
	Male	Female	All	Male	Female	All
Technician, technical service and repair of agricultural machinery and equipment	28%	0%	<b>13%</b>	23%	0%	<b>12%</b>
Canned food production technologist	3%	17%	<b>10%</b>	5%	20%	<b>12%</b>
Agronomist	25%	10%	<b>17%</b>	15%	11%	<b>13%</b>
Milk and dairy production technologist	1%	11%	<b>6%</b>	10%	17%	<b>14%</b>
Meat production technologist	11%	4%	<b>7%</b>	15%	8%	<b>12%</b>
Cattle breeder	10%	2%	<b>6%</b>	7%	3%	<b>5%</b>
Veterinarian	3%	5%	<b>4%</b>	6%	2%	<b>4%</b>
Leather and fur processing technologist	1%	1%	<b>1%</b>	6%	3%	<b>4%</b>
Dried food production	2%	0%	<b>1%</b>	0%	0%	<b>0%</b>
Apiculturist	1%	0%	<b>0%</b>	0%	0%	<b>0%</b>
Agro-tourism specialist	0%	1%	<b>1%</b>	0%	0%	<b>0%</b>
Land management and land cadastre	0%	0%	<b>0%</b>	1%	0%	<b>1%</b>
Pisciculturist	0%	0%	<b>0%</b>	1%	0%	<b>1%</b>
Welder	1%	0%	<b>0%</b>	0%	0%	<b>0%</b>
Pesticides specialist	1%	0%	<b>0%</b>	0%	0%	<b>0%</b>
Market development specialist	1%	0%	<b>0%</b>	0%	0%	<b>0%</b>

Professions	Gavar ADP			Ararat		
	Male	Female	All	Male	Female	All
Food safety specialist	20%	45%	<b>32%</b>	26%	57%	<b>42%</b>
Bakery and macaroni production technologist	8%	42%	<b>25%</b>	6%	30%	<b>19%</b>
Winemaker	22%	23%	<b>22%</b>	31%	18%	<b>24%</b>
Tractor driver	35%	1%	<b>18%</b>	16%	1%	<b>8%</b>
Technician, technical service and repair of agricultural machinery and equipment	43%	1%	<b>22%</b>	20%	0%	<b>9%</b>
Canned food production technologist	6%	32%	<b>19%</b>	8%	17%	<b>13%</b>
Agronomist	14%	8%	<b>11%</b>	8%	7%	<b>7%</b>
Milk and dairy production technologist	14%	14%	<b>14%</b>	2%	13%	<b>8%</b>
Meat production technologist	14%	6%	<b>10%</b>	9%	3%	<b>6%</b>
Cattle breeder	6%	3%	<b>5%</b>	5%	0%	<b>2%</b>
Veterinarian	6%	2%	<b>4%</b>	3%	3%	<b>3%</b>
Leather and fur processing technologist	3%	4%	<b>3%</b>	5%	3%	<b>4%</b>
Dried food production	0%	0%	<b>0%</b>	0%	0%	<b>0%</b>
Apiculturist	2%	0%	<b>1%</b>	0%	0%	<b>0%</b>
Agro-tourism specialist	0%	0%	<b>0%</b>	0%	0%	<b>0%</b>
Land management and land cadastre	0%	0%	<b>0%</b>	0%	0%	<b>0%</b>
Pisciculturist	0%	0%	<b>0%</b>	0%	0%	<b>0%</b>
Welder	0%	0%	<b>0%</b>	0%	0%	<b>0%</b>
Pesticides specialist	0%	0%	<b>0%</b>	0%	0%	<b>0%</b>
Market development specialist	0%	0%	<b>0%</b>	0%	0%	<b>0%</b>

### 2.1.7 Obstacles in finding a job faced by 15-35 age group

**The youth's experience in finding a job is in direct proportion to their age:** the older they are, the greater is their experience in finding a job. This statement is approved through the graph presented below.

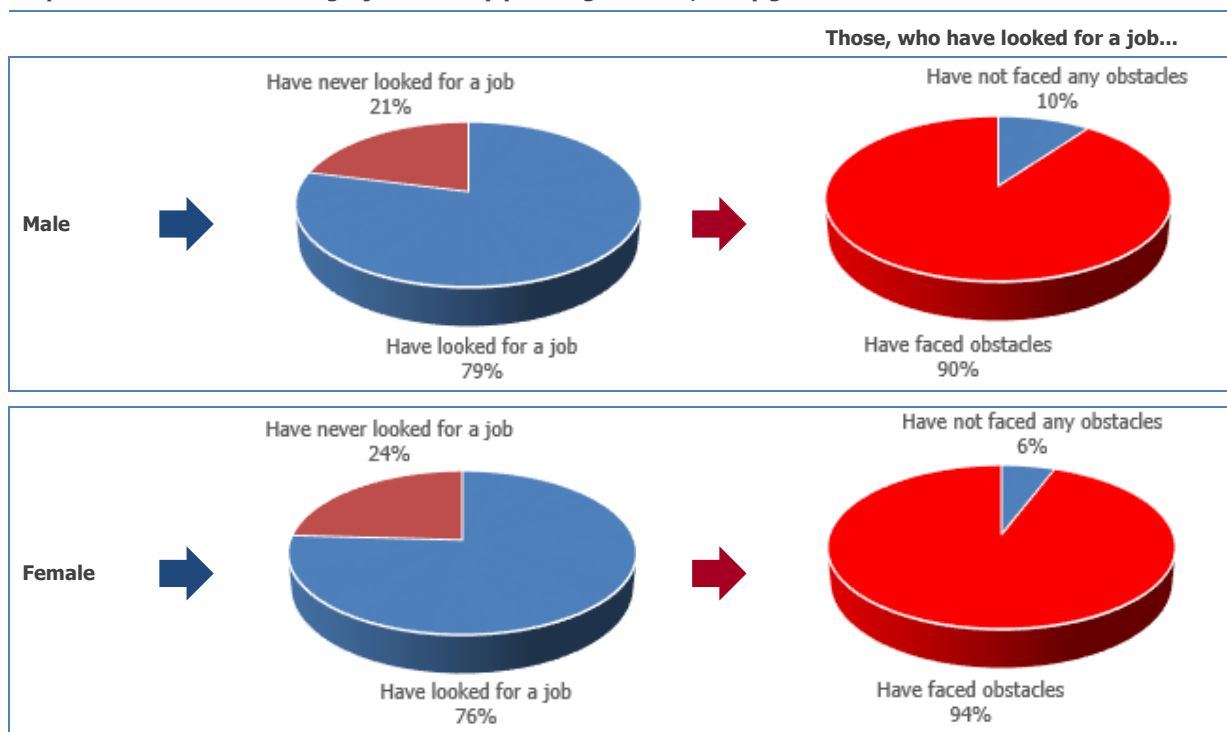
Graph 16 - Corelation between youth's experience in finding a job and their age



The survey results reveal, that there is a statistically significant association between the youth's experience in finding a job and their sex and age composition ( $X^2=17.06$ ,  $p\text{-value}<0.000687$ ,  $p<0.05$ ).

The target of this survey are youth age 15-35, and, for objective reasons, a significant part of them has never dealt with "employee-employer" relations and never looked for a job. This refers to the following groups: a) minors aged 15-17, who are at the secondary education stage, b) a part of students, who are at the vocational or higher education stage, c) women/girls, who have not got opportunity or time to look for a job owing to their early (immediately after school) marriage (the phenomenon is especially noticeable in Gavar ADP area). According to the survey results, **in the target areas 23% of the youth aged 15-35 has never looked for a job, moreover, 21% of men and 24% of women.**

Graph 17 - Obstacles in finding a job faced by youth aged 15-35, all by gender



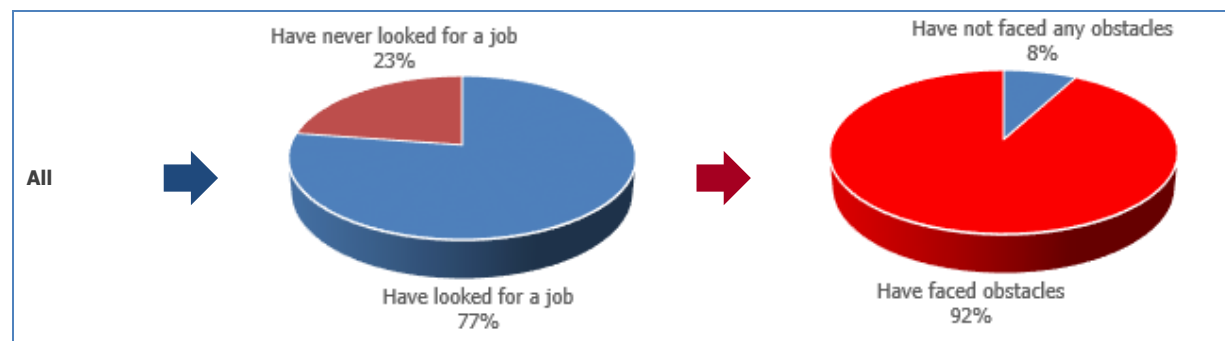


Table 28 - Obstacles in finding a job faced by youth aged 15-35 by target areas and gender

Obstacles in finding a job	Alaverdi ADP			Stepanavan ADP		
	Male	Female	All	Male	Female	All
Have never looked for a job	11%	13%	<b>12%</b>	28%	27%	<b>27%</b>
Have looked for a job and:	89%	87%	<b>88%</b>	72%	73%	<b>73%</b>
Have not faced any obstacles	9%	3%	<b>6%</b>	12%	7%	<b>9%</b>
Have faced obstacles	91%	97%	<b>94%</b>	88%	93%	<b>91%</b>

Obstacles in finding a job	Gavar ADP			Ararat		
	Male	Female	All	Male	Female	All
Have never looked for a job	25%	33%	<b>29%</b>	19%	25%	<b>22%</b>
Have looked for a job and:	75%	67%	<b>71%</b>	81%	75%	<b>78%</b>
Have not faced any obstacles	13%	8%	<b>11%</b>	9%	6%	<b>7%</b>
Have faced obstacles	87%	92%	<b>89%</b>	91%	94%	<b>93%</b>

According to the survey results, 92% of the youth looking for a job has faced obstacles, moreover, in case of men this figure comprises 90%, and in case of women 94%. **Women more often face obstacles than men while looking for a job**, and there are three main reasons for it:

1. lack of work experience (25% of the mentioned obstacles),
2. lack of education (20% of the mentioned obstacles),
3. marital status (the fact of being married, care for a child, livelihood) (10% of the mentioned obstacles).

It can be registered, that **men without education find a job more easily than women do**. The explanation is that there are much more jobs that can be done by men without vocational education. Particularly, men can do almost all kinds of jobs requiring physical work, but women cannot do. The obstacles faced by youth aged 15-35 while looking for a job are presented below.

Table 29 - Obstacles in finding a job faced by youth aged 15-35 by target areas and gender

Obstacles in finding a job	All target areas		
	Male	Female	All
<b>Have faced obstacles, which are as following:</b>	<b>89%</b>	<b>94%</b>	<b>92%</b>
Not enough jobs available	58%	51%	<b>54%</b>
Low wages in available jobs	33%	19%	<b>26%</b>
No work experience	16%	25%	<b>21%</b>
No education	13%	20%	<b>17%</b>
Corruption (have to bribe people for work)	17%	14%	<b>15%</b>
Lack of personal network	16%	12%	<b>14%</b>
Being a minor	14%	11%	<b>12%</b>
Poor working conditions in available jobs	11%	6%	<b>8%</b>
No suitable training opportunities	4%	8%	<b>6%</b>
Being married, care for a child, livelihood	0%	10%	<b>5%</b>
Considered too young	4%	4%	<b>4%</b>
My specialty is not demanded in Armenia / in the place of my residence	3%	4%	<b>3%</b>

Obstacles in finding a job	All target areas		
	Male	Female	All
Inconvenient working conditions (hours, distance)	2%	2%	<b>2%</b>
Being male/female	0%	2%	<b>1%</b>
Discriminatory prejudices, particularly disability, religion, race	1%	1%	<b>1%</b>
Husband's or household other member's prohibition	0%	2%	<b>1%</b>
Health problems	1%	0%	<b>1%</b>
Requirements for appearance	0%	1%	<b>0%</b>
Poor knowledge of Armenian	0%	1%	<b>0%</b>
Poor knowledge of foreign languages	0%	1%	<b>0%</b>
Not being served in the army	1%	0%	<b>0%</b>

Obstacles in finding a job	Alaverdi ADP			Stepanavan ADP		
	Male	Female	All	Male	Female	All
<b>Have faced obstacles, which are as following:</b>	<b>91%</b>	<b>97%</b>	<b>94%</b>	<b>88%</b>	<b>93%</b>	<b>91%</b>
Not enough jobs available	70%	56%	<b>63%</b>	39%	49%	<b>44%</b>
Low wages in available jobs	24%	14%	<b>19%</b>	36%	19%	<b>27%</b>
No work experience	12%	21%	<b>17%</b>	15%	32%	<b>24%</b>
No education	12%	21%	<b>17%</b>	21%	27%	<b>24%</b>
Corruption (have to bribe people for work)	11%	13%	<b>12%</b>	11%	11%	<b>11%</b>
Lack of personal network	12%	9%	<b>10%</b>	8%	5%	<b>7%</b>
Being a minor	13%	13%	<b>13%</b>	18%	3%	<b>10%</b>
Poor working conditions in available jobs	5%	3%	<b>4%</b>	16%	9%	<b>12%</b>
No suitable training opportunities	3%	8%	<b>5%</b>	3%	4%	<b>4%</b>
Being married, care for a child, livelihood	0%	13%	<b>7%</b>	0%	3%	<b>2%</b>
Considered too young	5%	9%	<b>7%</b>	8%	4%	<b>6%</b>
My specialty is not demanded in Armenia / in the place of my residence	4%	3%	<b>4%</b>	5%	6%	<b>5%</b>
Inconvenient working conditions (hours, distance)	7%	1%	<b>4%</b>	2%	3%	<b>2%</b>
Being male/female	0%	0%	<b>0%</b>	0%	4%	<b>2%</b>
Discriminatory prejudices, particularly disability, religion, race	0%	1%	<b>1%</b>	2%	2%	<b>2%</b>
Husband's or household other member's prohibition	0%	0%	<b>0%</b>	0%	1%	<b>1%</b>
Health problems	1%	1%	<b>1%</b>	2%	0%	<b>1%</b>
Requirements for appearance	0%	0%	<b>0%</b>	0%	1%	<b>1%</b>
Poor knowledge of Armenian	0%	0%	<b>0%</b>	0%	1%	<b>0%</b>
Poor knowledge of foreign languages	1%	0%	<b>1%</b>	0%	0%	<b>0%</b>
Not being served in the army	1%	0%	<b>0%</b>	2%	0%	<b>1%</b>

Obstacles in finding a job	Gavar ADP			Ararat		
	Male	Female	All	Male	Female	All
<b>Have faced obstacles, which are as following:</b>	<b>87%</b>	<b>92%</b>	<b>89%</b>	<b>91%</b>	<b>94%</b>	<b>93%</b>
Not enough jobs available	73%	62%	<b>68%</b>	47%	38%	<b>42%</b>
Low wages in available jobs	27%	13%	<b>20%</b>	48%	29%	<b>38%</b>
No work experience	17%	25%	<b>21%</b>	22%	23%	<b>22%</b>
No education	10%	10%	<b>10%</b>	12%	21%	<b>17%</b>
Corruption (have to bribe people for work)	23%	19%	<b>21%</b>	22%	15%	<b>18%</b>
Lack of personal network	15%	12%	<b>14%</b>	27%	23%	<b>25%</b>
Being a minor	21%	16%	<b>19%</b>	4%	12%	<b>8%</b>
Poor working conditions in available jobs	8%	4%	<b>6%</b>	14%	8%	<b>11%</b>
No suitable training opportunities	2%	13%	<b>7%</b>	7%	10%	<b>9%</b>
Being married, care for a child, livelihood	0%	10%	<b>5%</b>	0%	13%	<b>6%</b>
Considered too young	2%	2%	<b>2%</b>	2%	2%	<b>2%</b>

Obstacles in finding a job	Gavar ADP			Ararat		
	Male	Female	All	Male	Female	All
My specialty is not demanded in Armenia / in the place of my residence	2%	4%	3%	1%	3%	2%
Inconvenient working conditions (hours, distance)	0%	3%	1%	0%	3%	1%
Being male/female	0%	5%	2%	0%	2%	1%
Discriminatory prejudices, particularly disability, religion, race	2%	1%	1%	1%	1%	1%
Husband's or household other member's prohibition	0%	2%	1%	0%	4%	2%
Health problems	2%	1%	1%	1%	0%	1%
Requirements for appearance	0%	1%	1%	0%	2%	1%
Poor knowledge of Armenian	0%	1%	1%	1%	1%	1%
Poor knowledge of foreign languages	0%	1%	1%	0%	1%	0%
Not being served in the army	0%	0%	0%	0%	0%	0%

## 2.2 READINESS OF AGRO-SECTOR ENTERPRISES TO HIRE EMPLOYEES WITH VET AND WBL EDUCATION

### 2.2.1 Description of agro-sector enterprises

As it was mentioned in this survey methodology, the survey was conducted among such business entities engaged in agriculture, which hire professional staff (on a formal or informal basis). Although thousands of entities are engaged in agriculture in the target areas, finding 80 enterprises hiring professional staff became a challenging task considering their small quantity. *Why does a small number of agricultural enterprises hire professional staff?* The answer to this question can be found in the description (characteristic) of agricultural enterprises. In the table below we have presented those features of agro-sector enterprises characteristics, which, according to our assessment, have direct or indirect impact on the behavior of those enterprises as an employer of professional staff.

**The scales of agro-sector enterprises activity.** It is not a secret, that in Armenia agriculture is distinguished by a great number of entities involved in this sector and small scales of their activity (expressed with the number of agricultural assets). This is especially noticeable in the primary agricultural production sector: this refers to the entities engaged in farming and animal breeding, as well as providing agricultural machinery services. According to the 2014 Comprehensive Agricultural Census data, the number of cattle breeding farms comprises 110,975, from which 91,427 (82.4%) have less than 10 heads of cattle. Land plots cultivated by farms are also small and fragmented. The situation is also the same in the agricultural machinery services sector. **The peculiarity of small farms is that they manage to conduct almost all works with the help of a household members. And if a household needs to involve workforce (e.g. during harvesting periods), in the overwhelming majority of cases they hire workmen, but not professional staff.** The situation is the same in SAY YES Project target areas. Due to the small scales of agro-sector enterprises they do not need to involve professional staff. That is why **the number of agricultural enterprises involving professional staff is very small in the target areas.**

Several indicators on scales of the surveyed agro-sector enterprises activities are presented in [Table 30](#). The assessment indicators were as following:

1. **quantity of annually processed milk** for **milk processing enterprises**,
2. **number of livestock** for **animal breeding enterprises**,
3. **number of machinery** for **enterprises providing agricultural machinery services**,
4. **area of cultivated land plots** for **farming / horticultural enterprises**,
5. **quantity of annually processed grape** for **winemaking enterprises**.

The presented data reveals that all the surveyed enterprises are quite small, and the number of comparatively great enterprises comprises 10-15% of the total.

**Table 30 - Number of agro-sector enterprises by scales of activity**

Scales of activity	Types of agro-sector enterprises				
	Milk processing	Animal breeding	Agricultural machinery	Farming / horticulture	Winemaking
Processed milk quantity: <365 tons/year	12				
Processed milk quantity: 366-1,000 tons/year	1				
Processed milk quantity: >1,000 tons/year	2				
Livestock: <100 heads		14			
Livestock: 101-300 heads		3			
Livestock: >300 heads		3			
Agricultural machinery: <5 units			10		
Agricultural machinery: 6-10 units			7		
Agricultural machinery: >10 units			3		
Cultivated area: <50 ha				11	
Cultivated area: 51-100 ha				2	
Cultivated area: >100 ha				2	
Processed grape quantity: <1,000 tons/year					5
Processed grape quantity: 1,001-5,000 tons/year					4
Processed grape quantity: >5,000 tons/year					1
<b>Total</b>	<b>15</b>	<b>20</b>	<b>20</b>	<b>15</b>	<b>10</b>

**14 out of the surveyed 80 enterprises conduct mixed activities:** they are simultaneously engaged in some of the abovementioned 5 sectors. This is a regular phenomenon, since some of the surveyed 5 sectors are closely interconnected. Implementation of simultaneously several activities allows the agro-sector enterprises to diversify their activity and increase production efficiency via creating a close cycle and scale effect. Particularly:

- ▶ 2 out of 15 milk processing enterprises have their own livestock and a raw material (milk) base,
- ▶ 7 out of 20 animal breeding enterprises are also engaged in farming and have an agricultural machinery park, 1 of them is engaged in milk processing,
- ▶ 2 out of 20 enterprises providing agricultural machinery services are engaged in large-scale farming,
- ▶ 2 out of 15 farming enterprises have their own agricultural machinery park.

The survey results reveal, that the enterprises engaged in mixed (interconnected) activities have the largest scales of activities and, as a rule, they are comparatively great employers.

**Number of employees in agro-sector enterprises.** The number of employees in agro-sector enterprises is directly depended on the scale of an enterprise's activities: **small enterprises hire a small number of employees and vice versa.** The survey results reveal, that the enterprises with the smallest number of employees operate in the sectors of animal breeding and agricultural machinery services (see [Table 31](#)). This is conditioned by the quantity of agricultural assets in those enterprises and a small scale of operation.

**Table 31 - Quantity of agro-sector enterprises by number of employees and sectors**

Number of employees	Types of agro-sector enterprises				
	Milk processing	Animal breeding	Agricultural machinery	Farming / horticulture	Winemaking
<5 persons	3	7	17	2	2
6-10 persons	4	6	1	6	2
11-20 persons	6	1	2	2	2
21-50 persons	1	6	0	2	2
>50 persons	1	0	0	3	2
<b>Total</b>	<b>15</b>	<b>20</b>	<b>20</b>	<b>15</b>	<b>10</b>

However, those figures do not give complete understanding on the number of employees, since they also include seasonal workers. Almost all agro-sector enterprises use seasonal workforce depending on the seasonal fluctuations of the production process. In the animal husbandry sector the seasonal workers appear during the animal greazing and hay cultivation season, in the farming / horticulture sector the seasonal workforce is used more intensively during the harvesting season, and etc. As a result, the number of employees greatly fluctuates during the year in agro-sector enterprises. More complete understanding on the number of employees is formed, when they are divided by professional qualification and work stability:

1. the employees may be divided into 2 parts **by professional qualification: professional staff and workmen,**
2. the employees may be divided into 2 parts **by work stability: permanent staff and seasonal staff.**

**Table 32 - Quantity of agro-sector enterprises by employees' professional qualification and work stability and by sectors**

Types of entities	Indicators	Total	from which:					
			Professional staff			Non-professional staff (workmen)		
			Total	from which:		Total	from which:	
				Perman.	Seasonal		Perman.	Seasonal
Milk processing	Total number of enterprises, unit	<b>15</b>	15	15	0	14	14	0
	Total number of employees, person	<b>225</b>	73	73	0	152	152	0
	Average number of employees, person	<b>15.0</b>	4.9	4.9	0	10.9	10.9	0
Animal breeding	Total number of enterprises, unit	<b>20</b>	15	11	8	19	11	17
	Total number of employees, person	<b>274</b>	58	35	23	216	45	171
	Average number of employees, person	<b>13.7</b>	3.9	3.2	2.9	11.4	4.1	10.1
Agricultural machinery	Total number of enterprises, unit	<b>20</b>	20	5	17	3	0	3
	Total number of employees, person	<b>83</b>	64	11	53	19	0	19
	Average number of employees, person	<b>4.2</b>	3.2	2.2	3.1	6.3	0	6.3
Farming / horticulture	Total number of enterprises, unit	<b>15</b>	8	6	4	14	4	14
	Total number of employees, person	<b>345</b>	35	25	10	310	21	289
	Average number of employees, person	<b>23.0</b>	4.4	4.2	2.5	22.1	5.3	20.7
Winemaking	Total number of enterprises, unit	<b>10</b>	10	10	4	9	7	6
	Total number of employees, person	<b>295</b>	148	133	15	147	97	50
	Average number of employees, person	<b>29.5</b>	14.8	13.3	3.8	16.3	13.9	8.3
<b>Total</b>	<b>Total number of enterprises, unit</b>	<b>80</b>	<b>68</b>	<b>47</b>	<b>33</b>	<b>59</b>	<b>36</b>	<b>40</b>
	<b>Total number of employees, person</b>	<b>1,222</b>	<b>378</b>	<b>277</b>	<b>101</b>	<b>844</b>	<b>315</b>	<b>529</b>
	<b>Average number of employees, person</b>	<b>15.3</b>	<b>5.6</b>	<b>5.9</b>	<b>3.1</b>	<b>14.3</b>	<b>8.8</b>	<b>13.2</b>

The data presented in the table identifies interesting peculiarities of agro-sector enterprises:

1. In agro-sector enterprises **the number of professional staff is for 2-3 times less than non-professional staff (workmen)**. Non-professional staff is more intensively used in farming/horticulture enterprises, and a main part of them is used on the seasonal basis.
2. The only sector, where operating enterprises conduct stable activities during the year is the milk processing sector. That is why **the staff of milk processing enterprises consists of only permanent employees**: there are no seasonal workers here. The other sectors enterprises intensively use seasonal workforce, since there are seasonal peaks and declines during their production process.
3. **The winemaking enterprises are the leaders by a number of professional employees per one enterprise**. Their production is a complex and long technological process consisting of several separate chains (production, laboratory, storage/aging).

**Except the winemaking enterprises, in all other enterprises the professional staff consists of 3-5 persons in average.** If the enterprise is a legal entity (24 out of 70, without winemaking enterprises), **a half of professional staff consists of managers** - director, accountant. Thus, in those enterprises the number of specialists with technical knowledge (technologists, mechanists, and etc.) comprises 1-3. Enterprises with the status of an individual person have small-scale activities, therefore here the number of professional staff is also small - 2.2 persons in average. Moreover, **29 out of the surveyed 49 enterprises with the status of an individual person involve professional staff only for seasonal works** (these are enterprises engaged in animal breeding, agricultural machinery and farming/horticulture). Thus, it can be recorded, that agro-sector enterprises are **small-scale employers** in terms of involving professional staff. Due to the demand for a small number of employees, **the positions in agro-sector enterprises are almost always occupied and it is rarely possible to find vacant positions: there are no vacant positions especially in case of professional staff.**

**Legal status of agro-sector enterprises.** Enterprises with different legal statuses operate in SAY YES Project target areas (as well as throughout Armenia). The overwhelming majority of them are enterprises with **the status of an individual person**. The only sector in Armenia, where it is possible to conduct business activities without state registration, is agriculture. More than 99% of entities operating in the primary agricultural sectors - animal breeding, provision of agricultural machinery services and farming/horticulture, are entities with the status of an individual person. The number of surveyed enterprises from these 3 sectors comprises 55, and 44 of them have a status of an individual person. The other 11 of them that are legal entities are primarily engaged in mixed agricultural operations and for some reason they have registered their business. But such cases rarely occur.

The situation is another in case of milk processing and winemaking enterprises. They are not considered agricultural enterprises, but they are considered food industry enterprises and they are obliged to have state registration for conducting business activities. Legal entities among the surveyed enterprises are as following: a) 13 out of 15 milk processing enterprises, and b) 7 out of 10 winemaking enterprises. The entities operating as an individual person in these sectors conduct small-scale non-formal activity. In case of the further development, the registration of those businesses has no alternative.

**Table 33 - Number of agro-sector enterprises by legal status**

Types of agro-sector enterprises	Legal status		Total
	Individual person	Legal entity	
Milk processing	2	13	15
Animal breeding	19	1	20
Agricultural machinery	13	7	20
Farming / horticulture	12	3	15
Winemaking	3	7	10
<b>Total</b>	<b>49</b>	<b>28</b>	<b>80</b>

The legal status of agro-sector enterprises has a serious impact on their behavior as an employer. The enterprises with the status of an individual person are not registered, do not pay taxes and, which is the most important, **they use hired workforce almost entirely on a non-formal basis**. There is a lack of classic business several components in the agro-sector enterprises with the status of an individual person: they do not have a director (involved as a hired employee), accountant and accountancy, an office and other infrastructures for business



management. The main part of professional duties is implemented by the head of an entity, who involves hired employees only in that case, when his and/or his HH members' workforce is not enough (by quantity and quality) for conducting particular duties. Thus, it can be concluded, that the enterprises with the status of an individual person are **small-scale employers** in terms of involving hired workforce, particularly, in terms of involving professional workforce.

The enterprises with the status of a legal entity are also small-scale employers owing to the small-scale operation. They differ from the enterprises with the status of an individual person, as in case of the same operation volumes, they can have 2-3 more employees. This refers to the director, accountant and other administrative positions.

### 2.2.2 Difficulties of involving professional staff in agro-sector enterprises

Although agro-sector enterprises are small-scale employers, their experience is enough for assessing the existing difficulties in involving professional staff. Those difficulties vary by sectors. *Milk processing* and *farming/horticulture* enterprises most of all (every third enterprise) have mentioned **the lack of specialists** (see [Table 34](#)). The main problem for the enterprises engaged in *animal breeding* and provision of *agricultural machinery services* is that **involving of a good specialist is expensive, and they cannot afford it**. 20-25% of agro-sector enterprises has mentioned the **low professional qualities of existing specialists**. The problem is especially acute in the winemaking sector, where every second enterprise has voiced about this difficulty.

**Table 34 - Difficulties of involving professional staff in agro-sector enterprises by sectors**

Difficulties of involving professional staff	Types of agro-sector enterprises				
	Milk processing	Animal breeding	Agricultural machinery	Farming / horticulture	Winemaking
<b>TOTAL enterprises, from which following difficulties have been mentioned: ↙</b>	<b>15</b>	<b>20</b>	<b>20</b>	<b>15</b>	<b>10</b>
Lack of specialists	5	1	1	5	1
Do not know the place and methods for finding necessary specialists	1	-	-	2	1
Low professional qualities of existing specialists	4	5	4	2	5
Good specialist expects a high salary, and enterprises cannot afford it	2	5	8	2	3

There are several professions in each surveyed sector, for which either there is not any specialist or it is difficult to find. The survey results reveal, **those are such specialists, that the agro-sector enterprise's operation efficiency and production quality directly depend on their duties**. The professions list, which are difficult to find for agro-sector enterprises, is presented below.

**Table 35 - Agro-sector professions for which there are no qualified specialists or it is difficult to find, by sectors**

Specialists that are difficult to find	Types of agro-sector enterprises				
	Milk processing	Animal breeding	Agricultural machinery	Farming / horticulture	Winemaking
<b>TOTAL enterprises, from which following professions have been mentioned: ↙</b>	<b>15</b>	<b>20</b>	<b>20</b>	<b>15</b>	<b>10</b>
Agronomist	-	-	1	11	-
Veterinarian	-	5	2	3	-
Cattle breeder	-	2	-	-	-
Artificial insemination technician	-	1	-	-	-
Winemaker	-	-	-	1	6
Welder	-	-	2	1	-
Electrician	-	-	1	-	-
Laboratory assistant	4	-	1	1	4
Financier, accountant	-	-	1	-	2

Specialists that are difficult to find	Types of agro-sector enterprises				
	Milk processing	Animal breeding	Agricultural machinery	Farming / horticulture	Winemaking
<b>TOTAL enterprises, from which following professions have been mentioned: Լ</b>	<b>15</b>	<b>20</b>	<b>20</b>	<b>15</b>	<b>10</b>
Marketer	-	-	-	-	1
Mechanist	-	2	7	5	2
Mechanic	-	1	1	-	1
Cooper	-	-	-	-	1
Technologist	10	-	-	1	1
Locksmith	-	-	-	-	1

The survey results reveal, that there is a lack of qualified specialists with key importance for a specific sector and unsatisfied demand in all sectors. It is a *milk and dairy production technologist* in milk processing enterprises, *veterinarian* - in animal breeding, *mechanist* - in provision of agricultural machinery services, *agronomist* - in farming/horticulture, *winemaker-technologist* - in winemaking. The heads of enterprises have mentioned, that **the young people, who have newly graduated and do not have work experience, have a low professional qualification and they are not ready to substitute the current specialists**. In some cases, there is even a lack of weak specialists. In this term, the problem is especially acute in the animal breeding sector, where the average age of veterinarians is quite high, and the number of their potential substitutes is very small. The heads of enterprises engaged in provision of agricultural machinery services complain about hired mechanists, who exploit the machinery inaccurate and careless, and in case of malfunctions, they cannot solve the problem on their own. Almost a half of the agricultural machinery owners have stated that they prefer to exploit the machinery personally rather than to trust a hired employee.

### 2.2.3 Agro-sector enterprises awareness of vocational education institutions that prepare necessary specialists for them

One of the best solutions for finding qualified specialists for the agro-sector enterprises may be relationship and cooperation between them and vocational education institutions preparing specialists for agro-sector. There are already similar successful cooperation cases in various sectors. *How does that cooperation operate?* The enterprise has a memorandum of cooperation with the educational institution, where an arrangement is made, that the best (excellent) students of the educational institution should pass their internship at the enterprise, and the best of the best are employed immediately after the completion of the study. There is such a cooperation between French University in Armenia and Pernod Ricard Company (Ararat Brandy Factory), commercial banks and Armenian State University of Economics, and etc.

It can be noticed from the answers of heads of **the surveyed agro-sector enterprises, that the relationship between them and educational institutions** (that prepare specialists for the agro-sector) **is weak**. This is expressed via **low awareness of educational institutions** and mostly, via the lack of partnership. The enterprises engaged in animal breeding and provision of agricultural machinery services are especially distinguished by their unawareness of educational institutions preparing specialists for the agro-sector.

**Table 36 - Agro-sector enterprises awareness of educational institutions preparing specialists that are difficult to find, by sectors**

Educational institutions	Types of agro-sector enterprises				
	Milk processing	Animal breeding	Agricultural machinery	Farming / horticulture	Winemaking
<b>TOTAL enterprises, from which following institutions have been mentioned*: Լ</b>	<b>15</b>	<b>20</b>	<b>20</b>	<b>15</b>	<b>10</b>
Do not know, are not aware	-	8	13	2	1
Agrarian University / Agrarian Institute / "Zovet"	9	5	2	12	8
Yerevan State University	-	-	-	-	1

Educational institutions	Types of agro-sector enterprises				
	Milk processing	Animal breeding	Agricultural machinery	Farming / horticulture	Winemaking
<b>TOTAL enterprises, from which following institutions have been mentioned*: Լ</b>	<b>15</b>	<b>20</b>	<b>20</b>	<b>15</b>	<b>10</b>
Alaverdi Vocational School	-	-	1	-	-
Stepanavan Agricultural College	2	6	-	1	-
Vocational Department of Tashir High School after Artak Khachatryan	1	-	-	-	-
"Former Kalinino Vocational School"	2	-	-	-	-
Vanadzor Agricultural College	-	-	1	-	-
Gavar Agricultural College	1	1	2	-	-
Artashat College (Vocational School)	-	-	1	-	-

\* - Names formulations are represented as the respondents have mentioned

The most recognizable educational institution preparing specialists for the agro-sector is Armenian National Agrarian University (ANAU), but no one correctly knows its current name. ANAU's relatively high level of recognition is conditioned by the fact, that it is the only specialized state university preparing specialists for the agricultural sector, it has been operating for a long time, there is a lot of information on it (including on TV), a part of the heads of enterprises graduated from there. But **the awareness of VET institutions** preparing specialists for agriculture **is quite low**, though they are located in the surveyed enterprises operation places or very close to them. In this term Stepanavan State Agricultural College positively stands out: at least 43% of agro-sector enterprises in Stepanavan ADP area is aware of the college quite well.

**Table 37 - Agro-sector enterprises awareness of VET institutions operating in their region, by target areas**

	Target areas			
	Alaverdi ADP	Stepanavan ADP	Gavar ADP	Ararat
<b>TOTAL enterprises, from which: Լ</b>	<b>20</b>	<b>21</b>	<b>19</b>	<b>20</b>
Not aware of VET institutions in their region	4	7	8	4
Aware of a VET institution in their region, but do not know its name	4	2		6
Aware of a VET institution in their region, know its name and have mentioned the following:	12	12	13	10
<i>Alaverdi Vocational School</i>	6			
<i>Alaverdi College</i>	5			
<i>Vanadzor Agricultural College</i>	1			
<i>Stepanavan Agricultural College</i>		12		
<i>Gavar Agricultural College</i>			4	
<i>Vardenis College</i>			3	
<i>Martuni College</i>			2	
<i>Sevan College</i>			2	
<i>Ararat State College</i>				6
<i>Artashat College</i>				4

#### 2.2.4 Readiness of agro-sector enterprises to hire employees with VET education

The survey of readiness level of agro-sector enterprises to hire employees with VET education in the target areas is the second of the current survey 3 missions. According to the survey results, **89% of agro-sector enterprises has expressed readiness to hire specialists with VET education**, if their staff needs replenishment. The highest level of readiness was registered: a) by the target areas - in Alaverdi and Stepanavan ADPs (90%), b) by sectors – in animal breeding (95%) and milk processing sectors (93%).

**Table 38 - Readiness to hire employees with VET education, by target areas and sectors**

	Target areas									
	Alaverdi ADP		Stepanavan ADP		Gavar ADP		Ararat		Total	
	Q	%	Q	%	Q	%	Q	%	Q	%
<b>Total, from which:</b>	<b>20</b>	<b>100%</b>	<b>21</b>	<b>100%</b>	<b>19</b>	<b>100%</b>	<b>20</b>	<b>100%</b>	<b>80</b>	<b>100%</b>
Ready to employ	18	90%	19	90%	17	89%	17	85%	<b>71</b>	<b>89%</b>
Will not employ	2	10%	2	10%	2	11%	1	5%	<b>7</b>	<b>9%</b>
Difficult to answer	0	0%	0	0%	0	0%	2	10%	<b>2</b>	<b>3%</b>

	Types of agro-sector enterprises											
	Milk processing		Animal breeding		Agricultural machinery		Farming / horticulture		Winemaking		Total	
	Q	%	Q	%	Q	%	Q	%	Q	%	Q	%
<b>Total, from which:</b>	<b>15</b>	<b>100%</b>	<b>20</b>	<b>100%</b>	<b>20</b>	<b>100%</b>	<b>15</b>	<b>100%</b>	<b>10</b>	<b>100%</b>	<b>80</b>	<b>100%</b>
Ready to employ	14	93%	19	95%	17	85%	12	80%	9	90%	<b>71</b>	<b>89%</b>
Will not employ	1	7%	1	5%	3	15%	1	7%	1	10%	<b>7</b>	<b>9%</b>
Difficult to answer	0	0%	0	0%	0	0%	2	13%	0	0%	<b>2</b>	<b>3%</b>

In any case, such a high level of readiness to hire employees with VET education **cannot be considered the expression of agro-sector enterprises' positive attitude towards the VET institutions**. They do not have sufficient information for formation of objective attitude. The explanation of such a phenomenon is that the majority of respondents have one reservation in their position: *if the potential employee has good knowledge and is a good specialist*. It is obvious, that **the agro-sector enterprises are ready to hire a specialist not especially with VET education, but just a good specialist** regardless the fact where he obtained his professional knowledge. The proof of this statement is that **76% of the surveyed enterprises has mentioned that it is all the same (19%) or not important (57%) for them where the person obtained his agricultural profession - in a higher educational institution (e.g. ANAU) or in a VET institution**.

The agro-sector enterprises, having stated that they will not hire an employee with VET education (9%), explain their position by the **lack of experience among the specialists with VET education** and add, that work experience provides more knowledge than learning in any educational institution. It can be noticed from their answers, that the enterprises have negative attitude not towards VET or any other educational institution, but towards the knowledge level and lack of experience among their newly graduated students. This is just **a proposal to the VET institutions to emphasize and allocate enough time to WBL methods in their curricula**.

#### **2.2.5 Existence of gender-based discrimination in hiring employees in agro-sector enterprises**

The issue of gender-based discrimination in hiring employees in agro-sector enterprises leaves a dual impression. On the one hand, it is notices from the respondents' answers, that if a job may be equally done both by men and women, there is no difference for them who will do that job, and the employee's sex does not play a role. On the other hand, the agro-sector enterprises consider the employees gender issue in terms of wider or limited abilities for physical activities. According to the heads of enterprises, physical activities are very important for their business and, in this respect, men have an advantage: they are physically stronger and can perform more work than women. The survey results reveal that **the role of gender in hiring a specialist was important for 40% of the respondents, and for 60% of them it was not important**.

**Table 39 - Role of gender in employment, by target areas and sectors**

	Target areas									
	Alaverdi ADP		Stepanavan ADP		Gavar ADP		Ararat		Total	
	Q	%	Q	%	Q	%	Q	%	Q	%
<b>Total, from which:</b>	<b>20</b>	<b>100%</b>	<b>21</b>	<b>100%</b>	<b>19</b>	<b>100%</b>	<b>20</b>	<b>100%</b>	<b>80</b>	<b>100%</b>
Role of gender is important in hiring a specialist	13	65%	8	38%	7	37%	4	20%	<b>32</b>	<b>40%</b>

Role of gender is not important in hiring a specialist	7	35%	13	62%	12	63%	16	80%	48	60%		
	Types of agro-sector enterprises											
	Milk processing		Animal breeding		Agricultural machinery		Farming / horticulture		Winemaking		Total	
	Q	%	Q	%	Q	%	Q	%	Q	%	Q	%
Total, from which:	15	100%	20	100%	20	100%	15	100%	10	100%	80	100%
Role of gender is important in hiring a specialist	7	47%	8	40%	10	50%	4	27%	3	30%	32	40%
Role of gender is not important in hiring a specialist	8	53%	12	60%	10	50%	11	73%	7	70%	48	60%

The attitude of enterprises providing agricultural machinery services towards the employees' sex is noteworthy. A half of them (50%) has mentioned that the role of gender in hiring a specialist is not important, however, there was not any woman-employee in all the 20 surveyed enterprises. It is noticeable, that many of them have answered to this question not considering the peculiarities of their business, but they have rather presented their civil position on the issue.

### 2.2.6 Opportunities for people with disabilities to find a job in agro-sector enterprises

If the opportunities for women's employment in the surveyed sectors are comparatively limited, the opportunities for people with disabilities are more limited. **35% of agro-sector enterprises have stated, that people with disabilities cannot perform any work in their enterprises.**

**Table 40 - Opportunities for people with disabilities to find a job, by target areas and sectors**

	Target areas									
	Alaverdi ADP		Stepanavan ADP		Gavar ADP		Ararat		Total	
	Q	%	Q	%	Q	%	Q	%	Q	%
<b>Total, from which:</b>	<b>20</b>	<b>100%</b>	<b>21</b>	<b>100%</b>	<b>19</b>	<b>100%</b>	<b>20</b>	<b>100%</b>	<b>80</b>	<b>100%</b>
Disabled people cannot do any work	12	60%	10	48%	3	16%	3	15%	<b>28</b>	<b>35%</b>
Disabled people can do some works	8	40%	11	52%	16	84%	17	85%	<b>52</b>	<b>65%</b>

	Types of agro-sector enterprises											
	Milk processing		Animal breeding		Agricultural machinery		Farming / horticulture		Winemaking		Total	
	Q	%	Q	%	Q	%	Q	%	Q	%	Q	%
<b>Total, from which:</b>	<b>15</b>	<b>100%</b>	<b>20</b>	<b>100%</b>	<b>20</b>	<b>100%</b>	<b>15</b>	<b>100%</b>	<b>10</b>	<b>100%</b>	<b>80</b>	<b>100%</b>
Disabled people cannot do any work	8	53%	6	30%	10	50%	2	13%	2	20%	<b>28</b>	<b>35%</b>
Disabled people can do some works	7	47%	14	70%	10	50%	13	87%	8	80%	<b>52</b>	<b>65%</b>

The opportunities for people with disabilities to be employed were the lowest in: a) by target areas - Alaverdi ADP enterprises, b) by sectors - milk processing enterprises. The Project target areas' one peculiarity should be mentioned for the consideration of SAY YES Project managers: it can be noticed from the review of joint data of [Table 39](#) (on the role of gender in employment) and [Table 40](#) (on the employment opportunities for disabled people), that **the enterprises operating in 2 ADPs area of Lori marz - Alaverdi and Stepanavan are more discriminatory and conservative in case of vulnerable groups, and the enterprises operating in the area of Gavar ADP and Ararat are more loyal.**

The agro-sector enterprises that are ready (or not exclude such a possibility) to employ people with disabilities have made a regular reservation: *this refers to such a level of disability, when the specialist does not have mobility*

*problems.* If there is not such a problem, people with disabilities can perform the following activities in agro-sector enterprises:

1. administrative/office work: particularly, financier, accountant, personnel recording specialist, administrator, computer operator,
2. agronomist,
3. veterinarian,
4. laboratory assistant,
5. limited activities in the production technological chains - operator of technological line, packer.

Almost all have the same opinion, that people with disabilities cannot perform physical activities, especially in the surveyed sectors enterprises.

### 2.2.7 Readiness to organize internship in their enterprises

There is a dominant opinion among the heads of agro-sector enterprises, that people with agro-sector profession **have one major shortcoming at the end of their study: it is the lack of work experience, which creates problems for effective materialization of obtained knowledge.** The heads of agro-sector enterprises have their answer to the following question: *where and how should young people obtain work experience, if they have very limited opportunities for employment owing to the incomplete education (i.e. they do not have professional qualification yet)?* The heads of agro-sector enterprises offer that **educational institutions should cooperate closely with agro-sector enterprises and organize internship for their students during the education process.** Moreover, this should be done not formally, but consistently and allocating sufficient time for it. Such attitude is expressed in the position of the heads of agro-sector enterprises related to the readiness to organize internship for students in their enterprises, **which comprises 81%.**

**Table 41 - Readiness to organize internship in their enterprises, by target areas and sectors**

	Target areas									
	Alaverdi ADP		Stepanavan ADP		Gavar ADP		Ararat		Total	
	Q	%	Q	%	Q	%	Q	%	Q	%
<b>Total, from which:</b>	<b>20</b>	<b>100%</b>	<b>21</b>	<b>100%</b>	<b>19</b>	<b>100%</b>	<b>20</b>	<b>100%</b>	<b>80</b>	<b>100%</b>
Ready to organize internship	11	55%	18	86%	18	95%	18	90%	<b>65</b>	<b>81%</b>
Not ready to organize internship	9	45%	3	14%	1	5%	2	10%	<b>15</b>	<b>19%</b>

	Types of agro-sector enterprises											
	Milk processing		Animal breeding		Agricultural machinery		Farming / horticulture		Winemaking		Total	
	Q	%	Q	%	Q	%	Q	%	Q	%	Q	%
<b>Total, from which:</b>	<b>15</b>	<b>100%</b>	<b>20</b>	<b>100%</b>	<b>20</b>	<b>100%</b>	<b>15</b>	<b>100%</b>	<b>10</b>	<b>100%</b>	<b>80</b>	<b>100%</b>
Ready to organize internship	11	73%	19	95%	15	75%	12	80%	8	80%	<b>65</b>	<b>81%</b>
Not ready to organize internship	4	27%	1	5%	5	25%	3	20%	2	20%	<b>15</b>	<b>19%</b>

## 2.3 IMPLEMENTATION OF PROGRAMS TARGETED AT GROUPS WITH SPECIAL EDUCATION NEEDS AMONG PROJECT PARTNERS AND OTHER STAKEHOLDER INSTITUTIONS

The research of programs targeted at groups with special education needs among VET institutions operating in the target areas is the 3<sup>rd</sup> mission of the current survey. The primary source of information for implementation of this part of the survey were the heads of VET institutions operating in the target areas and documents. Some issues discussed with the heads of VET institutions relating to the labor market, mutual cooperation with the agro-sector enterprises and other issues were also discussed with the heads of agro-sector enterprises. According to the obtained data, the heads of agro-sector enterprises and VET institutions have different opinions and positions on a number of

issues. Therefore, in order to understand some contradictions related to the research that will be noticed hereinafter, it should be taken into consideration that they have been obtained from different sources.

### 2.3.1 **Specialties taught in VETs**

#### 2.3.1.1 *Specialties*

The quantities of specialties and professions taught in the VET institutions cooperating with the Project are not identical: the reason is that educational institutions are operating in different regions, and the demand for professional workforce in each region is different. Considering the differences of specialties taught in the VET institutions, the specialties of each educational institution are presented separately below according to the duration of the study, educational background and education system.

**Alaverdi State Vocational School.** Alaverdi State Vocational School conducts initial vocational education on the basis of basic and secondary education. The learning on the basis of basic education lasts 3 years, and the learning on the basis of secondary education lasts 1 year. The School offers only full-time learning for the following specialties:

1. Welding technology
2. Enrichment of Mineral Resources
3. Technical Service for Agricultural Activities
4. Administrative Work
5. Hairdressing Art and Decorative Make-Up
6. Painting and Sculpture
7. Pottery
8. Garment Production Technology

In contrast to colleges, schools do not have a part-time education license, therefore, Alaverdi State Vocational School does not conduct part-time education.

**Stepanavan State Agricultural College.** The college ensures only vocational education on the basis of basic and secondary education. The learning on the basis of basic education lasts 3-4 years, and the learning on the basis of secondary education lasts 2-3 years. The college does not conduct short-time learning. It offers the following specialties:

1. Accounting
2. Transportation Organization and Management
3. Veterinary Science
4. Milk and Dairy Production Technology
5. Exploitation and Repair of Agricultural Machinery and Equipment
6. Management

Although the college has a part-time education license for all specialties, it conducts part-time education only in 3 departments owing to the absence of applicants: "Transportation Organization and Management", "Management" and "Veterinary Science". The part-time learning lasts 2-4 years depending on the given department and educational background.

**Gavar State Agricultural College.** The college conducts vocational education on the basis of basic and secondary education with the duration of 2-4 years. An exception is the "Computer Operation" specialty, which is the only department of the college ensuring initial vocational education. The learning at this department is based on basic education and lasts 3 years. The college offers only full-time learning for the following specialties:

1. Vocational education system
  - ▶ Finance
  - ▶ Management
  - ▶ Accounting
  - ▶ Transportation Organization and Management
  - ▶ Veterinary Science
  - ▶ Milk and Dairy Production Technology

2. Initial vocational education system
  - ▶ Computer Operation

All the specialties taught at the college have a part-time education license, but part-time education is not conducted owing to the absence of applicants.

**Ararat State College.** The college implements full-time learning on the basis of basic and secondary education. Both vocational and initial vocational education systems are operating in this institution. The learning at the vocational education system lasts 2-3 years depending on the educational background (basic or secondary), and the learning at the initial vocational education system lasts 1 year and it is conducted on the basis of secondary education.

Ararat State College offers the following specialties:

1. Vocational education system
  - ▶ Finance
  - ▶ Accounting
  - ▶ Marketing
  - ▶ Service Organization (Managing Economist)
  - ▶ Preschool Education
  - ▶ Cosmetics and Make-Up Art
2. Initial vocational education system
  - ▶ Garment Production Technology
  - ▶ Hairdressing Art and Decorative Make-Up
  - ▶ Cookery
  - ▶ Computer Operation
  - ▶ Winemaking and Juice Production

Ararat State College also offers short-time learning, which lasts 2-6 months. The short-time learning has the following specialties:

1. Public catering
2. Hairdressing Art
3. Make-Up / Cosmetology
4. Garment Production Technology
5. Computer Operation
6. Accounting via AS and Excel programs

Ararat State College does not conduct short-time learning.

#### 2.3.1.2 Determination of specialties

Determination of specialties in all VET institutions depends on the market demand, and that is why many of the traditional professions are no longer taught (this refers to the professions taught at former professional-technical schools), instead, new professions have been introduced. E.g. "Computer Operation", "Accounting" and "Management" professions are taught at agricultural colleges, which have not been before, but according to the directors, they are taught now, since they are in great demand: "... For many years we have had those agricultural professions as an agricultural college, but we have introduced these professions of business sector or IT sector considering the demand of the region", "The specialties are mainly dictated by the market. E.g. why have we decided to taught "Milk and dairy production technology"? ... It was taught previously, but it was closed 20-25 years ago, and now we have seen that it is demanded".

The introduction of new professions in VET institutions is implemented through the following procedure: the educational institution specialists, headed by the director, submit all demanded professions for the approval of the VET Institution Governing Board, after the approval of the board an application is submitted to the Ministry of Education and Science (Licensing Agency), where the VET institution professional and technical base, building facilities are examined and then the submitted application is approved.



### 2.3.2 Practice of assessing demand for specialties taught at VET institutions

The specialties taught at VET institutions are conditioned by the labor market following demand for workforce:

- Agricultural branches that are common for the given region or other settlements adjacent to that region (workforce demanded both in the agricultural products sector and among the enterprises and private entrepreneurs processing those products),
- Besides agriculture, other workshops and service sectors in the given region or other settlements adjacent to that region (e.g. mining factories, construction companies, banks and etc.),
- Such professional workforce that is always demanded in communities and ensures the satisfaction of aesthetic needs of the community members (e.g. hairdressers, designer-tailors, make-up specialists, etc.),
- Professions that are popular among the applicants and demanded by them (e.g. jurisprudence, economy, management, etc.).

VET institutions are informed about the demand for professional workforce through collection of information on the labor market, submission of such demand to VET institutions by employers, as well as submission of such particular demand by the applicants.

Only Stepanavan State Agricultural College among the Project partner VET institutions applies more or less professional approach to the collection of information on the labor market, the another 3 colleges collect information in a non-coordinated way, without a clear methodology and analysis: they just have phone or private conversations with employers, heads of communities, municipalities and potential applicants, and then make certain conclusions. There is a Career Centre in Stepanavan State Agricultural College, and though its responsible employee is not a specialist, but, besides the information gathered from the contacts with the employers, he conducts interviews with all the employers cooperating with the college via the developed questionnaire once a year in order to clarify not only the demand for professional workforce, but also professional and personal qualities of graduates and interns.

There is also a Career Centre in Gavar State Agricultural College among the 4 VET institutions cooperating with SAY YES Project, just so far the centre has not had a specialist, who would be able to conduct properly necessary researches on the labor market. According to the college's director, the centre will have a new specialist, who has been trained with the support of WVA and has relevant skills and knowledge for doing that job.

The remained two VET institutions do not have Career Centres, but they plan to create similar centres in the near future.

### 2.3.3 Implementation of non-formal trainings in VET institutions

Implementation of non-formal trainings in the Project partner VET institutions is usually conditioned by the cooperation between a particular VET institution and any international organization (only Alaverdi school has a cooperation with a local organization). Non-formal trainings are mainly organized by the organizations cooperating with VET institutions, and sometimes they do not have continuity after completion of a particular project. E.g. welding trainings initiated by WVA were organized at Gavar State Agricultural College for unemployed people with disadvantaged families. In the frame of the project the college was supplied with welding equipment, but it has not organized similar trainings anymore not being able to gather a necessary quantity of participants: *"We made an announcement, but a necessary quantity was not gathered, we need to gather at least ten persons, but there were only three, four persons, and for four people we cannot create a group, since we have to define a high fee for those four persons, but the fee is a problem in our region"*.

The situation with the implementation of non-formal trainings in the Project partner VET institutions is as following.

**Alaverdi State Vocational School.** Non-formal training projects were organized in the school as a result of cooperation with German International Cooperation Agency (GIZ), Red Cross and WVA. The director of the school could not specify what were the topics of the trainings conducted with the help of the above mentioned organizations.

It is already two years, that the school has also been cooperating with "Soldier's Mother" local NGO implementing a two-month or three-month training program for young people participated in the April war. The program aim is to provide those young people with particular vocational skills. Young people are trained in the professions taught at school.

**Stepanavan State Agricultural College.** Non-formal trainings have never been conducted in the college: according to the director, the reason for it is the lack of building facilities and technical resources. In the near future the college plans to implement "SKYE" Club trainings initiated by WVA.

**Gavar State Agricultural College.** A number of non-formal training programs were organized in the college (mainly by the initiative of WVA), which include the following topics: business sector, agricultural loans, agriculture, computer operation for school-age children and welding skills for unemployed people with disadvantaged families.

**Ararat State College.** The college director considers the short-time education courses actually non-formal. Students graduated from the short-time education course receive a certificate defined by the institution, rather than a diploma. According to the director, other non-formal education programs have not been implemented, but such programs are envisaged in the near future: e.g. trainings on winemaking envisaged with WVA and Global Development Foundation.

### 2.3.4 Preferences for professions by gender

In the Project partner VET institutions the students preferences for professions are sometimes conditioned by stereotypical perceptions of the given profession, therefore in some departments, there are great differences in the gender distribution of students, and in some departments, the representatives of this or that gender are absent: e.g. there were not any boys in the department of Garment Production Technology of Ararat State College during the previous academic year, and the share of boys comprised 30% in Alaverdi Vocational School.

If we try to divide the specialities taught in VET institutions by gender preferences, we will have the following image: professions that are exposed to the traditional gender division, and professions that are not exposed to the traditional gender division.

**Professions that are exposed to the traditional gender division.** These are the professions on which stereotypical notions have been formed, and the students choose them based on their gender identity. Thus, boys either do not choose or comprise a very little quantity in the vocational departments related to cooking, garment production, make-up and hairdressing (in Ararat College the share of boys in these 3 departments together comprises 30%, in Alaverdi School the share of boys in Hairdressing Art, Decorative Make-Up and Garment Production Technology comprises 30%). In contrast, the vocational departments related to exploitation and repair of agricultural machinery, organization of transportation or welding skills are mainly preferred by boys (in Gavar College and Alaverdi School girls do not study in these departments, and they comprise just 10% in Stepanavan College).

Veterinary science is also chosen based on the gender stereotypes: primarily boys study in this department, since the veterinary science is considered hard work.

There are also stereotypical prejudices in case of the selection of computer operation and administrative work professions: boys are not reluctant to choose them, whereas girls apply very often (the share of boys comprises 30% in Ararat and Stepanavan Colleges). These departments prepare administrators and operators, which are of little interest to boys in terms of finding a well-paid job. Instead, it is convenient for girls, who have a prospect of working as administrators, and this job is not only a low-paid, but also it is not considered a "male job".

In terms of gender, the sex distribution of Gavar State Agricultural College students is especially remarkable. According to the director, girls comprise only 20% of total students, which is explained by demographic issues, particularly by selective abortions: *"The number of boys is great in our college. Perhaps girls comprise about 20%. ... The situation is same in schools, it is a demographic problem: girls are aborted"*.

Though boys really make up a significant majority in Gavar State Agricultural College owing to the selective abortions, there is one exception in the college, which reveals the fact of being guided by gender stereotypes while choosing some professions: only boys study in the department of "Transportation Organization and Management".

**Professions that are not exposed to the traditional gender division.** These are primarily the professions, which prepare office-work specialists, and on which gender-based stereotypes are not formed. Such departments are: Finance, Management, Accounting, Milk and Dairy Production Technology. The gender distribution of students is almost equal in the mentioned departments (except Gavar State Agricultural College, the explanation for which is presented above).

### **2.3.5 Implementation of programs targeted at groups with special education needs in VET institutions**

#### *2.3.5.1 Policy on persons with special education needs*

**No one of the Project partner VET institutions has special developed policy on persons with special education needs:** both in terms of involving these groups in the educational institution and in terms of working with them. In VET institutions, programs targeted at groups with special education needs were mainly implemented by the initiative of different international organizations, whereas the only measure that was organized as a state program by National Center for Vocational Education and Training Development (NCVETD) were teachers trainings, but they were organized not for all specialists and not in all VET institutions.

The programs implemented with the support of international organizations, of course, solve some problems, but they do not insure the involvement of persons with special education needs in all 4 VET institutions and the full-fledged opportunity for them to receive vocational education in these institutions. Thus, in the VET institutions, it will be possible to solve the education problem of persons with special education needs only through a developed systematic approach.

#### *2.3.5.2 Involvement of persons with special education needs*

Persons with special education needs are involved in the Project partner all VET institutions, but their involvement in these educational institutions comprises a very small number: in Ararat College 2 persons studied in the previous academic year, in Stepanavan College - 1 person, in Alaverdi School - 5-6 persons, and in Gavar College - 1 person. The small-scale of those groups involvement can be explained by the fact, that building facilities and educational and training materials accessibility are not fully ensured in the VET institutions, besides, these institutions do not conduct special measures for creating interest among those groups and involving them in educational institutions.

The directors of the Project partner VET institutions are ready and open to involve persons with special education needs in the educational institutions, but they are not motivated to take the initiative and involve those groups, instead, they expect it to be organized from the outside: *"We have had students and at this moment also have. ... Inclusive education programs were not developed and implemented in the college, but it is not a problem, if there is demand or recommendation, we will implement"*.

#### *2.3.5.3 Conditions ensuring education of persons with special education needs*

The Project partner 4 VET institutions do not have sufficient building facilities, educational and training materials and prepared specialists for fully ensuring the education of persons with special education needs. Though some conditions have been created in the result of the cooperation with international organizations, it does not allow to consider the present situation sufficient. In terms of insufficient conditions, the need of each VET institution is as following.

**Alaverdi State Vocational School.** The school has a ramp and adapted toilets, but the stairs leading to the second floor are not adapted, they do not have supportive educational and training materials. According to the director, the professional staff do not need training, as they have attended necessary trainings organized by NCVETD, and if they need a particular specialist (logopedist or other specialist), the school is able to solve that problem properly.

**Stepanavan State Agricultural College.** The issues related to the physical availability, adopted classroom facilities and educational and training materials are not solved in the college for ensuring the education of persons with special education needs. As for the professional staff, only some of the specialists are trained. Though a few representatives of the mentioned groups apply for education, the director also considers the training of other specialists important.

**Gavar State Agricultural College.** The college's new building has a ramp and an adapted toilet, but the education process is conducted in the old building, where the accessible conditions are not created at all. According to the director, the college's specialists have attended trainings and are ready to work with students with special education needs.

**Ararat State College.** There is a ramp in the college, but other facilities are not sufficient. Though there are classrooms on the first floor, where it is possible to organize education for persons with mobility problems, by and large, it does not solve the problem of all groups with special education needs. The classroom facilities, toilets and stairs leading to the second floor are not adopted in the college, there is a lack of supporting educational and training materials. All the specialists of the college need training to ensure the education of persons with special education needs.

Though conditions of the Project partner VET institutions are not sufficient for full organization of the education of persons with special education needs, and their involvement in those institutions is small-scale, some of the directors were able to remember successful cases concerning their students with special education needs:

- ▶ *Stepanavan College - "... e.g. we accepted a disabled boy from Hobardzi village, whose one foot and hand were weak. We accepted him, he studied well with 4 and 5 marks, we transferred him to the Agrarian University, he graduated from there, and we employed him. He was our accountant, then he left for Russia 2 years ago".*
- ▶ *Alaverdi School – "... e.g. we had a boy with mental disadvantage, we supported him and he started to work in a shoe workshop. He had graduated from the sculpture department, but he was able to learn and work in shoemaking".*
- ▶ *Gavar College – "... we had a student, who has been transferred to the university, and now studies there. We had a veterinarian with speech disadvantage, who was also transferred to the university".*

### **2.3.6 Training needs of VET institutions lecturers**

The teaching staff of the Project partner all VET institutions attend professional and methodological continuous trainings organized by NCVETD, which are considered very important and effective measures by the directors. Trainings and experience exchange programs were also organized in the VET institutions as a result of the cooperation with different international organizations (German International Cooperation Agency (GIZ), WVA, Save the Children and etc.). Although various trainings were implemented in the VET institutions, the directors think that there is a need for certain trainings anyway. The directors have mentioned the following training needs.

**Alaverdi State Vocational School.** According to the school director, NCVETD conducts trainings for 2-3 times a year, which are completely sufficient for properly organizing education in the institution.

**Stepanavan State Agricultural College.** The college's director mentioned the necessity for training some part of his professional staff on work with persons with special education needs, in other respects, he considered the trainings organized by NCVETD sufficient, but he highlighted his specialists training and experience exchange abroad so that they are aware on the organization of practical training there and modern conditions for their implementation.

**Gavar State Agricultural College.** According to the college's director, the current specialists have attended a lot of trainings organized both by NCVETD and different international organizations, but the college is going to hire a new lecturer on "Veterinary Science", who will need training.

**Ararat State College.** The college's director have mentioned, that they need trainings on e-learning programs and work with persons with special education needs.

### 2.3.7 Partnership

#### 2.3.7.1 *Cooperation with international organizations*

The cooperation of the project partner VET institutions with international organizations includes the following kinds supporting programs:

- ▶ Reconstruction, construction works and provision of furniture (construction of ramps and adopted toilets, reconstruction of roofs or classrooms, provision of benches and tables).
- ▶ Provision of training and experimental property (literature, laboratory equipment for conducting practices).
- ▶ Professional training and experience exchange (theoretical, methodological trainings, experience exchange with foreign experts arrived in Armenia, experience exchange visits abroad).
- ▶ Implementation of non-formal education (organization of non-formal education with the help of colleges specialists both for students and various groups outside the college).

#### 2.3.7.2 *Cooperation with employers*

The Project partner VET institutions closely cooperate with the following institutions operating in their regions and in some cases in their marzes:

- ▶ Private enterprises (Alaverdi School also cooperates with mining company ("Vallex")),
- ▶ State institutions (community councils, municipalities, Food Safety State Inspection),
- ▶ Commercial banks,
- ▶ Universities, kindergartens.

Directors or other employees of the partner enterprises are involved in the Governing Boards and Examination Committees of the VET institutions, which allows the institutions to be aware of the sectors requiring professional workforce in their region and create prerequisites for graduates to find a job: *"There was a poultry farm, and its deputy director was also a member of our Governing Board, so I sent our students for internship during their active work season, and they hired the best students after graduating. They employed 2-3 graduates each year" (Stepanavan College). "E.g. the head of the factory's mechanical workshop was the chairman of the committee and the head of the crane operators' department. During the exam, they gave the order and accepted 3 welders" (Alaverdi School).*

The cooperation between VET institutions and the above mentioned institutions and enterprises is not only limited by the involvement of those enterprises representatives in the Governing Boards and Examination Committees of the institutions. The students internships are also organized as a result of this cooperation: *"Those internships are envisaged by the curriculums. We have such internships both at the beginning and at the end of the academic year. We cooperate with banks, producers, and the students studying at the pre-school department go to kindergartens" (Ararat College). "The chief technologist of "Dustr Melania" company is a deputy chairman of our college's board, he has also been my good friend for many years. We have agreed that the students' internships will be conducted at their company from January 2019" (Stepanavan College). "E.g. our wood sculptors. There is a furniture and wood sculptures great workshop in the region and its director is the chairman of the committee. They employ our sculptors immediately after graduating, and we organize internships for our students there".*

Although the directors of the Project partner VET institutions try to have close cooperation with all possible employers (in many cases using their personal connections with them), in order to implement comprehensive education they find it important, that VET institutions should have modern laboratories, training and experimental workshops and equipment: *"... Do you know how difficult it is now, when you ask the employer to allow your students to go to their farm, inject a cow or make an artificial insemination? Not all owners will agree, since it is possible, that you hurt his animal. How have we handled these issues so far? We have social partners among the college's board, they are my good friends and they agree. We handle those issues in this way. ... Of course, it is good, that those relationships exist, but it is very important for the college to have its own production. I have seen it in Europe (besides Europe, I*

*have also been in Israel): there is not any agricultural college, which does not have its own production and processing." (Stepanavan College) "... The dual program introduction will give a great result. The dual program is considered a novelty, but this educational institution, that was formerly called technical school, was established on the basis of cement plant, i.e. the plant had a need for chemists and other specialists, so they established the school. It was a dual system in 1986, when it was just built. I will be glad to work via this method, it is so in the whole world, i.e. particularly in Europe: factories have their own educational institution, which prepare specialists for them considering their demand..." (Ararat College).*

### 3 SUMMARY

The main target of **the survey among youth aged 15-35** was to find out the unemployment rate. There are quite a lot of factors and circumstances affecting unemployment. Many economic, social and cultural factors affect its formation. They are so multilayered, that it may be quite difficult for SAY YES Project to ensure significant change or impact on the youth's employment/unemployment. Here are the primary facts and circumstances referring to employment/unemployment among the youth and have impact on its formation:

- ▶ The unemployment rate among youth aged 15-35 is high and comprises 70% conditioned by objective and subjective factors. The young people studying at school, vocational and higher education institutions comprise a great number among this group. Work and study are incompatible for the overwhelming majority of them. Job opportunities are not also great for this group, since they have not completed their study yet and do not have professional qualification.
- ▶ More than a half of the 15-35 age group are women. The majority of them are married and engaged in the care of their babies and other family responsibilities. This status is also incompatible with employment conditioned by objective (e.g. not having time) and subjective (e.g. the husband does not allow to work) reasons.
- ▶ The agricultural sector work is not an attractive prospective for youth aged 15-35. The agricultural activity is not an adequate mean for ensuring good living conditions for the majority of young people, and in case of women, it is hard work and often beyond their physical ability. Of course, that is true, since the majority of households have small-scale agricultural activities and the efficiency of applied technologies is low. In addition, agriculture is also a risky sector and greatly depends on climatic conditions. The household income of rural respondents greatly depends on their agricultural activities. In case of 81% of them, the income is hardly enough to buy food and clothes. In this situation, negative attitude towards agricultural activities has been formed among the youth.
- ▶ However, the lack of attractiveness of agricultural activities does not mean, that young people will not engage in it. Agriculture with its various fields is almost the only sector for most of them, especially for rural residents, where they can work (in own agriculture or as a hired employee). This fact is also realized by youth. The overwhelming majority (82%) of them have mentioned, that they need a particular specialization in the agricultural sector. In this situation, all VET institutions should be ready to provide their students with such education, that as specialists, they would be able to be compatible in the labor market and quickly engage in own agricultural activities or hired labor relations.

The main target of **the agro-sector enterprises survey** was their readiness to hire specialists with VET education. The main finding of this survey is that agro-sector enterprises are small-scale employers in terms of involving hired professional workforce. Their demand for professional workforce is small, which is firstly conditioned by the small-scale of their activities. The "syndrome" of small enterprises is that their household members' workforce is enough for performing all works and in very little cases (for limited quantity of days), they need to involve workforce from "outside". That is why the number of farms and enterprises involving hired professional (not workmen) workforce is very small in the target areas.

In spite of the small quantity, the agro-sector enterprises using hired professional workforce are important operators for the labor market formation in their regions. In this respect, food production (milk processing and winemaking) enterprises are particularly distinguished. They are registered enterprises and, in terms of staff, they have a business structure - managing staff, producing-professional staff and producing-non-professional (workman) staff. In this regard, the enterprises engaged in primary agricultural activities (animal breeding, agricultural machinery, farming/horticulture) are underdeveloped: they are mostly non-registered, exempt from taxes and accounting duties, the employer-employee relationships have non-formal character.

Regardless the scale of demand for hired professional workforce, the agro-sector enterprises, as employers, are like all: they want to involve experienced and qualified specialists. In this respect, it does not matter for them where the specialist received his education - in a vocational or higher educational institution. Such a predisposition of agro-sector enterprises is a signal for VET institutions to focus on increase of their education processes quality and not to worry that their students may "be defeated" in the labor market by the graduates of higher educational institutions.



The results of **the Project partner VET institutions survey** reveal that they do not have a particular developed policy on persons with special education needs. The trainings for lecturers implemented by some international organizations and NCVETD cannot solve the problems with involvement of persons with special education needs and their access to vocational education. The point is that only professional training of lecturers is not enough for it. The VET institutions do not have sufficient building facilities, educational and training materials to ensure involvement and education of persons with special education needs, and provide a position in the labor market for them as specialists. Almost for all of them, the solution to this problem starts and ends with training of lecturers and construction of ramps at the entrance. Whereas the buildings' interior facilities and furnishings (stairs, toilets) are not adopted for persons with special education needs. As a result, 9-10 persons with disabilities studied in the surveyed 4 VET institutions during the previous academic year. It turns out that the lecturers are trained to work with these people, but there is no opportunity to realize their obtained experience and knowledge.

## 4 APPENDICES

### 4.1 APPENDIX 1 - SAMPLE DISTRIBUTION OF 15-35 AGE GROUP BY COMMUNITIES AND SETTLEMENTS

Table 42 - Sample distribution of 15-35 age group by communities and settlements

WVA Alaverdi ADP		WVA Stepanavan ADP		WVA Gavar ADP		Ararat marz	
Community and settlement	Sample size	Community and settlement	Sample size	Community	Sample size	Community	Sample size
Alaverdi com.	159	Stepanavan com.	102	Gavar	134	Ararat	281
<i>Alaverdi</i>	<i>125</i>	<i>Stepanavan</i>	<i>96</i>	Berdkunq	2	Armash	37
<i>Aqori</i>	<i>26</i>	<i>Katnaghbyur</i>	<i>6</i>	Gandzak	30	Yeraskh	13
<i>Haghpat</i>	<i>8</i>	Sarchapet com.	39	Gegharkunik	13	Paruyr Sevak	8
Tumanyan com.	40	<i>Sarchapet</i>	<i>18</i>	Lanjaghbyur	18	Surenavan	31
<i>Tumanyan</i>	<i>16</i>	<i>Norashen</i>	<i>11</i>	Ltchap	8		
<i>Lorut</i>	<i>11</i>	<i>Privolnoye</i>	<i>10</i>	Tsaghkashen	4		
<i>Uwng</i>	<i>6</i>	Gyulagarak com.	65	Tsovazard	16		
<i>Qarinj</i>	<i>7</i>	<i>Gyulagarak</i>	<i>21</i>	Karmir	44		
Akhtala com.	60	<i>Gargar</i>	<i>11</i>	Hayravanq	6		
<i>Akhtala</i>	<i>21</i>	<i>Kurtan</i>	<i>17</i>	Noratus	43		
<i>Tchotchkan</i>	<i>22</i>	<i>Hobardzi</i>	<i>6</i>	Sarukhan	59		
<i>Mets Ayrum</i>	<i>10</i>	<i>Vardablur</i>	<i>10</i>				
<i>Shamlugh</i>	<i>7</i>	Lori Berd com.	41				
Shnogh com.	40	<i>Agarak</i>	<i>12</i>				
<i>Shnogh</i>	<i>31</i>	<i>Lejan</i>	<i>9</i>				
<i>Teghut</i>	<i>9</i>	<i>Sverdlov</i>	<i>10</i>				
Odzun com.	74	<i>Urut</i>	<i>10</i>				
<i>Odzun</i>	<i>65</i>	Metsavan com.	50				
<i>Arevatsag</i>	<i>9</i>	<i>Metsavan</i>	<i>44</i>				
		<i>Միհայրնովկա</i>	<i>6</i>				
		Tashir com.	79				
		<i>Tashir</i>	<i>62</i>				
		<i>Lernahovit</i>	<i>9</i>				
		<i>Katnarat</i>	<i>8</i>				
<b>Total</b>	<b>746</b>	<b>Total</b>	<b>752</b>	<b>Total</b>	<b>377</b>	<b>Total</b>	<b>370</b>

### 4.2 APPENDIX 2 - QUESTIONNAIRE FOR INTERVIEWS WITH YOUTH AGED 15-35

Follow (Ctrl+Click) the active link → [Questionnaire for youth aged 15-35](#)

### 4.3 APPENDIX 3 - LIST OF SURVEYED AGRO-SECTOR ENTERPRISES

Table 43 - List of surveyed agro-sector enterprises

No	Target area	Location	Name of agro-sector enterprise	Respondent	Status		Agro-sector	Scale of activity	Contact
					LE*	NP**			
1	Alaverdi ADP	Vanadzor	"Diet" LLC	Lusine Sargsyan	✓		Milk Processing	160 tons of milk, annually	077 978300
2	Alaverdi ADP	Alaverdi	"Hamov kat" LLC	Armen Muradyan	✓		Milk Processing	400 tons of milk, annually	098 413520
3	Alaverdi ADP	Lorut	Gevorg Gevorgyan	=ij=		✓	Animal breeding	40 heads of cattle	098 018796
4	Alaverdi ADP	Odzun	Arsen Titanyan	=ij=		✓	Animal breeding	100 heads of cattle	077 707038
5	Alaverdi ADP	Lorut	Arman Aydinyan	=ij=		✓	Animal breeding	70 heads of cattle	098 956994
6	Alaverdi ADP	Lorut	Saribek Sargsyan	=ij=		✓	Animal breeding	70 heads of cattle	077 711710
7	Alaverdi ADP	Haghat	Arman Yesayan	=ij=		✓	Animal breeding	200 heads of cattle	094 090418
8	Alaverdi ADP	Tchotchkan	Edik Mosinyan	=ij=		✓	Agricultural machinery	6 units of machinery	098 061515
9	Alaverdi ADP	Tsaghkashat	Arman Makinyan	=ij=		✓	Agricultural machinery	6 units of machinery	098 955571
10	Alaverdi ADP	Tsaghkashat	Samvel Tandilyan	=ij=		✓	Agricultural machinery	6 units of machinery	094 446393
11	Alaverdi ADP	Tsaghkashat	Karen Piruzyan	=ij=		✓	Agricultural machinery	5 units of machinery	094 520650
12	Alaverdi ADP	Tsaghkashat	Misha Sokhachyan	=ij=		✓	Agricultural machinery	4 units of machinery	094 133145
13	Alaverdi ADP	Odzun	Aghasi Nalbandyan	=ij=		✓	Agricultural machinery	4 units of machinery	099 381200
14	Alaverdi ADP	Sanahin	Grigor Ramazyan	=ij=		✓	Agricultural machinery	4 units of machinery	091 583803
15	Alaverdi ADP	Tsaghkashat	Gagik Makinyan	=ij=		✓	Agricultural machinery	3 units of machinery	077 702773
16	Alaverdi ADP	Tchotchkan	Harutyun Tamazyan	=ij=		✓	Agricultural machinery	3 units of machinery	094 752521
17	Alaverdi ADP	Sanahin	Aram Evoyan	=ij=		✓	Agricultural machinery	3 units of machinery	091 033940
18	Alaverdi ADP	Mets Ayrum	Tigran Nazaryan	=ij=		✓	Farming	80 ha of land	094 790993
19	Alaverdi ADP	Shnogh	Ashot Adamyan	=ij=		✓	Farming	5 ha of land	098 121043
20	Alaverdi ADP	Aygehat	Vardan Matosyan	=ij=		✓	Farming	7 ha of land	093 755314
21	Stepanavan ADP	Tashir	"Lorva Kat" LLC	Armen Suqiasyan	✓		Milk Processing	100 tons of milk, annually	091 381117
22	Stepanavan ADP	Sarchapet	Yura Barseghyan	=ij=		✓	Milk Processing	120 tons of milk, annually	093 449419
23	Stepanavan ADP	Tashir	"Valeri Food" LLC	Ashot Suqiasyan	✓		Milk Processing	360 tons of milk, annually	093 242434
24	Stepanavan ADP	Tashir	"Dustr Melania" LLC	Ruben Harutyunyan	✓		Milk Processing	5,000 tons of milk, annually	091 224547
25	Stepanavan ADP	Tashir	"Shaliko Soghoyan" IE	Davit Soghoyan	✓		Milk Processing	100 tons of milk, annually	096 040462
26	Stepanavan ADP	Privolnoye	Collection point of Ashtarak Kat	Vardan Tomeyan	✓		Milk Processing	1,150 tons of milk, annually	094 100630
27	Stepanavan ADP	Meghvahovit	Gagik Haroyan	=ij=		✓	Milk Processing	350 tons of milk, annually	093 844744
28	Stepanavan ADP	Metsavan	"Vachagan Gasparyan" LLC	Aharon Gasparyan	✓		Milk Processing	150 tons of milk, annually	077 754191
29	Stepanavan ADP	Tashir	"Vigen Grigoryan" IE	Vigen Grigoryan	✓		Milk Processing	100 tons of milk, annually	077 750975
30	Stepanavan ADP	Tashir	"Sedrak and Tigran" LLC	Sedrak Mirzoyan	✓		Milk Processing	150 tons of milk, annually	091 772170
31	Stepanavan ADP	Gyulagarak	Sayad Ayvazyan	=ij=		✓	Animal breeding	80 heads of cattle	098 174874
32	Stepanavan ADP	Kurtan	Mher Gevorgyan	=ij=		✓	Animal breeding	36 heads of cattle	093 930426

No	Target area	Location	Name of agro-sector enterprise	Respondent	Status		Agro-sector	Scale of activity	Contact
					LE*	NP**			
33	Stepanavan ADP	Medovka	Samvel Avetisyan	=ii=		✓	Animal breeding	500 heads of cattle	094 506723
34	Stepanavan ADP	Privolnoye	Vardan Tomeyan	=ii=		✓	Animal breeding	70 heads of cattle	094 100630
35	Stepanavan ADP	Privolnoye	Arayik Simonyan	=ii=		✓	Animal breeding	80 heads of cattle	093 046770
36	Stepanavan ADP	Gargar	"Narek-1" cooperative	Karen Zalinyan	✓		Animal breeding	90 heads of cattle	094 253225
37	Stepanavan ADP	Tashir	Asatur Harutyunyan	=ii=		✓	Animal breeding	100 heads of cattle	094 202403
38	Stepanavan ADP	Koghes	Arayik Nersisyan	=ii=		✓	Agricultural machinery	6 units of machinery	093 213343
39	Stepanavan ADP	Tashir	"Bozoyan" LLC	Jon Poghosyan	✓		Agricultural machinery	25 units of machinery	093 068484
40	Stepanavan ADP	Yaghdan	"Hunayka" LLC	Aram Janjughazyan	✓		Farming	105 ha of land	093 891312
41	Stepanavan ADP	Vardablur	"Sermnabuyts" LLC	Kamo Manukyan	✓		Farming	100 ha of land	093 816007
42	Gavar ADP	Khachaghbyur	"Roza-1" LLC	Petros Petrosyan	✓		Milk Processing	250 tons of milk, annually	077 846854
43	Gavar ADP	Lchashen	"Ar-Areg" LLC	Vanik Sargsyan	✓		Milk Processing	280 tons of milk, annually	093 421248
44	Gavar ADP	Gandzak	"Ashot Harutyunyan" IE	Ashot Harutyunyan	✓		Milk Processing	180 tons of milk, annually	077 225510
45	Gavar ADP	Hayravanq	Simon Martirosyan	=ii=		✓	Animal breeding	72 heads of cattle	094 560910
46	Gavar ADP	Hayravanq	Sevan Badoyan	=ii=		✓	Animal breeding	56 heads of cattle	094 216190
47	Gavar ADP	Vardenis	Mesrop Shhoyan	=ii=		✓	Animal breeding	19 heads of cattle	077 515215
48	Gavar ADP	Khachaghbyur	Ogsen Andreasyan	=ii=		✓	Animal breeding	95 heads of cattle	093 827748
49	Gavar ADP	Vardenis	Mkhitar Shhoyan	=ii=		✓	Animal breeding	117 heads of cattle	094 153133
50	Gavar ADP	Vardadzor	Robert Sirakanyan	=ii=		✓	Animal breeding	350 heads of cattle	091 550059
51	Gavar ADP	Vardenis	Mushegh Shaboyan	=ii=		✓	Animal breeding	200 heads of cattle	077 444348
52	Gavar ADP	Vardenis	Arsen Asatryan	=ii=		✓	Animal breeding	355 heads of cattle	093 013114
53	Gavar ADP	Sarukhan	"Sarukhan paster users' union" cooperative	Gurgen Bogeyan	✓		Agricultural machinery	11 units of machinery	094 506594
54	Gavar ADP	Martuni	"Martuni paster users' union" cooperative	Gevorg Vardanyan	✓		Agricultural machinery	6 units of machinery	093 354414
55	Gavar ADP	Yeranos	"Yeranos paster users' union" cooperative	Meliq Qaramyan	✓		Agricultural machinery	4 units of machinery	077 281171
56	Gavar ADP	Litchq	"Litchq paster users' union" cooperative	Atom Melqonyan	✓		Agricultural machinery	14 units of machinery	094 500952
57	Gavar ADP	Lchashen	"Lchashen paster users' union" cooperative	Garnik Khachatryan	✓		Agricultural machinery	6 units of machinery	098 007911
58	Gavar ADP	Vardenis	Artak Manukyan	=ii=		✓	Farming	5 ha of land	093 552033
59	Gavar ADP	Vardenis	Edvard Nalbandyan	=ii=		✓	Farming	800 ha of land	094 989896
60	Gavar ADP	Sarukhan	Vanik Gevorgyan	=ii=		✓	Farming	6 ha of land	077 415130
61	Ararat	Poqr Vedi	Ashot Abrahamyan	=ii=		✓	Agricultural machinery	2 units of machinery	094 592587
62	Ararat	Poqr Vedi	Yartcik Mkrtchyan	=ii=		✓	Agricultural machinery	2 units of machinery	093 487944
63	Ararat	Poqr Vedi	"Khor Virap" agricultural consumption cooperative	Virap Manukyan	✓		Agricultural machinery	6 units of machinery	093 373995

No	Target area	Location	Name of agro-sector enterprise	Respondent	Status		Agro-sector	Scale of activity	Contact
					LE*	NP**			
64	Ararat	Surenavan	"Rona Invest" LLC	Gagik Mkrtyan	✓		Farming	50 ha of land	095 990190
65	Ararat	Surenavan	Samvel Sndeyan	=ij=		✓	Farming	30 ha of land	094 445687
66	Ararat	Poqr Vedi	Hovhannes Zhuroyan	=ij=		✓	Farming	1.6 ha of land	093 850883
67	Ararat	Poqr Vedi	Mushegh Sargsyan	=ij=		✓	Farming	2.5 ha of land	093 631325
68	Ararat	Poqr Vedi	Yurik Melqonyan	=ij=		✓	Farming	5 ha of land	093 663077
69	Ararat	Taperakan	Sargis Tarverdyan	=ij=		✓	Farming	8 ha of land	094 887237
70	Ararat	Ararat	Ella Gasparyan	=ij=		✓	Farming	8 ha of land	099 972747
71	Ararat	Ginevet	"Vedi Alco" CJSC	Gevorg Osikyan	✓		Winemaking	2,000 tons of grape	093 415050
72	Ararat	Ararat	"Ararat Vine Factory" LLC	Harutyun Sargsyan	✓		Winemaking	20,000 tons of grape	099 355997
73	Ararat	Taperakan	"Tavinko" Wine and Cognac Factory LLC	Gagik Hakobyan	✓		Winemaking	2500 tons of grape	077 200850
74	Ararat	Taperakan	"Van 777" LLC	Mihran Manaseryan	✓		Winemaking	700 tons of grape	093 877766
75	Ararat	Taperakan	Martik Ghazaryan	=ij=		✓	Winemaking	20 tons of grape	094 232295
76	Ararat	Shahumyan	"Shahumyan-Wine" LLC	Karen Hovhannisyan	✓		Winemaking	1,500 tons of grape	094 341011
77	Ararat	Poqr Vedi	Harutyun Hovhannisyan	=ij=		✓	Winemaking	30 tons of grape	094 572094
78	Ararat	Poqr Vedi	Pargev Manukyan	=ij=		✓	Winemaking	5 tons of grape	093 138842
79	Ararat	Yeraskh	"Yeraskh Wine Factory" LLC	Razmik Tevonyan	✓		Winemaking	1,500 tons of grape	093 405767
80	Ararat	Mrganush	"Mrganush Wine-Cognac Factory" LLC	Nikolay Virabyan	✓		Winemaking	1,000 tons of grape	093 412942

\* - Legal entity

\*\* - Natural person

#### **4.4 APPENDIX 4 - QUESTIONNAIRE FOR HEADS OF AGRO-SECTOR ENTERPRISES**

Follow (Ctrl+Click) the active link → [Questionnaire for heads of agro-sector enterprises](#)

#### **4.5 APPENDIX 5 - QUESTIONNAIRE FOR IN-DEPTH INTERVIEWS WITH HEADS OF PROJECT PARTNER INSTITUTIONS**

Follow (Ctrl+Click) the active link → [Questionnaire for heads of VET institutions](#)