

ASSESSMENT OF LABOUR MARKET POTENTIAL IN ARMENIA





“State Employment Service”
Agency under the RA Ministry
of Labour and Social Affairs



International
Organisation for
Migration



European Union



Embassy of the
Italian Republic

ASSESSMENT OF LABOUR MARKET POTENTIAL IN ARMENIA

YEREVAN 2011

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FOREWORD

In Armenia, as in many other countries, labour migration requires a specific approach in terms of policy development by the source and host countries alike. Labour migration involves demographic, strategic, political and financial factors; therefore it needs serious research, evaluation of the phenomenon, as well as management, and policy development. Meanwhile, in managing labour migration, the national specifics of the source and host countries, the religion of migrants, their educational background and professional competencies, needs/requirements, and so on, need to be taken into account. Regulated labour migration can be a solution for potential migrants who, in the event of legal migration, are willing to leave for abroad to work and to look for better employment opportunities.

Meanwhile, migrant workers, regardless of whether their stay in the destination country is legal, need protection and social guarantees within the legal framework of their country of origin and the destination country. Very often migrant workers are faced with a biased attitude abroad.

The RA Ministry of Labour and Social Affairs and the International Organization for Migration (IOM) undertook a survey aiming to assess the supply of the labour market in Armenia and the potential labour force this country can offer countries with a demand for workforce. The research and analysis were done by Future makers NGO.

To get the complete picture of the workforce potential, the qualifications of the potential migrants were explored, their length of experience in their professions were identified, as well as information was collected about their additionally obtained specializations with the availability or lack of a documented certificate.

Hopefully, the findings of the survey will be used by the RA Government during the negotiations with the EU Member States on bilateral labour agreements and Mobility Partnership, and will serve as a basis for the governmental institutions which can undertake measures to improve the qualifications and certifications policies, facilitating the circular migration process with the EU Member States.



Arayik Petrosyan
Deputy Minister of Labour and
Social Affairs of Armenia



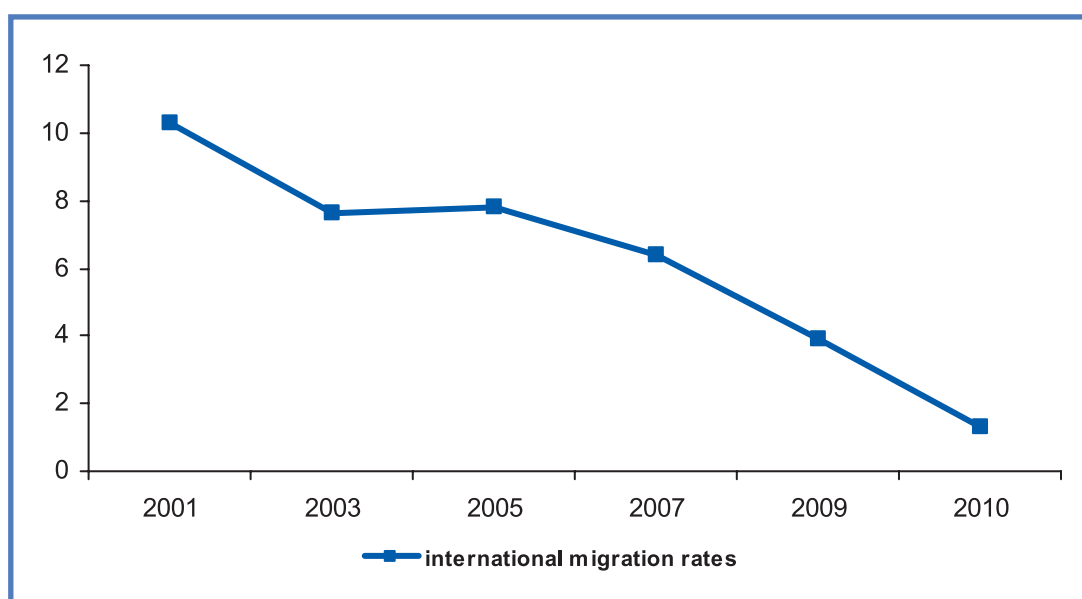
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INTRODUCTION

After the collapse of the Soviet Union, emigration gained considerable momentum in the Republic of Armenia. Several reasons contributed to this, the most important being the grave socio-economic situation in the country, accompanied by dissolution of institutions and enterprises, and a mass reduction in jobs. Migration was, then, for many, the only way out to meet the needs of their families and make a living. High levels of migration were particularly observed in the 1990s. Later, along with economic stabilisation and recovery, (since 2001 the country has had double-digit GDP growth) migration trends started to go down. Starting from 2001, a decrease in negative balance of migration was recorded, which in 2010 comprised 1,300 people (NSS 2010a)¹.

Figure 1. Net international migration rates in Armenia ('000s)



Source: NSS, *Statistical Yearbook of Armenia, 2010a*

The financial and economic crisis, which started in 2008, contributed to the slowing down of net migration growth rates, when production or services fell drastically in almost all industries across the world. Thus, in the Russian Federation the construction, trade and service sectors – where the overwhelming part of migrant workers from Armenia is concentrated – were affected most. The crisis resulted in a GDP decline of 14.1 per cent in Armenia in 2009. In 2010, under stabilizing economic conditions, it grew by 2.1 per cent (see Figure 2).

1 Data from the registration at the border crossing points of the RA are the source for the NSS data.

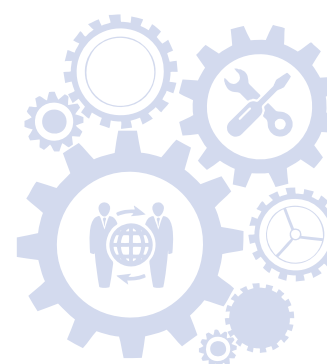
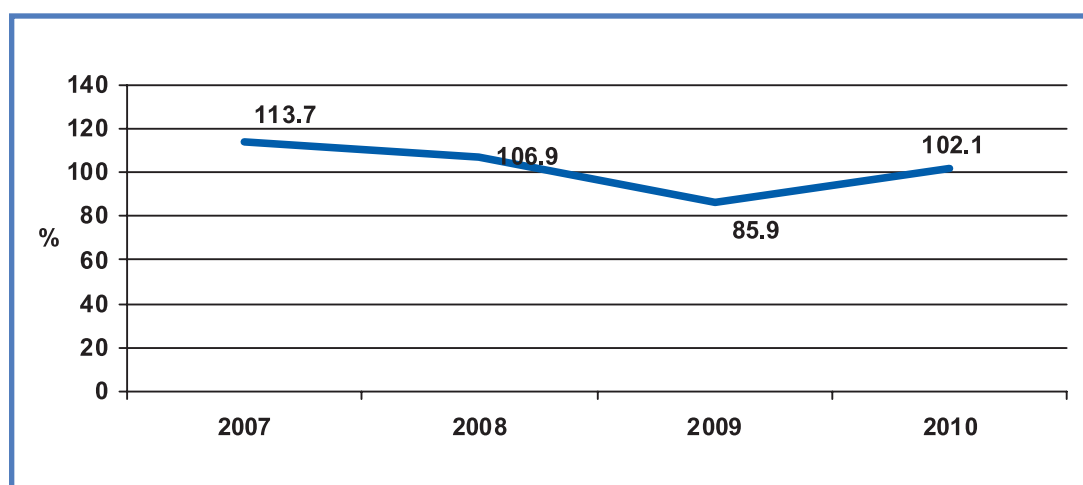


Figure 2. Gross domestic product (in market prices) against the previous year (%)



Source: RA National Statistical Service, *Statistical Yearbook of Armenia, 2011*

Although in recent years migration has tended to decrease, the outflow of the labour force, however, continues to play a significant role in the Republic of Armenia. The working-age population continues to migrate abroad to work, on a short-term, seasonal basis, or for an indefinite period of time. This is not regulated in any way and is of an irregular nature. This not only adversely affects the demographic indicators and the local labour market structure, but also causes violations of immigration and labour laws in the destination countries and creates complicated socio-economic, moral, psychological, legal and political problems. The outflow of highly qualified professionals to developed countries to compete in the international labour market also continues, which weakens the country's scientific, creative and economic potential. Additionally, age disproportion in the marzes (regions) is deepening. To regulate this and to ensure demographic indicators, it is necessary to legislatively regulate labour migration and apply a serious and coordinated approach. Meanwhile, it is as important to assess the labour force in Armenia in both quantitative and qualitative terms, which will enable the regulation of the migration process and offer a surplus labour force to countries which have a demand for labour.



I. THE GOALS AND OBJECTIVES OF THE SURVEY

The objectives of the survey:

- Assess the labour force supply in Armenia, as well as their willingness to work overseas in their profession (temporarily);
- The possibilities for certification of persons who have a specialization/occupation but no professional certificate, and the needs for their licensing, requalification and recognition of qualification.

The following tasks were set to achieve the goal of the survey:

Collect information on:

- the ethnicity, nationality, sex, age and educational structure of the working-age labour force;
- the working-age labour force's mastering another profession other than their education and current profession, and having an appropriate certificate;
- the length of (professional and non-professional) work experience of the working-age labour force;
- being unemployed or employed.

Assess:

- the capacities and capabilities/skills of the working-age labour force wishing to emigrate in the event of availability of respective demand for labour force in those countries;
- the licensing possibilities in Armenia for individuals who have a specialization/occupation but no appropriate professional certificate.

Find out:

- the sex, age and educational structure of those who wish to emigrate (potential migrants), namely, the working-age labour force.

On the whole, the following steps were carried out for the survey:

- Development of methodology;
- Development of questionnaires (for the application of qualitative and quantitative methods);
- Training for the interviewers;
- Testing of questionnaires in Aragatsotn marz and Yerevan;
- Amending the questionnaires based on the test results;
- Sampling from the 2001 census database;
- Providing the addresses of households (HH) to interviewers;
- Implementation of the survey field work (HH visits);
- Forming and managing focus groups in the marzes and Yerevan;*
- Elaborating an analysis software;
- After the completion of the field work, checking the quality of the questionnaires, data entry and creating a general database;
- Final checking of the unified database and numerical analysis;
- Drafting and submission of the preliminary report based on the indicators obtained;



- Preparing the final report which includes conclusions based on survey findings and, based on the conclusions, recommendations for respective structures/institutions.

* Note: See the analysis in the qualitative part of the survey for more details about the purpose of forming the focus groups, the number of the groups and the issues discussed.

1.1 The Survey Sample and Tools

In order to ensure complete information collection and to solve the tasks required for the achievement of the objectives of the survey, quantitative and qualitative methods were used. In particular, through the application of the quantitative method, information was successfully collected on labour force supply, including ethnicity, sex, age and educational structure, employment and work history /length of experience, as well as the intentions of those wishing to emigrate.

The quantitative survey method covered 2000 HHs sampled from all marzes of Armenia and Yerevan (pursuant to the Terms of Reference). The 2001 census data published in 2003 were used as the main cluster. A stratified random sampling method was used for the HH sample. Based on the administrative and territorial division of Armenia (11 marzes), the initial sample units were selected by the proportion of HHs in the respective stratum. The survey was conducted in 38 urban and 58 rural communities in 11 marzes. The marginal error will, therefore, be up to 2.6 per cent in the case of 95 per cent reliability.

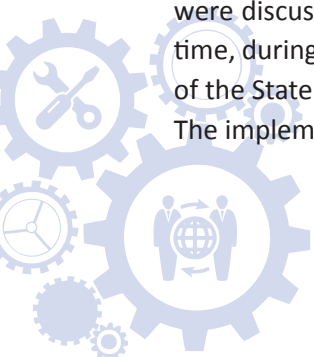
The sample, as foreseen, covered:

- Persons without a professional education/training;
- Persons with a middle qualification;
- Highly qualified persons;
- Graduates of foreign universities, as well as institutions of higher education established by the bilateral agreements of Armenia;
- Potential migrants;
- Returned migrants;
- National minorities residing in Armenia;
- Job seekers and the unemployed, including those registered in the database of SESA's Job Bank.

1.2 Description of Field Work (Quantitative)

As provided by the Terms of Reference, the quantitative method was applied to collect information on the sex and age structure, education, employment and length of employment of HHs' working-age persons, on labour migration rates and the intentions of the labour force to emigrate for work). This part of the survey was carried out by interviewers visiting HHs and filling out questionnaires.

Four groups of interviewers were created to undertake the field work. Before starting the actual survey, a 2-day training exercise was organised to introduce the survey goals, tasks and procedures for filling out the questionnaires to interviewers. To check the suitability of the survey instruments, the questionnaires were tested in Yerevan, as well as in Aragatsotn marz (visits were made to 10 HHs). Thereafter, the findings were discussed with the client, namely IOM experts, and the questionnaires were finalised. At the same time, during the development of the questionnaires, the opinions of the relevant professionals/specialists of the State Migration Service and the NSS were taken into consideration. Field work began in June 2011. The implementation process lasted 2 weeks.

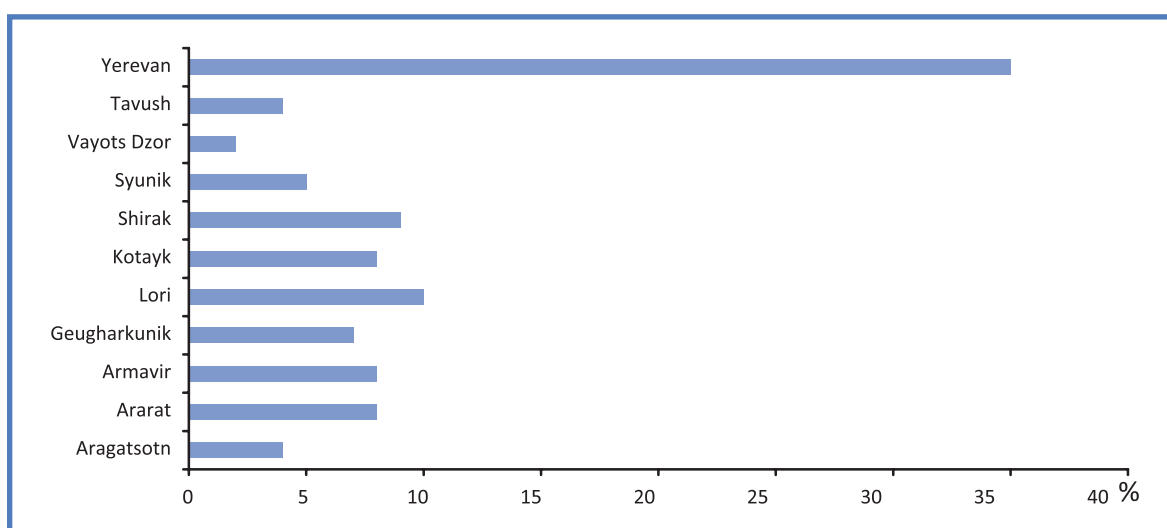


2. SURVEY FINDINGS ACCORDING TO THE QUANTITATIVE METHOD

2.1 General Information on the Labour Force (Working-age Members of HHs)

The sampling covered 2000 HHs from the Armenian marzes and Yerevan, which meets the requirement of the client/customer. The sample was conducted based on the respective concentration of HHs in Yerevan and the marzes.

Figure 3. Distribution of HHs by marz, including Yerevan (%)



According to the sample, the overwhelming majority of HH concentration was in Yerevan (35 per cent), with the remaining 65 per cent divided between the marzes. 67 per cent of HHs was in urban areas and 33 per cent in rural areas.

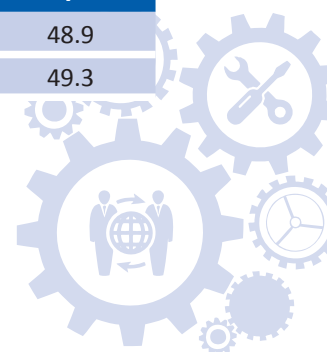
The number of the working-age (15-63 years of age) members interviewed in HHs was 6,491 people, of which the men comprised 48 per cent and women 52 per cent. 64% of HHs are urban, and 37% are rural.

2.2 Age Profile of the Labour Force (Working-age Members of HHs)

To assess the age structure of the labour force, it was divided into the age groups (see Table 1 below).

Table 1. Sex and age structure of working-age people in HHs (%)

Age	Total (%)	Men (%)	Women (%)	Total (%) NSS/2010	Men (%)	Women (%)
1	2	3	3	5	6	7
15-19	13.4	51.2	48.0	12.6	51.1	48.9
20-24	15.1	51.3	48.7	13.6	50.7	49.3



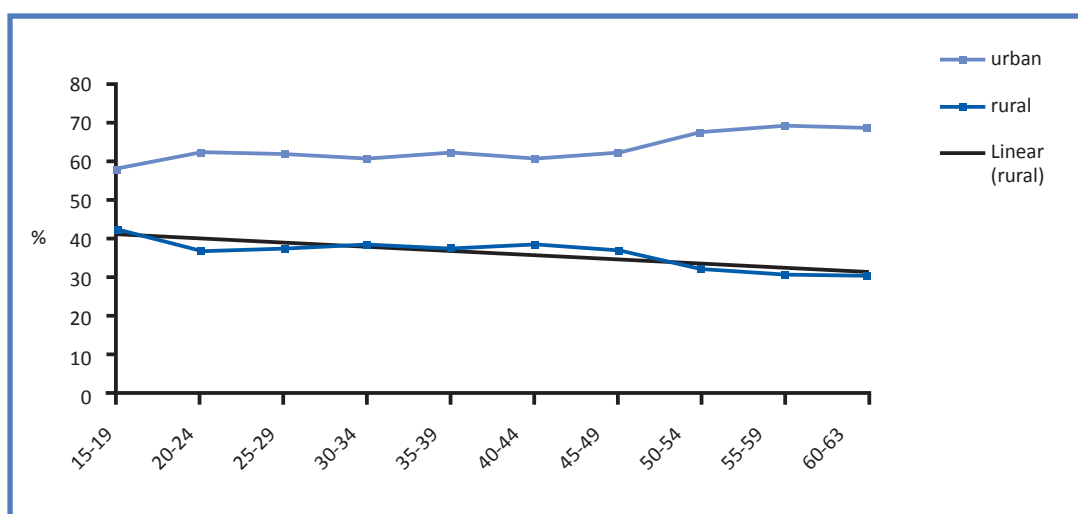
1	2	3	3	5	6	7
25-29	13.3	50.6	49.4	12.5	50.3	49.7
30-34	10.4	48.3	51.7	10.3	49.4	50.6
35-39	7.9	48.6	51.4	8.7	48.3	51.7
40-44	7.0	48.8	51.2	8.7	47.4	52.6
45-49	11.4	45.3	54.71	11.2	47.3	52.7
50-54	8.7	49.1	50.9	10.3	46.9	53.1
55-59	7.8	49.8	50.2	7.5	45.7	54.3
60-63	4.9	48.7	51.3			
60-64	-	-	-	4.6	39.3	60.7
Total	100.0	48.4	51.6	100.0	48.5	51.5

Columns 2-4 of this Table include the findings of the survey, and for columns 5-7 the source is the Armenian National Statistical Service, Statistical Yearbook of Armenia, 2010.

According to the age analysis, the 20-24 age group was the largest (15.1 per cent) and the 60-63 age group the smallest (4.9 per cent). On the whole, the number of working-age men is larger in the 15-29 age group, while the number of working-age women is larger in the 30-63 age group.

The HH age groups were also analyzed in terms of rural and urban distribution (see Figure 4).

Figure 4. Distribution of working-age groups among HH members in urban and rural areas (%)



According to the survey findings, the difference between the 15-19 age groups in the rural and urban areas is smaller than that between the remaining age groups. The biggest difference is seen in the 55-59 and 60-63 age groups.

The survey also covered HHs of other ethnicities residing in Armenia; however, their share in the number of respondents comprised only 2.4 percent (Russians – 0.6 per cent, Yezidis – 1.2 per cent, and other – 0.5 per cent).



2.3 Education Status Profile of the Labour Force (Working-age Members of HHs)

According to the survey findings, only 58 per cent of HH members have professional education.² 36.9 per cent of HH members interviewed have completed secondary general education, which constitutes the highest share in educational status. Within this share, the ratio of men (53.6 per cent) exceeds that of women by 7.2 per cent (46.4 per cent). Regarding those with a professional education, the number of women equates to a larger share (except for preliminary vocational (crafts) education, where the number of men exceeds that of women by 6.6 per cent). The share of women is especially high in middle vocational and incomplete higher education, where their share exceeds that of men by 20.6 per cent (see Table 2).

Table 2. Educational status of working-age persons in HHs (%)

Educational status	Total (%)	Men (%)	Women (%)	Total (%) NSS/2009	Men (%)	Women (%)
Incomplete primary (up to 4 grades)	0.2	66.7	33.3	0.7	43.0	57.0
Primary (4 grades)	0.5	37.1	62.9	2.1	49.7	50.3
Basic general education (9 grades)	4.5	61.2	38.8	10.1	52.8	47.2
Complete secondary general education (12 grades)	36.9	53.6	46.4	43.1	47.6	52.4
Preliminary vocational (crafts) college (acquires a specialization/occupation and 12-year education)	5.2	53.4	46.6	2.6	52.4	47.6
Middle vocational and incomplete higher (college education and incomplete higher education)	23.0	39.7	60.3	23.1	38.1	61.9
Higher (university) education (BA, MA); and postgraduate education	29.7	46.0	54.0	18.3	43.9	56.1
Total	100	48.4	51.6	100	45.4	54.6

2 Primary, basic, high and secondary educational institutions which implement general education curricula are considered to be general schools. Colleges and seminaries are secondary general educational institutions which implement basic and additional/supplementary general education curricula. Colleges provide differentiated instruction/training on advanced specializations for students. The seminaries provide high school students' education aimed at professional orientation. Colleges are included in the total number of middle vocational educational institutions. Vocational training in colleges is carried out through middle vocational curricula, as well as through general education and crafts curricula. Higher education institutions implement higher education curricula, where teaching is provided in a two-level system: bachelors' and masters' programmes. Armenia's educational infrastructure does not correspond to that of the EU.



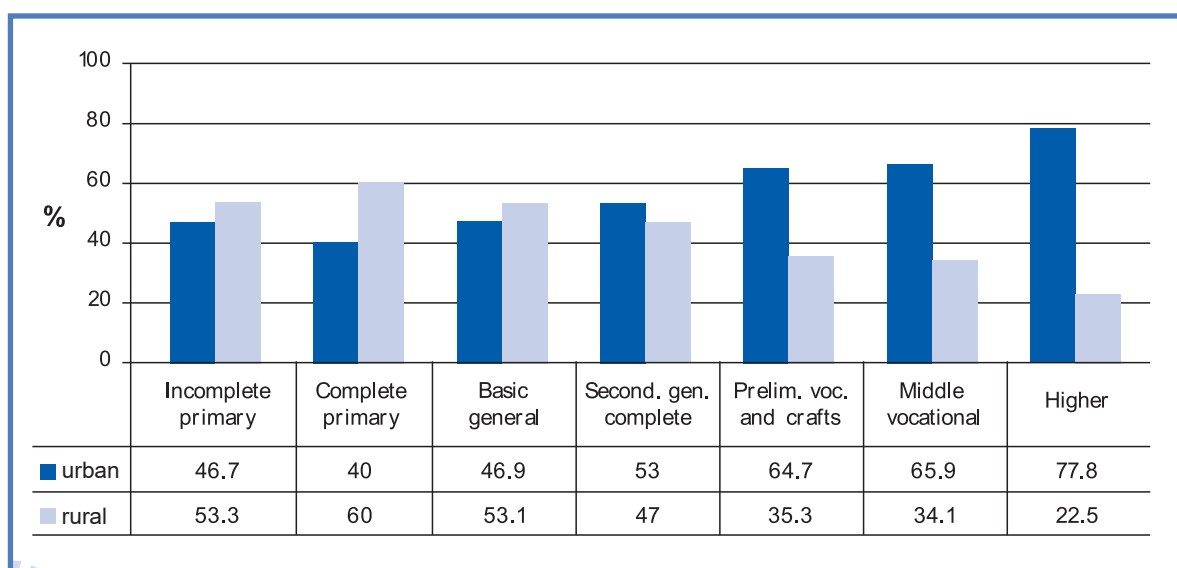
The number of those with higher education is large in the 25-29 age group (37.8 per cent). The number of those with middle vocational and incomplete higher education is higher in the 50-63 age group (25.7 per cent). The number of those with preliminary vocational (crafts) education is higher in the 45-49 age group (8.1 per cent). The number of those with complete secondary education is higher in the 15-19 age group (39.7 per cent). The number of those having basic general education is again higher in the 15-19 age group (16.2 per cent). In recent years the number of those with primary and incomplete primary education has increased. According to the findings of the survey, the incomplete primary and primary education statuses are higher in the 15-19 age group, comprising 0.7 and 1.3 per cent respectively (see Table 3).

Table 3. The age distribution of the working-age persons in HHs according to education status (%)

Age groups	Incomplete primary %	Primary %	Basic general %	Complete secondary general %	Preliminary vocational (crafts) %	Middle vocational and incomplete higher %	Higher and postgraduate %
15-19	0.7	1.3	16.2	39.7	4.6	37.6	-
20-24	0.1	0.5	3.8	33.4	4.4	22.4	35.3
25-29	0.3	0.5	3.0	38.5	3.7	16.2	37.8
30-44	0.1	0.3	3.8	39.2	4.2	22.3	30.2
45-49	0.0	0.1	1.7	35.7	8.1	25.0	29.3
50-63	0.3	0.8	3.4	35.0	6.3	25.7	28.6

The number of persons with complete or incomplete primary education is large in rural areas, while the number of those with higher and postgraduate education is higher in urban areas (see Figure 5).

Figure 5. The educational status distribution of HH working-age members in rural and urban areas (%)



For those with professional/vocational education, it should be noted that 95.8 per cent of respondents received their main professional/vocational education in the Republic of Armenia; 1.1 per cent received it in educational institutions founded in Armenia through bilateral agreement; 1.9 per cent in the Russian Federation; 1.2 per cent in other countries (0.9 per cent in European countries, 0.1 per cent in the USA, and 0.2 per cent in other countries).

0.4 per cent of respondents have a postgraduate education; 58 per cent of them continued their study in Armenia and 42 per cent overseas.

75 per cent HH members with vocational education received a second education abroad, 30 per cent in the Russian Federation, 15 per cent in the United States, 30 per cent in Europe and only 25 per cent in educational institutions founded in Armenia through bilateral agreement.

Specializations of HH members by occupation classifier are provided in Table 4.

Table 4. Specializations of HH working-age members by occupation classifier* (%).

Profession	Number of Respondents %	Men %	Women %
1. Leaders at all levels of government and administrative agencies, including heads of institutions and organisations	3	1	0
2. Highly qualified specialists	52	54	52
3. Specialists with middle qualification	31	27	35
4. Servants dealing with preparation of information, formulation of documents, registration and customer service	3	2	4
5. Employees of the service sector, housing and communal services and trade-related activities	5	5	5
6. Qualified employees in agriculture, forestry, hunting, farms, fisheries and fishing	1	1	0
7. Qualified/skilled workers in large- and small-size industrial organisations, artistic crafts, construction, transport, communications, geology and mine exploration	4	7	2
8. Operators, apparatus operators, installation and car motormen and assembler-fitters	1	2	0

* The Armenian “Classifier of the Republic of Armenia of Professions and Occupations of Workers and Positions” corresponds to ISCO.



3. PROFILE OF MIGRANT WORKERS IN HHs*

The share of persons away from HHs at the time of interview comprised 9.5 per cent, of which 82 per cent were men and 18 percent women. Reasons for absence differed (see Table 5), but most of them, 86.1 percent, had left to work abroad. In the number of migrant workers (current migrants), the ratio of men totalled 74.7 per cent compared to 11.4 per cent of women (see Table 5).

Table 5. Reasons for absence of HH members (%)³

	Study %	Medical treatment %	Work %	Other family matters %	Military service %	Other reasons %	Total %
Total	2.1	1.9	85.5	5.9	2.6	1.4	100
Men	1.3	1.9	74.7	5.1	2.6	0.7	86.3
Women	0.8	0	11.4	0.8	0	0.7	13.7

According to education status, the number of those migrant workers with complete secondary general education is high (40.3 per cent) and that of those with incomplete primary education is low (0.4 per cent) (see Table 6).

Table 6. Migrant workers' educational status (%)

Education status	Number of migrant workers %
Incomplete primary	0.4
Primary	0.0
Basic general	5.4
Complete secondary general	40.3
Preliminary vocational (crafts)	12.1
Middle vocational and incomplete higher	19.5
Higher	19.1
Postgraduate	3.2

The share of those with vocational education is large among migrant workers (middle vocational and incomplete higher education, 19.5%; higher education, 19.1%; preliminary vocational (crafts), 12.1%; and postgraduate, 3.2%).

According to the age structure, the largest proportion of migrant workers were aged between 30-49 (43.9 per cent), and the smallest between 45-63 (26.9 per cent) (see Figure 6).

³ The survey was conducted in August when the number of those who had left for seasonal work was high.

* Information about migrant workers by their sex, age and educational level was obtained through talking to members of their HHs.

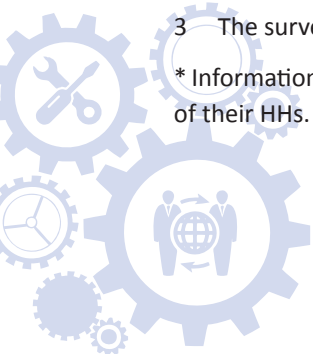
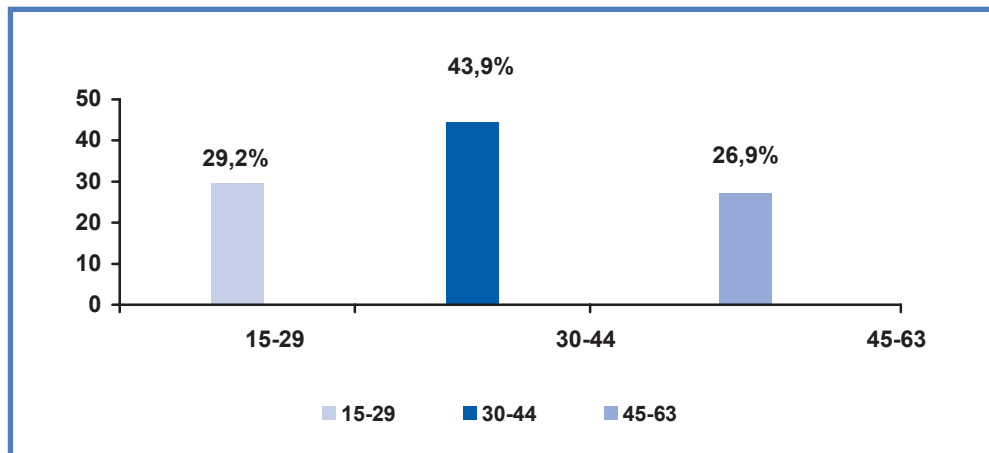


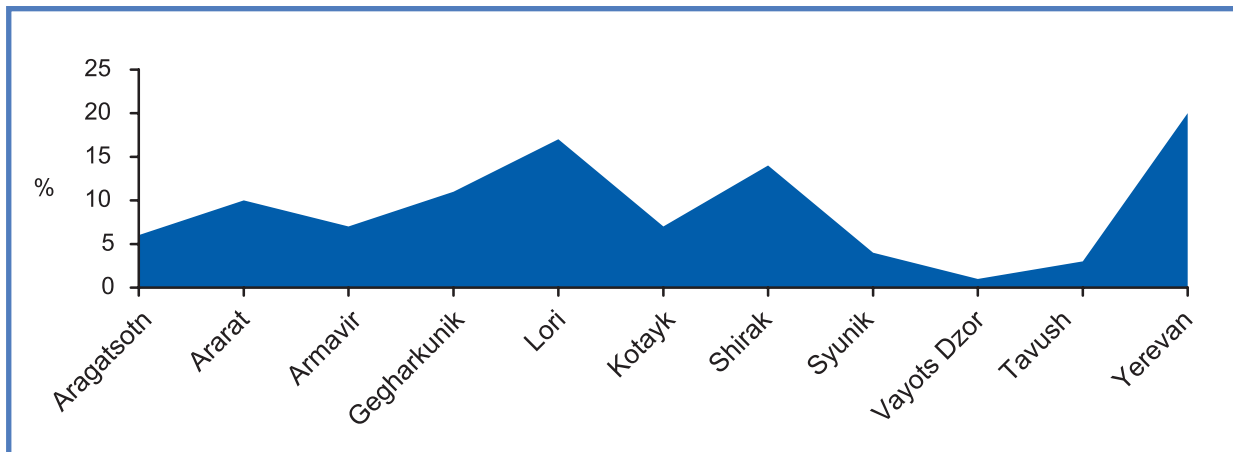
Figure 6. Distribution of migrant workers by age structure (%)



54.8 per cent of those who emigrate to work are from urban areas, and 45.2 per cent from rural areas. According to marz distribution, the number of migrant workers is particularly large in Shirak and Lori (see Figure 7). 20 per cent of migrant workers are from Yerevan.

82.4 per cent of HH migrant workers at the time of interview had left for the Russian Federation, 9.1 per cent for EU countries (France, Poland, Holland, Austria, Bulgaria, Spain, recently also for Turkey), 2.3 per cent for the United States, and 6.2 per cent for other countries (particularly Turkmenistan, the United Arab Emirates and Canada). A considerable segment of migrant workers work in the construction sector in the Russian Federation, while in other countries they work mainly in the trade and services sectors.

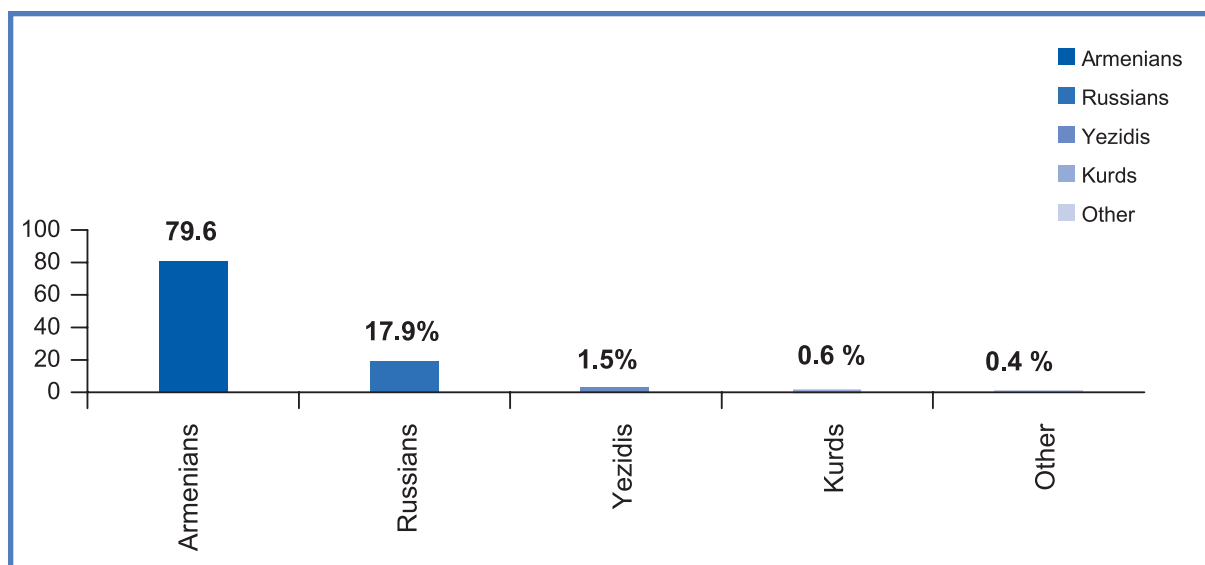
Figure 7. Distribution of the number of migrant workers by marz (%)



The survey looked not only at the number of migrant workers from among ethnic Armenian population but also national minorities (see Figure 8).



Figure 8. Distribution of the number of migrant workers by ethnicity (%)



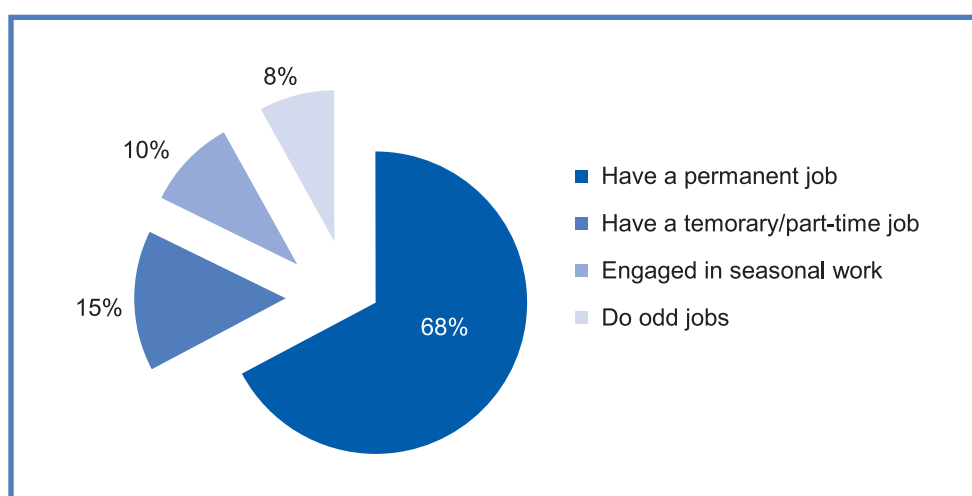
According to ethnicity, the share of Armenians is the largest (79.6 per cent). Russians comprise 17.9 per cent, Yezidis 1.5 per cent, Kurds 0.6 per cent, and others (Ukrainians, Tatars, etc.) 0.4 per cent.



4. EMPLOYMENT OF WORKING-AGE MEMBERS OF HHs

In the surveyed HHs, 47.2 per cent of working-age members are employed in various sectors of the economy: 68 per cent of them have a permanent job; 15 per cent have a part time/temporary job; 10 per cent are involved in seasonal work; 8 per cent do odd jobs (see Figure 9). 13.5% of HH members are engaged in farming.

Figure 9. Employment of HH working-age members (permanent, temporary, seasonal and odd (%))



11.6 per cent of working-age members are unemployed. 3 per cent of them are registered with the regional centres of the State Employment Service; unregistered unemployed make up 8.6 per cent.

21.9 per cent of the labour force do not work and do not wish to work (see Table 7).

Table 7. Distribution of labour resources by active and passive parts

Economic activity	According to the survey findings %	In 2009 according to NSS* %
Labour resource (LR, %)	100	100
Economically active (EA) population in LR, %)	50.2	52.3
Employed (in LR, %)	47.2	48.7
Registered unemployed (in LR, %)	3.0	3.6
Economically inactive population (in LR, %)	49.8	47.7

According to distribution by length of unemployment, 28 per cent have been unemployed for up to 1 year, 26 per cent for 1-3 years, and 46 per cent for 3 years and longer. By uniting the labour force age groups into 3 major groups, it appears that up to 1 year's unemployment is higher in the 15-29 age group, comprising 42 per cent; it is lower in the 50-63 age group (23 per cent). 1-3 years' unemployment is again higher in the



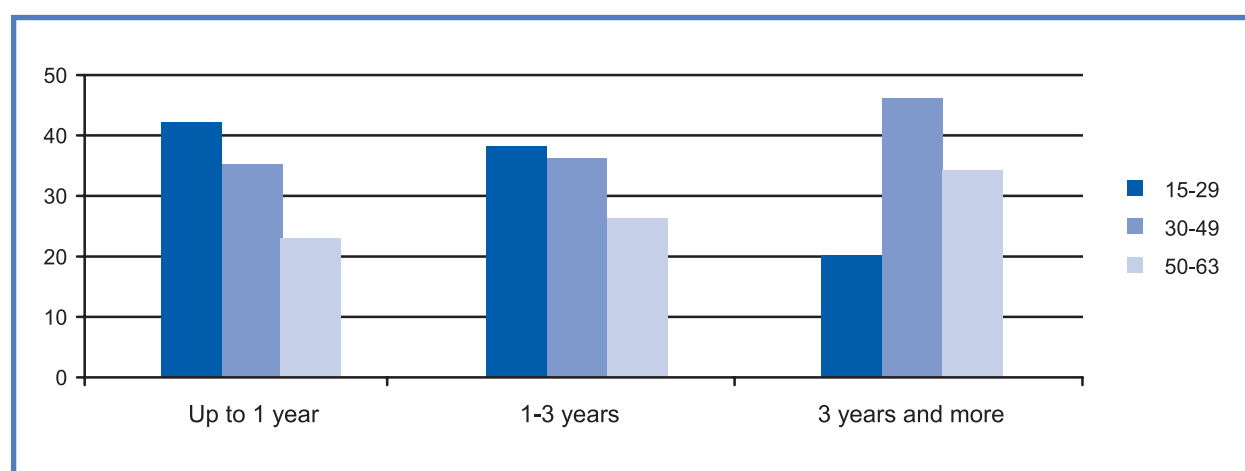
15-29 age group (38 per cent, only 0.2 per cent higher than the 30-49 age group); it is lower in the 50-63 age group (26 per cent); over 3 years' unemployment is higher in the 30-49 age group (46 per cent), and lower in the 15-29 age group (20 per cent) (see Figure 10).

The high unemployment rate of young people is mainly accounted for by a number of factors:

- irrelevance of education with regard to labour market requirements;
- educational level;
- lack of experience;
- low salaries, etc.

These factors make young people more vulnerable in the labour market.

Figure 10. Distribution of the number of the unemployed by length of unemployment and by age group (%)

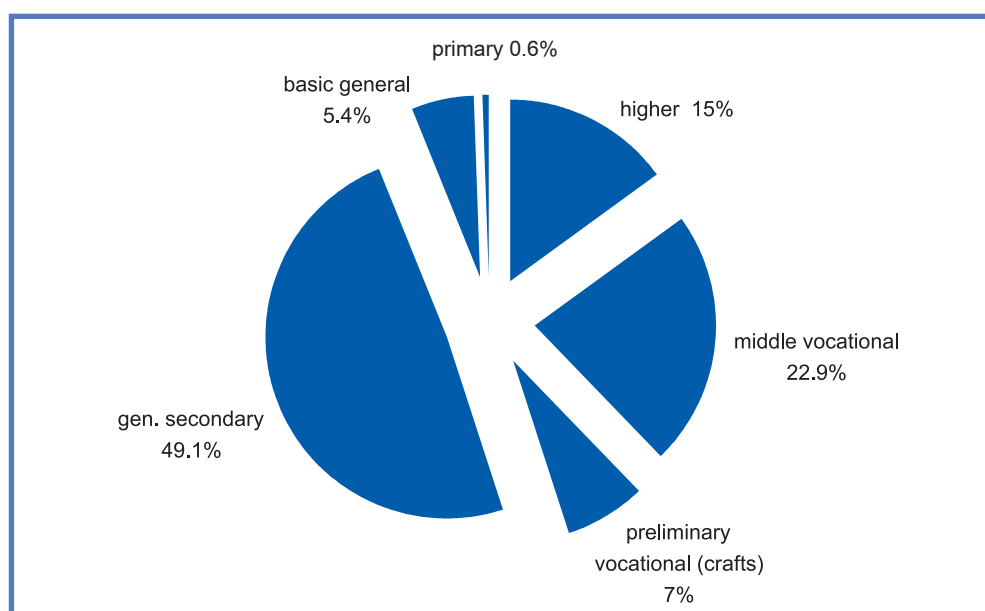


A large proportion of women are unemployed, comprising 69.5 per cent (according to official information – SESA data – the proportion of unemployed women is 70.4 per cent). Those with complete secondary general education are more likely to be unemployed (38 per cent), among whom those with more than 3 years' unemployment constitute 50.3 per cent. Among those with professional education, the share of those with higher education is large (26 per cent of the unemployed), followed by those with middle vocational and incomplete higher education (25 per cent). Those with preliminary vocational (crafts) education have the smallest share (6 per cent). Unemployment is especially low among persons with lower-than-secondary-general-education status.

According to SESA (2011), educational status among the registered unemployed is as follows: persons with higher education make up 15.0 per cent of the unemployed; those with middle vocational education make up 22.9 per cent; those with preliminary vocational (crafts) education make up 7.0 cent; those with general secondary education make up 49.1 per cent; those with basic general education make up 5.4 per cent; those with primary education make up 0.6 per cent.



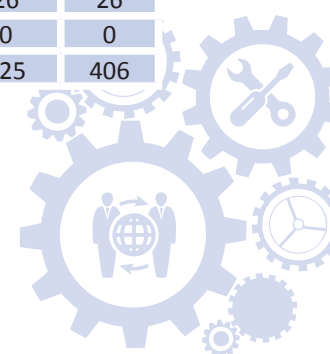
Figure 11. Education of working-age HH members



39 per cent of employed HH members have higher education, including a large number of highly qualified, service sector professionals, and leaders at all levels of government and administrative agencies, i.e. institutions and organisations. Persons with secondary general education make up 29 per cent of the employed, including a large number of qualified and unqualified workers and service sector employees. Persons with middle vocational and incomplete higher education have the third largest share among the employed (22 per cent), with a large number of middle qualification and service sector professionals (see Table 8).

Table 8. Employment of working-age HH members (by occupation classifier /educational status)

Education status	Leaders at all levels of government and administration agencies	Highly qualified specialists	Specialists with middle qualification	Servants dealing with preparation of information	Employees of the service sector	Qualified employees in agriculture, forestry, hunting, farms	Qualified/skilled workers	Operators, machinery operators and engine-drivers	Unskilled/unqualified workers
Incomplete primary	0	0	0	0	0	0	0	0	0
Primary	0	0	0	0	1	0	2	1	3
Basic general	0	0	4	0	13	0	23	5	18
Complete secondary general	17	12	42	33	192	12	228	55	287
Preliminary vocational (crafts)	7	6	20	10	27	3	38	13	22
Middle vocational and incomplete higher	19	43	183	54	183	8	98	25	50
Higher	115	621	69	136	116	7	60	26	26
Postgraduate	2	15	3	1	1	0	0	0	0
Total	160	697	321	234	533	30	449	125	406



5. AVAILABILITY OF WORK EXPERIENCE OF THE LABOUR FORCE

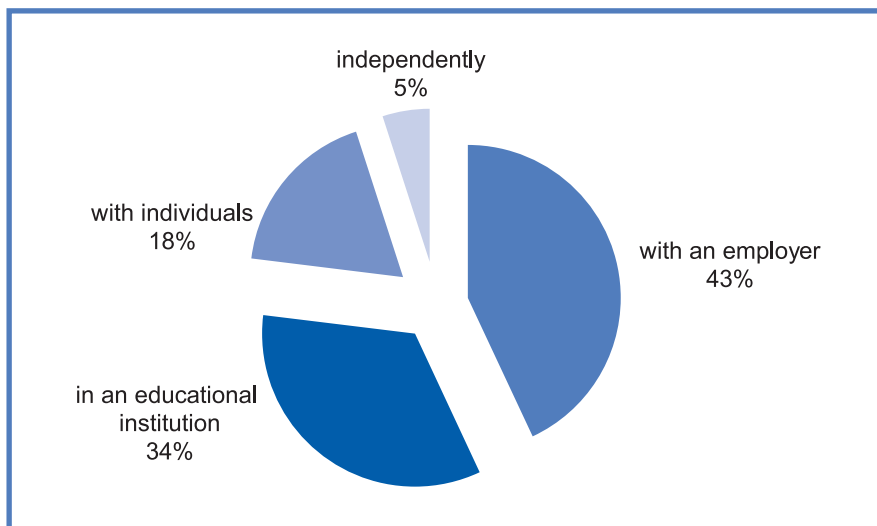
Based on the requirements of the labour market, as well as other reasons, people often retrain and acquire a new profession. As they intend to emigrate, they are compelled not only to acquire new specializations but also new skills.

Based on these considerations, the survey was designed to explore specializations acquired by both educated persons and those with no education.

People had used various sources of training to acquire new specializations: educational institutions, the workplace, tutors, and sometimes independently.

Therefore, 27.2 per cent of people with a professional/vocational education acquired an additional specialization. The overwhelming majority of them, 43 per cent, acquired a specialization with an employer; 34 per cent in educational institutions (a small proportion of them were registered with regional employment centres and involved in the “Organisation of Vocational Training” programme; 18 per cent with tutors; 5 per cent independently.

Figure 12. The share of persons with an additional specialization by training source (in %)



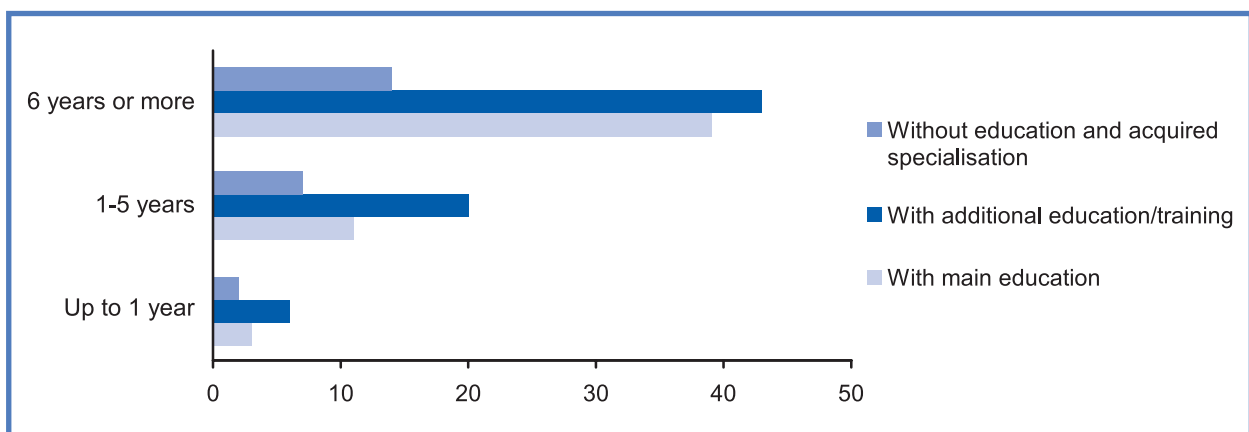
According to the analysis, the most common specializations are those in the service, housing and communal services sectors, and trade-related activities (hairdresser, manicurist, makeup artist, vendor, cook, bartender, floral designer); high qualification specializations (manager, accountant, pharmacist, designer, tourism/hospitality specialists), middle qualification specializations (property agent/broker, operator, mechanic, accountant, cashier, clerk); worker specializations (tiler, turner, locksmith, welder, cabinetmaker, vehicle electrician, jeweller, tailor, shoemaker).

In addition to the aforementioned specializations, computer skills and language proficiency are also important: 48 per cent of persons with an education have computer knowledge; 30 per cent have a command of foreign languages.



The survey collected information on the work experience of persons with an education. The data revealed that only 52.8 per cent of these persons have solid professional experience; only 68.7 per cent of persons with an additional specialization have work experience; 23 per cent of individuals without an education have work experience in an acquired additional specialization (one person may have both professional experience and work experience in an additionally acquired specialization, and work experience without education in an additionally acquired specialization). To analyze work experience, the latter was divided into 3 groups: up to 1 year, 1-5 years, and 6 or more years. It was revealed that the length of work experience in an additionally acquired specialization exceeds that of the specialization acquired through a persons' main education (see Figure 12), which indicates poor choices of a profession and also rapid changes in labour market requirements. The increase in the number of those receiving higher education in recent years has led to deeper inequality between supply and demand in the labour market. Mainly as a result of wrongly chosen professions and unawareness of labour market requirements, a considerable number of people have become unemployed or have to re-specialize to occupy a profession which is in demand in the labour market.

Figure 13. Distribution of length of work experience of working-age members of HHs with a professional education, by the main and additional specialization, and those without an education and additional specialization (%)



It was revealed that, according to age-group distribution, 30-49-year-olds have a greater tendency to re-specialize, constituting 47 per cent of those persons having acquired an additional specialization. 33 per cent of 50-63-year-olds have acquired an additional specialization, and young people under 30 comprise only 20 per cent.

Moreover, it should be noted that it is the 30-49 age group which constitutes the largest proportion of migrant workers. As revealed by the interviews, some of them had acquired an additional specialization abroad when working for an employer; they had also acquired new skills in the course of their specialization.

Around 30 per cent of persons without a professional/vocational education acquired a specialization during work. 55 per cent of them acquired it with an employer, 32 per cent with tutors and 13 per cent independently. Half of the acquired specializations are in construction and metallurgy; 26 per cent are specializations in the trade and service sectors (bartender, cook, waiter, vendor, etc.); the remaining 24 per cent are miscellaneous (machinery operators, drivers, operators, etc.).



Around 13 per cent of persons without a professional/vocational education have a command of foreign languages (mainly Russian), and 5 per cent have computer skills.

As for work experience, only 75.5 per cent of persons with a specialization are working in the areas of specialization; the remaining 24.5 per cent either do not work or work without a specialization. 9 per cent have been using the acquired specialization for up to 1 year; 20 per cent for 1-5 years; 71 per cent for 6 years or more. Only 37 per cent of persons with no education (including persons who have acquired a specialization but do not use it) have work experience. 9.4 per cent of persons without a specialization have work experience of up to 1 year; 22.3 per cent for 1-5 years; 68.3 per cent of 6 years or more. It is noteworthy that 45-63-year-olds have, in particular, acquired a specialization (48 per cent); 30-44-year-olds make up 29 per cent; the under 30 age group comprise 23 per cent.

Therefore, 37 per cent of persons with no professional education have work experience (including persons who have acquired a specialization but do not use it); 22.5 per cent have work experience in the acquired specialization; 40.4 per cent have no work experience at all. The lack of work experience is mainly accounted for by the fact that the survey covered school-age children, HH members who do not work and do not want to work (classed as “passive”), and persons engaged in farming who do not consider their employment as work experience. Meanwhile, the phenomenon of “informal” employment continues, which also had an impact on the survey findings. People identify their work experience with that specified in the employment record book, while very few count informal work as work experience.

An additional specialization acquired through tutors by persons with and without vocational/professional education/training implies acquisition of vocational/professional education without a certificate or licence. As for specializations acquired through an employer, they can either be with or without a certificate or licence.



6. LABOUR MIGRATION

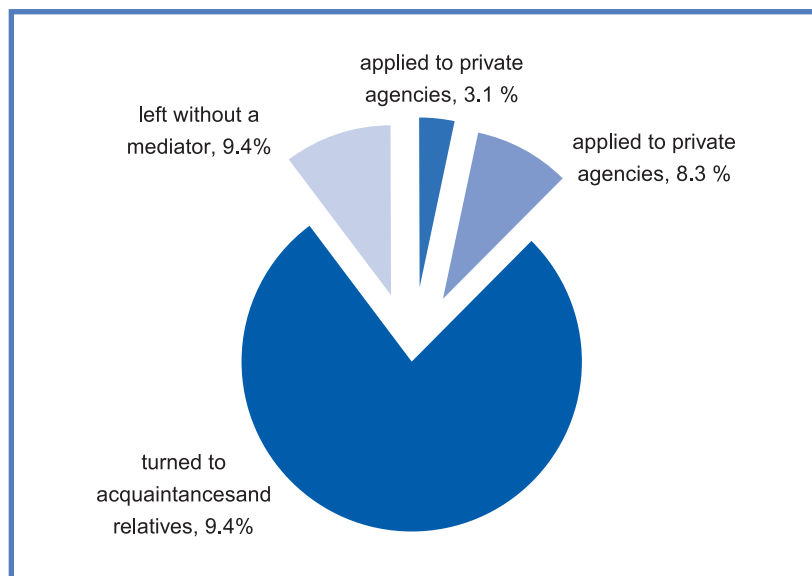
The survey also covered return migrant workers with an aim to explore the causes and directions of migration, migration processes, the hardships involved, the sectors which engaged the greatest numbers of migrants, among others. 8.6 per cent of the 6,492 HH members interviewed were migrant workers who had returned.

Seasonal migrant workers make up a relatively high percentage (50.8 per cent) of return migrant workers, while those who have left for the long term constitute 49.2 per cent. Some of the return migrant workers had left for both seasonal and long-term work. Of the 558 persons who had left for migrant labour, 29.2 per cent had left for the first time; 31.3 per cent had left 1-3 times; 39.5 per cent for 4 or more times.

4.8 per cent of migrant workers left in the Soviet years (before 1990); 55.1 per cent left between 1991 and 2008; 40.1 per cent left after 2008. 14.5 per cent left in the 1991-2008 period and after 2008.

For 86.8 per cent of return migrant workers the Russian Federation was the primary country of destination (the reasons being access to the border and knowledge of the Russian language); 7.7 per cent left for the countries of the European Union (France, Poland), Ukraine, Belarus and Turkey; 2.5 per cent left for the USA; 3.0 per cent left for other countries (predominantly Turkmenistan and the United Arab Emirates). 2.6 per cent of migrant workers left for different countries at different times. To work abroad, people resorted to various means: 3.1 per cent applied to a government agency; 8.3 per cent applied to private agencies; 69.7 per cent turned to acquaintances, relatives and friends (the most common method); 9.4 per cent left randomly without mediation with others; 9.5 per cent left through other means.

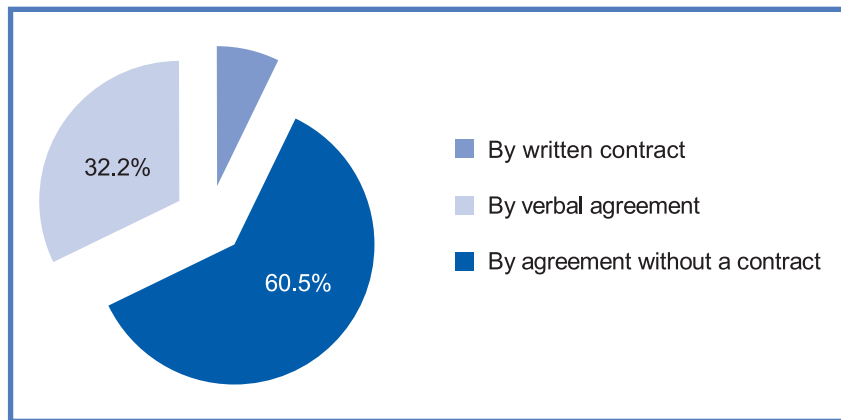
Figure 14. Various sources to which return migrant workers resorted to work abroad (%)



7.3 per cent left through a written contract (mostly those who left for (re)training through government funding); 60.5 per cent left without a contract, by prior verbal arrangement with the employer; 32.2 per cent left without any prior arrangement.

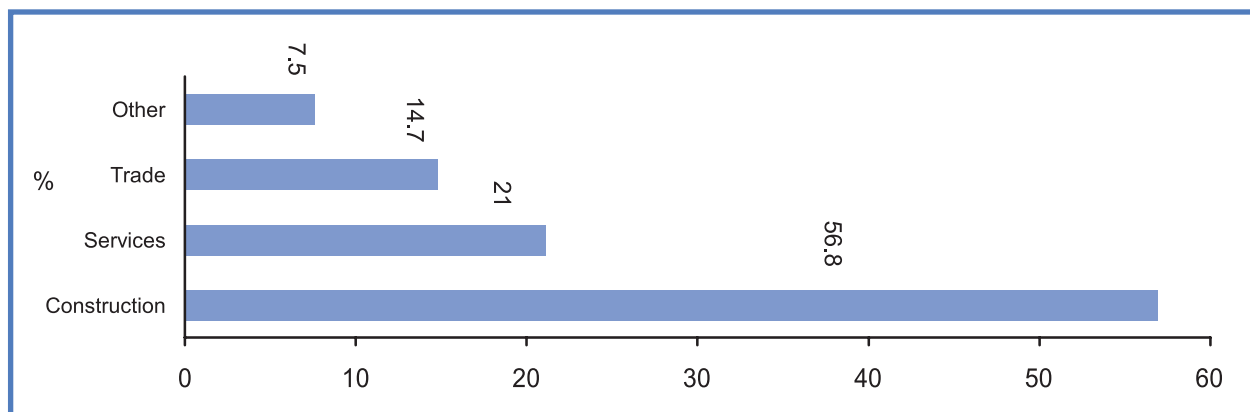


Figure 15. Types of arrangements obtained by migrants to work abroad (%)



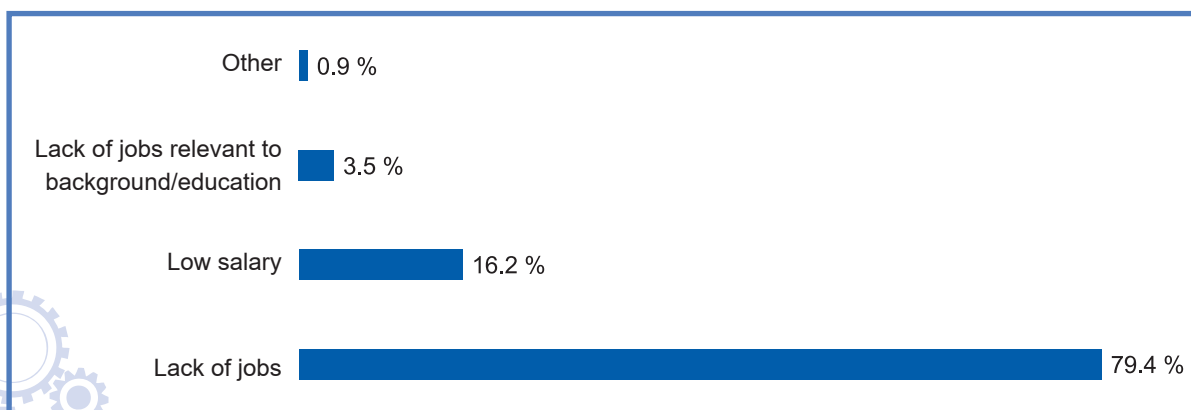
Migrants mainly work in three areas: construction, trade and services. According to the survey findings, 56.8 per cent of migrants worked in construction; 21.0 per cent in the service sector; 14.7 per cent in trade; 7.5 per cent in other sectors (industry, health, transport, education, culture and agriculture).

Figure 16. The main job sectors for migrant workers (%)



Return migrant workers gave different reasons for travelling and working abroad: 79.4 per cent of return migrant workers emigrated due to a lack of jobs; 16.2 per cent due to low salaries; 3.5 per cent for lack of jobs relevant to their education; 0.9 per cent for other reasons (mainly leave for training or military service).

Figure 17. Main reasons for emigrating (%)



6.1 The Labour Migration Process

The survey indicated that only 9.4 per cent of return migrants left through ways other than through an acquaintance, an organisation or and agency; the remaining 90.6% left through that method. The main type of support provided by the latter for return migrants was information about vacancies: about 91.8 per cent received assistance related to vacancies; 15.6 per cent were provided with shelter; 7.8 per cent were provided with fare; 5.3 per cent were provided with temporary registration; only 2 per cent of respondents were familiar with the legislation of the host country. While those who left through acquaintances, relatives and friends received various assistance, including vacancies, travel costs, accommodation and food provision, those who left through agencies received assistance mostly in matters related to vacancies and temporary registration. 86.7 per cent of return migrant workers worked abroad based on verbal arrangement (in the informal sector); only 13.3 per cent worked under an employment contract.

A significant portion of return migrant workers experienced unfavourable conditions abroad. 70.4 per cent worked 8-12 hours and 29.6 per cent worked up to 8 hours a day. 64.5 per cent deemed the working conditions as satisfactory; 12.1 per cent partially satisfactory; 10.5 per cent unsatisfactory. Only 12.9 per cent worked in good conditions.

The average monthly salary abroad was under AMD 100,000 (USD 270) for 12.9 per cent; AMD 100,000-200,000 (USD 270-540) for 35.6 per cent; AMD 200,000-300,000 (USD 540-810) for 32.4 per cent; AMD 300,000 (USD 810) or more for 19.1 per cent. 3.6 per cent of migrant workers had also left to work abroad before 1990, with an average monthly salary of up to 1,000 roubles (USD 1,100).

The money earned by a considerable proportion of return migrant workers (70 per cent) was only enough for their families' daily needs; the money earned by 20.7 per cent was enough to buy equipment/appliances or other items; the money earned by 4.5 per cent was enough also for the acquisition of a car; only 4.4 per cent were able to purchase property with the money earned outside Armenia.

6.2 Difficulties of Labour Migration

Interviews with return migrant workers revealed that they had had a number of hardships when working abroad. 38 per cent had difficulties associated with temporary registration processes; 31 per cent had difficulties in terms of non-standardized working hours and unfavourable working conditions; 29 per cent had a sense of being unprotected; 18 per cent were paid the wages arbitrarily; others had other hardships (frequent document checks, negative attitudes from local populations, discrimination in division of labour, etc.) (See Figure 18). 30.5 per cent of return migrants did not suffer significant hardships.

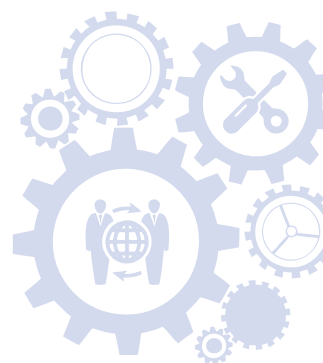
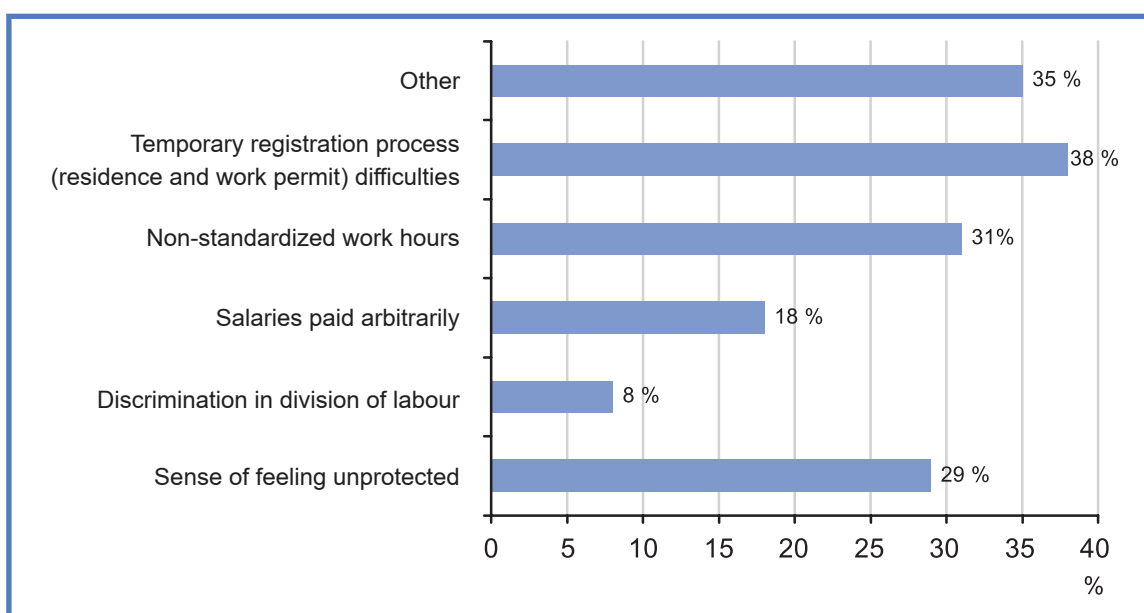


Figure 18. Hardships return migrant workers faced during work abroad (%)



4.2 per cent of migrants with a professional education worked abroad using their main professional education; 6.3 per cent worked in the field of their additional specialization; 89.6 percent did odd jobs for the following reasons:

- 7.7 per cent had low qualifications;
- 29.4 per cent did not find a job related to their specialization;
- the diploma or certificate of 24.5 per cent was not recognized by the host country (including the certificate issued by the employer confirming the fact that the worker had acquired a specialization);
- diplomas or certificates of 23.3 per cent were not available to verify the specialization qualification (they had none from informal education);
- 6.5 per cent had language difficulties;
- 8.6 per cent did not have sufficient work experience.

Only 23.8 per cent of persons, who did not have a professional education but had acquired a specialization with an employer or tutor, worked using that specialization. 76.2 per cent performed odd jobs for the for the following reasons:

- 20.8 per cent had low qualifications;
- 23.8 per cent did not find a job related to their specialization;
- the diploma or certificate of 21.8 per cent which confirmed the specialization was not recognised by the host country (mainly the certificate issued by the employer);
- diplomas or certificates of 7.8 per cent were not available to verify the specialization qualification (they had none from informal education);
- 3.1 per cent had language difficulties;
- 22.7 per cent did not have sufficient work experience.

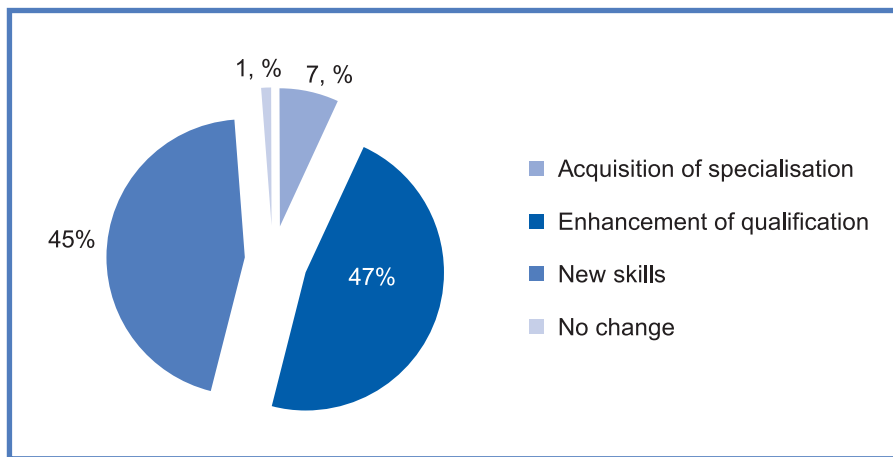
24 per cent with a professional/vocational education deemed the availability of a certificate or diploma as important, while 76 per cent did not. This fact is mainly explained by the fact that a significant portion



of those with education did not practice their ideal profession but instead performed any jobs available. Those persons who deemed the availability of a certificate/diploma as important (71 per cent) believe that it positively impacts on salary size; 29 per cent found that this circumstance did not affect salary size. 46.3 per cent of return migrants responded that their diploma in education or specialization certificate was not recognized by the host country because a significant part of the certificates were mainly issued by an employer or educational institutions for short-term training; however, the education diplomas of 53.7 per cent were recognized abroad.

During labour migration, 7 per cent of return migrant workers acquired one specialization or more; 47 per cent enhanced their qualification; 45 per cent acquired new skills; 1 per cent acquired no skills (see Figure 19). Therefore, as many of the migrants performed various types of work abroad, enhanced qualifications and the acquisition of new specializations and skills was observed.

Figure 19. Qualitative characteristics acquired by return migrant workers during work abroad (%)



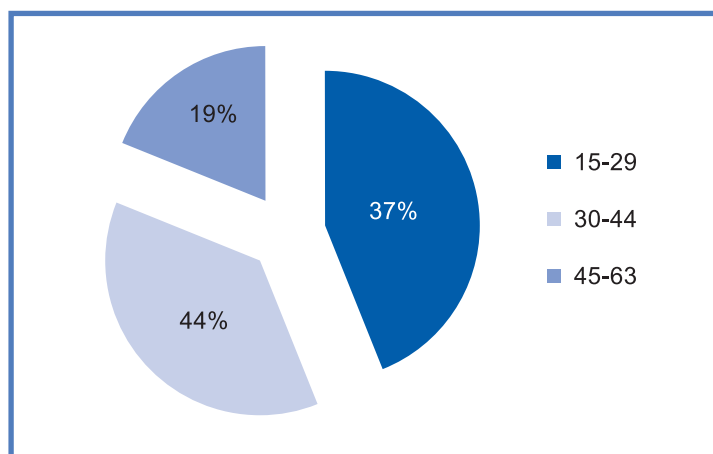
7. POTENTIAL FOR LABOUR MIGRATION OF HH MEMBERS

Summarising the results of the study, it appears that 26.8 percent of HH members (potential migrant workers) wish to leave for migrant labour (it should be noted that, at the time of the survey, 8 per cent of the total number of HH members had already left for migrant labour). 43 per cent of those who wish to leave agreed to do so upon availability of a written contract with an employer; 24.9 per cent upon availability of an interstate agreement; 2 per cent both upon availability of a written contract and an interstate agreement; 32.1 per cent under any conditions. Through gender distribution, 53 per cent of potential migrants are men and 47 per cent are women, which shows women’s activeness in finding a job overseas: on the other hand, a considerable part of women wish to emigrate to reunite with their families and to work.

7.1 Potential Migrants by Age Group

Analysing the number of people wishing to work abroad by age group, it seems that persons under 30 years of age have the strongest desire to emigrate (44 per cent), followed by the 30-44 age group (37 per cent). The 45-63 age group exhibited the lowest will (19 per cent) (see Figure 20).

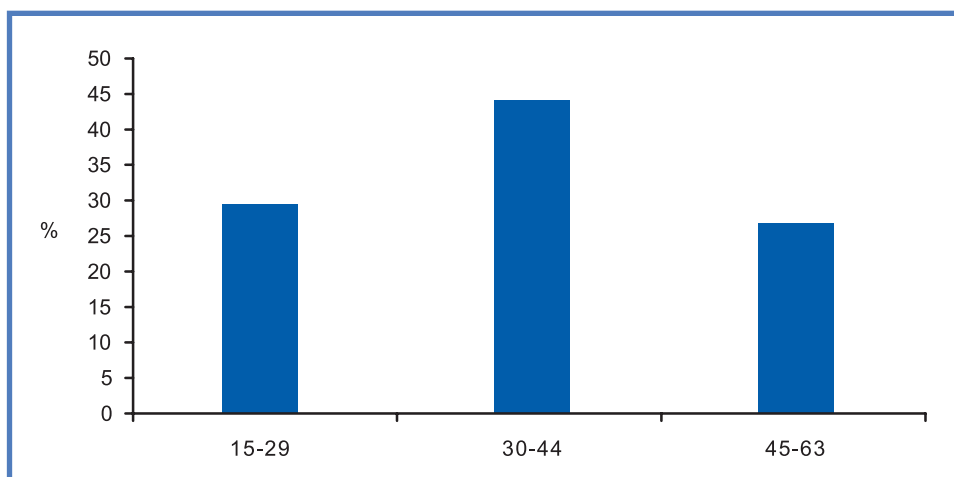
Figure 20. Distribution of potential migrants by age (%)



Therefore, comparing the age groups of potential migrants to the age groups of those who had emigrated both in previous years and during the survey period, it can be concluded that migration is more the business of the young. Where previously the 35-49 age group dominated among migrant workers, the under 30 age group, based on the findings of the survey, is now obviously more numerous (see Figure 20).



Figure 21. Age distribution of migrant workers during the survey period and potential migrants (%)



7.2 Potential Migrants by Education Status

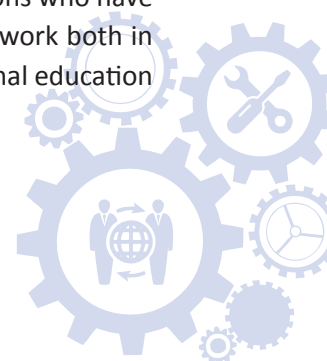
The share of persons with a vocational/professional education makes up 40.4 per cent of the number of potential migrants (making up 15 per cent of HH members with a professional education), while the number of those with no education (59.4 per cent) comprises 30.7 per cent of HH members with no vocational/professional education. Only 19.4 per cent of persons with no professional education, who have acquired a specialization with an employer or tutor, expressed their wish to leave (see Table 9).

Table 9. Distribution of potential migrants by education (%)

Education status	Share of potential migrants in %
Incomplete primary	5.6
Primary	11.8
Basic general	14.5
Complete secondary general	27.7
Preliminary vocational (crafts)	4.2
Middle vocational and incomplete higher	16
Higher	20.1
Postgraduate	0.1

According to the data provided in the table, the share of those with complete secondary general education is the highest (27.7 per cent) in both in the numbers of migrants and potential migrants, while the share of those with postgraduate education is the lowest.

44.8 per cent of potential migrants with potential education only want to work abroad in a profession relevant to their educational background; 24.1 per cent in the profession obtained both through education and an additional specialization; 31.1 per cent are ready to do any work. 70 per cent of persons who have no vocational/profession education but have acquired a specialization expressed a wish to work both in and outside of the field of that specialization. The proportion of persons without a professional education and who have no specialization/occupation among potential migrants makes up 48 per cent.



According to analysis of the survey result from an employment perspective, 47 per cent of potential migrants are employed. Of these, 68 per cent are permanently employed; 15 per cent hold a part-time/temporary job; 10 per cent are seasonal workers; 8 per cent do odd jobs; 28 per cent are unemployed (officially registered and unregistered); 8 per cent are students; another 8 per cent are persons who do not work and do not look for work; 2 per cent are on forced leave.

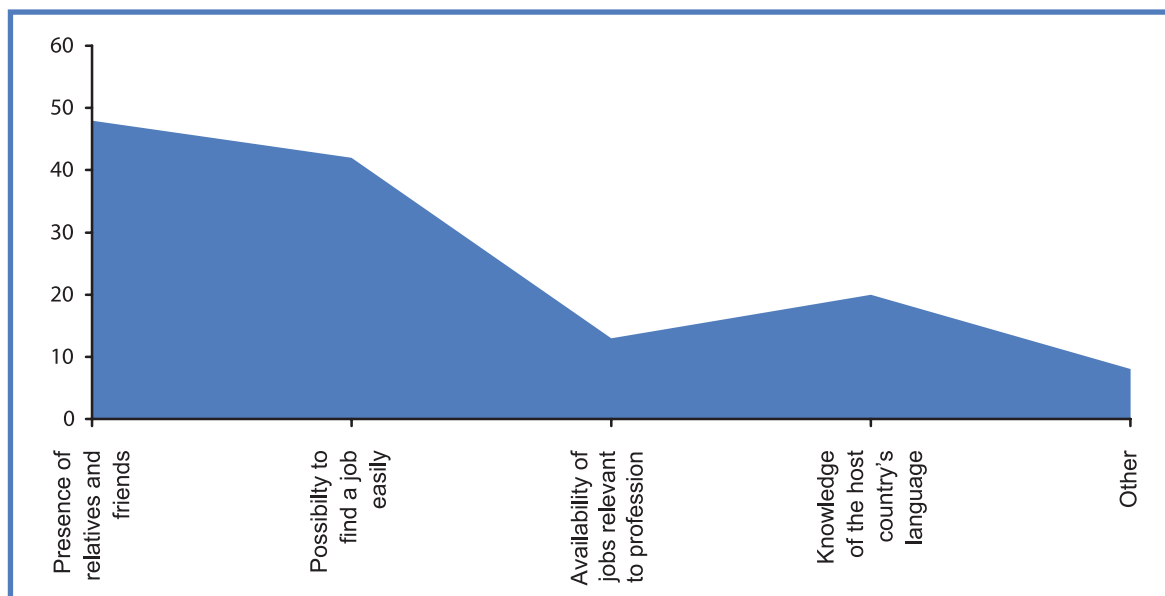
As for the capabilities and skills of potential migrants to work abroad, 72.5 per cent are confident that they would be able to work abroad without difficulties, while 27.5 per cent believed they need more training. The majority of them (86 per cent) believed they need to know a foreign language; 7.3 per cent need various computer skills; 6.7 per cent have other needs (enhanced qualifications; acquisition of experience – especially young people who have no work experience – and knowledge of the laws of the host countries). 26 per cent need to master a foreign language and computer knowledge, as well as the aforementioned skills.

11 per cent of potential migrants are willing to migrate to work for an average monthly salary of up to AMD 300,000 (USD 810); 36 per cent for AMD 300,000-500,000 (USD 810-1,350); 53 per cent for AMD 500,000 (USD 1,350) or more (including housing and living expenses abroad).

The proportion of people wishing to travel to Russia is high (53 per cent). A large number of people (35 per cent) also wish to leave for EC countries (Spain, France and Holland). 18 per cent wish to travel to the USA; 6 per cent to other countries (Canada, United Arab Emirates, etc.). 10 per cent prefer to move to least two countries and 2.9 per cent to three countries.

Host country preferences are accounted for by a number of factors: presence of relatives and friends; possibility of finding a job easily; availability of jobs relevant to one’s profession; knowledge of the host country’s language; the supremacy of law; good remuneration; acquisition of experience, among others (see Figure 22).

Figure 22. Reasons for potential migrants’ country preferences (%)



24.9 per cent of potential migrants are ready to leave upon the availability of an interstate agreement. Some 98 per cent of them expect the presence of a state representative in the host country, whom they can approach in the case of any difficulty or problem.



8. QUALITATIVE METHOD (FOCUS GROUPS)

The information presented in this section is based on the generalised results of the focus group discussions. The qualitative aspect of the survey aimed to assess licensing opportunities for specialized persons without a professional certificate, as well as their training, re-qualification and recognition of qualification needs.

Focus groups were formed in four marzes: Lori, Shirak, Vayots Dzor and Aragatsotn, as well as the city of Yerevan. The selection was made taking into account unemployment levels and the migration balance.

In all the marzes the focus groups included representatives of employers, educational institutions, local self-government bodies; in Yerevan representatives from the Ministry of Education and Science, the National Centre for VET (vocational education and training) (NCVETD) Development, SESA, the NSS Professional Orientation Centre and the EC TEMPUS Programme also attended, who were well aware of migration issues and involved in the issues of professional orientation, training and re-training of the labour force, the standards development process, and the employment of specialized persons without a professional certificate.

A number of issues were discussed during the focus groups, related to migration processes, causal relations and qualification issues of the labour force available in the labour market. The following subsections are the results of the focus group interviews.

8.1 The Causes and Difficulties of Labour Migration

The interviews revealed that the migration flows are greater, especially in the marzes, which harbour large numbers of unemployed people and high unemployment levels. The phenomenon of migration is a result of the worsened socio-economic situation in the country. After the collapse of the Soviet regime, it has continued to worsen at an unprecedented rate. Focus group participants stated that long-term migration was typical of 1990-2000 period: *“They were leaving, taking their families with them. There are villages whose residents have settled in some Russian village, or, if someone from the village has left for Spain, most migrants from that village head for Spain...”*

In recent years, the number of seasonal migrants workers has increased and, in the opinion of focus group participants, there are several causes for labour migration, the most prominently voiced being:

- limited jobs (supply-demand mismatch);
- low wages offered by employers;
- lack of non-agricultural activities in rural areas;
- disproportionate regional development.

These factors all arise from Armenia’s socio-economic situation, resulting in:

- a large number of unemployed (according to SESA’s data, the number of officially registered unemployed as of 1 September 2011 was 74,000 people; however, this figure does not reflect the actual number of unemployed people);
- a high unemployment rate, especially in certain marzes (8.9 per cent in Shirak, 9.9 per cent in Lori and 9.1 per cent in Syunik);
- long unemployment periods for unemployed persons (according to SESA’s data, 21.6 per cent of the unemployed had been unemployed for three or more years);
- a high unemployment rate among young people (an average of 40.5 per cent) and women;
- high levels of migration.



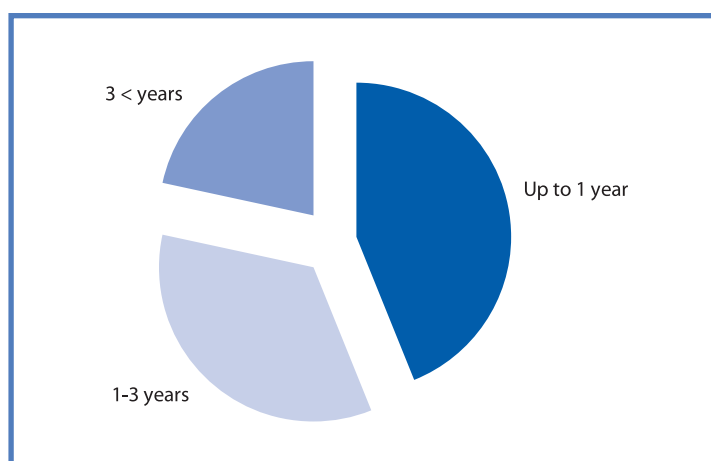
Given these conditions, seeking work overseas is the only way for workers to support their families.

The most common way to travel abroad is to turn to acquaintances, relatives and friends, and get informed about vacancies abroad. However, the most important thing for migrants is the assistance provided by acquaintances, relatives and friends: travel costs, temporary registration, shelter, food, etc. This assistance is very important for first-time migrant workers because, when leaving for the second time, they make a preliminary arrangement with the employer. Only 11.4 per cent of migrants only approached agencies to hear about vacancies abroad, and sometimes received support with temporary registration. Therefore, migrants emigrate mainly with a prior agreement with the employer, but they mostly work without a signed contract from the employer, based on a verbal agreement. Due to working informally, a number of difficulties arise: non-standardized working hours, discrimination in division of labour, arbitrarily paid wages, etc. Migrants, regardless of the host country, generally need protection and social guarantees. Very often, during the period of their stay abroad, migrants face biased and negative attitudes from local populations, a number of difficulties in connection with the temporary registration process and frequent document checks; many of them feel defenceless. Additional difficulties include unfavourable working and housing conditions. The overwhelming proportion of return migrants worked in unfavourable working conditions and lived in shelters provided by employers, shared by several workers.

The Russian Federation and CIS countries have been and indeed still remain the main destination countries for Armenian migrant workers (according to the survey findings, 86.8 per cent). This is primarily due to ease of access to the border, command of the language and familiarity with the culture. The majority of migrant workers performed jobs in fields irrelevant to their professional abilities and skills. This is accounted for principally by the fact that:

- Some unemployed migrants had, over time, lost their professional skills and even become uncompetitive in the local labour market (according to official data, 21.6 per cent of the unemployed had a three-year unemployment period) (see Figure 23).

Figure 23. Unemployment periods of the unemployed according to SESA data (%)



- Other migrants with no work experience or skills (mainly young people) performed any work available;
- A significant portion of migrants performed any work available because of a lack of jobs relevant to their professional education.



There were also other, additional reasons, including:

- not knowing the language;
- the lack of a certificate or diploma confirming their specialization;
- high salaries.

In recent years the number of the migrants to Turkey, the United Arab Emirates, as well as European countries and the USA, has increased. Migrants work in different industries, but the construction sector takes precedence (56.8 per cent).

In general, according to analysts, economic activeness is highest among middle-aged persons and unemployment highest among persons under 30 (40.5 per cent) (NSS, 2010b). However, unemployment periods have been longest among 30-49 year-olds (46 per cent). As indicated by the survey findings, the number of young people exceeds that of middle-aged persons among potential migrants. In parallel with this, the number of those wishing to leave for EU countries is growing, especially among highly educated young people. This group, in addition to their profession, also have a command of foreign languages and computer skills which help them look for work overseas with fewer difficulties. In this sense, migration is having a particularly adverse impact on Armenia's scientific potential: *"The increased outflow of young people abroad over recent years is an especially painful phenomenon. The "cream" of youth is leaving in particular: they will promote the growth and prosperity of other countries."*

Therefore, young people with higher education can be divided into two groups: those with high qualifications and various skills who are in fact in demand in the local labour market; young people who have no work experience and skills and need additional training for job placements.

The Bologna process, which ensures the development of the higher education system and mobility, is also conducive for overseas employment opportunities for people with higher education.

Box 1. The Bologna Process

Armenia joined the Bologna Process in 2005 in Bergen. Since then, the main foci of the Government of Armenia (GoA), the Ministry of Education and Science (MoES), and the Higher Education Institutions (HEI) are the introduction of a two-cycle degree system, a credit transfer and accumulation system, and a Diploma Supplement system; strengthening of Doctoral Programmes as a bridge between higher education and research areas; the creation of a recognition body and national quality assurance agency. To this end, in May 2005, the Armenian National Information Centre for Academic Recognition and Mobility (NICARM) was established by the Armenian Government Decree which started to operate in January 2006. It promotes the fair and prompt recognition of qualifications and promotes mobility. Qualifications acquired in Armenia go through an evaluation and recognition process carried out by the host country's (not Armenia's) authorities, in accordance with the Lisbon Convention, the provisions of interstate agreements and national legislative regulations. NICARM provides information, advice and consulting reference to individuals who intend to continue their studies or work abroad. Against the background of the Bologna process, many associations and organisations ensure the continuous training of students and faculties abroad. Such a possibility is also provided by the TEMPUS Programme, which ensures the continued improvement of instructors and students alike, thus contributing to the development of their capacities in compliance with international standards.

Continuing higher education is a chance for many potential migrants to settle and work abroad.

Where persons with higher education have greater opportunities to work abroad and use their professional education, the situation is different for those with preliminary vocational (crafts), as well as middle



vocational education. Activities have already started to address this situation. Currently 12 preliminary vocational (crafts) and middle vocational educational institutions have been introduced in all marzes and in Yerevan. These have been renovated and refurbished by international organizations in compliance with international standards. Within the implemented programme, a number of qualification standards have been developed for the following qualifications: technician builder, electric welder, hotel service organizer, foodstuff expert, waiter, tractor driver and tractor fitter. These standards have been approved by the Minister of Education and Science. At the same time, within the NCVETD system, the normative document “State Educational Standard” is being developed and implemented. The document establishes the mandatory minimum content of curricula, the maximum learning load for students and the qualitative requirements for graduates.

State educational standards for preliminary vocational (crafts) and middle vocational education occupations/professions set the requirements for shaping skills to meet the needs of graduates and the demands of the labour market.

Between 2008 and 2010, 80 skill-oriented state educational standards were developed. These standards were subjected to expert examination with the involvement of stakeholders, ensuring social partnership in the VET sector; thereafter they were approved by the decree of the Armenian Minister of Education and Science and granted state registration by the Armenian Ministry of Justice. In 2005 the Armenian National Assembly adopted the main legal document regulating the sector, the Law “On Preliminary Vocational (Crafts) and Middle Vocational Education”. The preliminary vocational (crafts) and middle vocational educational centres have therefore been strengthened in each marz.

Application of proper quality assurance and evaluation mechanisms in the VET sector will contribute to raising the level of the system; however, the process is still in the testing phase and will need further adjustments and clarifications.

To train a quality labour force and develop the vocational education system, training is being provided, state qualification standards, module-based curricula, textbooks and other educational documents are being developed, and a number of VET institutions are being refurbished and repaired. Having performed an assessment of the Armenian labour market, the programme has covered in the scope of its activities the following sectors which are in high demand in the labour market: construction, agriculture, tourism, and technical workers.

Generally, in developed countries, 60-65 per cent of the labour force is professionals with a vocational education qualification. In Armenia, however, the higher-to-vocational education student ratio is distorted: of 100,000 students, two-thirds study at higher educational institutions, and the rest study at vocational institutions (Statistical Yearbook of Armenia, 2010). This distribution is unnatural, which means that the educational market is not yet established in Armenia.

The main demand in the labour market should be primarily met by VET graduates. This is an important issue, as the vocational education system does not currently reflect the actual needs of the labour market. Today there is a high demand in the labour market for highly skilled workers: construction specialists, workers specialised in metalwork, and service sector specialists. At the same time it is important to acknowledge the extent to which graduates of vocational schools and colleges replenish the labour market, as well as the requirements of employers in Armenia and abroad. Therefore, the principle of social partnership arises – cooperation between the state, employers and trade unions. Based on the cooperation principle, management boards have been created in VET institutions, representing all parties of social partnership. Cooperation is the foundation of the entire system as the graduates are hired by employers; therefore, the



latter should present their demands and simultaneously support educational institutions to train quality specialists. To implement reforms to the system, it is necessary to enhance teachers' professional qualities, and to develop and implement educational standards based on international standards.

To meet local labour market demand, it is necessary to train a well-educated and flexible labour force in necessary skills. Having a flexible labour force requires a flexible educational system. Short-term learning programmes have already been elaborated, which will contribute to the development of skills among the population. Highly qualified specialists are currently in high demand in the Armenian labour market: programmers, economists, managers, marketologists, and accountants; (in the marzes, doctors and educators). Also in demand are construction specialists: masons, decorators, plasterers, tillers, carpenters, assembler-fitters, electricians; metalworkers: welders, turners, milling-machine operators, locksmiths, mechanics; service professionals: waiters, bartenders, sellers, hairdressers, make-up artists, managers, deliverers and drivers.

The survey findings showed that a significant segment of return migrant workers (68 per cent) had had a permanent job in Armenia previously, and 8 per cent did occasional work. It can be concluded, then, that the majority of those who left were displeased with the remuneration paid by the employer and emigrated due to low wages.

8.2. Qualitative Profile of the Labour Force

According to official (NSS) data, in 2010 labour resources totalled 2,237,500 people, of which the active part was 1,170,500 and the passive part 1,066,700. 93.1 per cent of the economically active part is employed in various industries (45.1 per cent in agriculture; 48.3 per cent are salaried employees; 6.6 per cent are non-salaried employees). The (officially registered) unemployed make up around 7.0 per cent of the active part or 81,400 people (according to SESA data). However, this does not reflect the actual number of the unemployed. According to the findings of a HH survey conducted by NSS ("Social Snapshot and Poverty in Armenia 2010") the unemployed comprise 19.0 per cent of the economically active part, or 261,200 people (NSS uses ILO methodology, according to which a person is considered to be unemployed if he/she has not had a job during the four weeks preceding the time of the survey, has sought a job and has been ready to go to work within two weeks). The number of the unemployed derived from the findings of this survey differs slightly from the finding of the NSS survey because the people in rural communities who had privatized land but were not engaged in agricultural work considered themselves unemployed.

Among persons employed in different sectors of the economy, middle-aged persons dominate, particularly in the public sector. Young people and persons over 50 have serious difficulties in the labour market and are adversely affected by limited work. The unemployment rate among young people (40.5 per cent) exceeds the average unemployment rate in the country (19.0 per cent). There are several reasons for this:

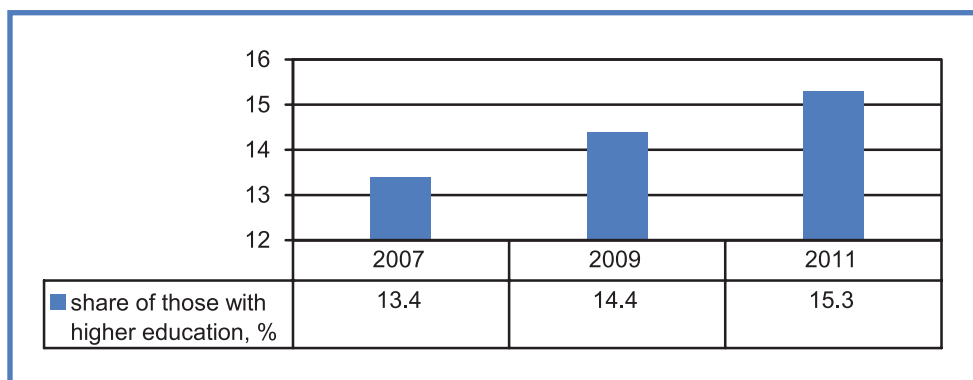
- wrong choice of profession;
- lack of work experience and skills;
- low salaries offered to highly qualified persons.

As for persons over 50, they have low motivation to work and find it hard to adjust to new technologies, which results in longer periods of unemployment. The latter implies a loss of professional abilities and skills, which, in turn, contributes to their economically inactive condition.



In general, educational status is related to economic activity: the higher the educational level, the lower the likelihood of unemployment should be. According to official data (SESA), the share of the unemployed with higher education among the total number of unemployed persons in Armenia amounts to 15.3 per cent, which has grown tendency in recent years (see Figure 24). On the other hand, the number of the unemployed with middle and preliminary vocational education has decreased among the unemployed.

Figure 24. Share of persons with higher education among the unemployed 2007-2011 (%)



* Source: RA National Statistical Service, Social Snapshot and Poverty in Armenia, a statistical and analytical report based on the findings of the Armenian Integrated Living Conditions Survey



9. INFORMAL EDUCATION AND THE CAUSES FOR ITS OCCURRENCE IN ARMENIA

Currently the labour market is oversaturated with economists, nurses, engineers of different specializations, teachers, etc. This is mainly due to the fact that the number of people with higher education does not match the requirements of the labour market, increasing year on year. As a result, many of them either join the thousands of unemployed, or have to retrain and acquire an additional specialization to try to gain employment. Some graduates, lacking work experience and skills, find it difficult to find a job; sometimes they are forced to take any work available instead of a preferred profession because of low wages offered by employers. Orientation centres have a major role to play, as a poor choice of profession provides no employment and can constitute a waste of time and financial resources. Rapid developments in the labour market make people re-specialize and acquire new specializations which meet the requirements/demand of the labour market. It is therefore not uncommon or an accident that an economist might re-specializes as a cook, teacher, driver, linguist, seller, etc.

The most common option for the acquisition of a new specialization is to study/train with employers and tutors, where they can simultaneously ensure employment. Naturally, such an option does not imply the availability of a certificate or diploma confirming the specialization. Moreover, the quality of training with employers can be relative: it can meet the requirements of that particular employer, but not those of the others. In other cases, even though training and working with an employer provides excellent experience and practice, theoretical knowledge can be lacking: *“ A hairdresser can cut and style hair well, but the theoretical knowledge, such as the quality of hair, influence of hair dyes, a lot more theoretical knowledge, is missing.”*

Theoretical knowledge is provided by educational institutions which do not always provide adequate practice.

Short-term vocational training courses are organized by many employers who develop the training programme themselves: there is not one single system.

9.1 Certification opportunities for persons with informal education in Armenia

Workers with a specialization but no certificate or diploma face serious difficulties. While it is still possible to find a job in the local labour market without a certificate (because some employers hire people not so much based on their certificate/diploma but their professional abilities), it is not possible to get a job overseas without a diploma, especially when leaving under a bilateral agreement: *“Who is looking at a certificate? I will not believe the person is a good welder or a good mechanic unless I test them in practice.”*

As mentioned by focus group participants, major reforms are under way in the VET system; introduced educational institutions are in compliance with the international norms; qualification standards are being developed based on the requirements of the international standards.

As for persons with specialization but no certificate or diploma as proof, participants voiced several opinions. Some focus group participants believed that the government should create licensed independent commissions to check the professional qualifications of persons with specializations but no certificate or



diploma. Others said that these commissions should operate under the Ministry of Education. A third opinion was that educational institutions under reform were in a position to check the professional qualification of persons with specializations but no certificate or diploma and thereafter issue a diploma or certificate. The participants of the focus groups were unanimous in the opinion that, in any case, both commissions and educational institutions should involve representatives of employers in this process.

Participants suggested that individuals be tested to ascertain if they met the prescribed norms and qualification standards by their theoretical and practical knowledge, and would then be issued a diploma or certificate of the respective qualification. Where the commission or the educational institution established that a person had not yet fully mastered the specialization, a training timeframe would be set for the specialization, only after which a diploma or certificate of the respective qualification would be issued.

Participants believed that this was not a new problem and that it required an urgent solution, which would be in the interests of individuals who emigrate for work.



10. CONCLUSIONS AND RECOMMENDATIONS

- Despite developments in the labour market, the official unemployment rate in Armenia remains high. It has decreased in recent months; however, it is significantly different from the actual unemployment level. The number of the unemployed, as well as the unemployment rate, continue to remain high in Shirak, Lori and Syunik marzes. In recent years unemployment has increased in Gegharkunik, Tavush and Kotayk marzes. The findings of the assessment indicate that in the marzes where the unemployment rate and number of unemployed is high, the migration rate is also high, with a larger number of migrant workers, for example, Shirak and Lori marzes have the largest number of migrant workers. The share of migrant workers from the city of Yerevan remains high. To this day the migration process is not regulated in the country in any way and is unsystematic. It adversely affects not only demographic indicators but also the local labour market structure. In marzes with a higher migration rate, the number of young and middle-aged persons and their families has decreased; instead, the number of elderly people has grown. This phenomenon has a negative effect on the sex and age structure of the population and its growth.

Recommendation: Given the importance of regulating the migration process as one of the most important strategic issues for the country, draw the government's attention once again to the development of programmes and actions contributing to the solution of the issue; promote legal migration through labour agreements with different countries.

- Migrant workers emigrate using networks of acquaintances, relatives and friends as they are regarded as the most reliable option. These networks imply not only receiving information about vacancies but also support for travel costs, temporary registration, accommodation, food and other issues. Nevertheless, many migrants experienced numerous problems during labour migration. 29 per cent of return migrants had a sense of being unprotected; 18 per cent were paid wages arbitrarily; 31 per cent had difficulties in terms of non-standardized working hours, etc. Notably, 86.7 per cent of them worked abroad based on verbal agreements, which could have been a cause of the aforementioned problems.

Recommendation: Regulate the migration process through the signing of interstate agreements, thus contributing to the protection of migrant workers abroad.

- In recent years the number of persons with higher education has increased. This is also indicated by official data (according to the NSS the number of persons with higher education amounted to 410,400 in 2008 and 438,200 in 2009). According to the survey sources, the number of persons with higher education is large among persons under 30. Education generally affects employment positively. However, according to SESA data, the number of persons with higher education has in fact risen among the unemployed. This is not only the consequence of poor choices of profession compared to labour market demand, inadequate quality of education, and a lack of experience and



skills, but also a surplus of specialists in a number of professions in the labour market: engineers, teachers, accountants, economists., technicians, doctors, etc. Different survey data prove that the unemployment rate is high among young people. According to the data of the World Bank Report, *Armenia: Demographic Change Implications for Social Policy and Poverty, 2009*, the unemployment rate among 15-24 year-olds is 40.6 per cent and among 25-30 year-olds is 20.1 per cent. While the officially registered unemployment rate was 7.0 per cent in this period, the actual unemployment rate in the country amounted to 18.5 per cent.

Recommendation: Authorized agencies to review the list and the quality of higher education professions, matching these to the requirements of the economy and the labour market, taking into account changes and upcoming developments.

- According to the survey data, potential migrants comprise around 26.8 per cent of working-age people (approximately 589,000 people). Of this number, 53 per cent wish to go to the Russian Federation, due to knowledge of the language, accessibility of the border, familiarity with the culture, etc. Meanwhile, the number of those wishing to leave for EU countries has grown especially among young people and particularly among highly educated young people. The latter are primarily attracted by the high salaries in those countries, the rule of law, the availability of jobs respective to their profession, etc.
- The share of young people among potential migrants has increased.
- 40.4 per cent of potential migrants have a professional education (see Table 10); 27.7% have complete general secondary education; 14.5%, basic general education; 11.8%, primary; and 5.6%, incomplete primary education.

Table 10. Education status of potential migrants (%)

Profession	Share (in total, %)	The most common professions of potential migrants
1. Leaders at all levels of government and administration agencies, including heads of institutions and organisations	6.7	managers, marketologists, advertising and information specialists, financial and administrative leaders, production and operation managers, construction managers
2. Highly qualified specialists	30.4	engineers, finance officers, translators/ interpreters, economists, doctors, lawyers, programmers, psychologists, technologists
3. Specialists with middle qualification	14.9	mechanics, electricians, nurses, agents, dispatchers, designers
4. Servants dealing with preparation of information, formulation of documents, registration and customer service	8.4	operators, office workers, cashiers
5. Employees of the service sector, housing and communal services and trade-related activities	19.1	hairdressers, waiters, bartenders, sellers, manicurists, floral designers, guides, cooks, personal service providers



6. Qualified employees in agriculture, forestry, hunting, farms, fisheries and fishing	0.4	gardeners
7. Qualified/skilled workers in large- and small-sized industrial organisations, artistic crafts, construction, transport, communications, geology and mine exploration	16.2	construction workers, welders, fitters, mechanical fitters
8. Operators, apparatus operators, installation and car motormen, and assembler-fitters	3.9	Motormen, assembler-fitters, drivers

- 47 per cent of potential migrant workers are employed, of whom 68 per cent have a permanent job. Therefore, one can conclude that low salaries are arguably the main reason for emigration for work. Other reasons include:
 - acquiring international experience;
 - enhancing qualifications;
 - family reunion.
- People acquire specializations with employers or tutors, or sometimes independently. While training with an employer may be acknowledged by a specialization certificate, specializations through tutors imply informal education without a certificate. Specializations acquired in this way mostly cannot be complete because important theoretical knowledge related to the specialization is arguably lacking. Education/training obtained in this manner can be satisfactory in the local labour market, as employers hire people first and foremost by testing their practical skills and taking into account their work experience. However, it is a grave hindrance for working overseas because of lack of certification.

Recommendation: The Armenian Government should create certifying /licensing commissions adjunct to an authorized agency through the principle of social partnership, which will evaluate people's professional knowledge in accordance with international standards and, in case of compliance, will bestow a certificate confirming the specialization. In the case of non-compliance, the Commission will propose to provide professional training courses to fill these gaps. Thereafter, based on the results of another evaluation and testing, a certificate will be provided. Flexible short-term vocational training programmes should be simultaneously developed to fill gaps in people's professional knowledge.



LIST OF ACRONYMS

ILO	International Labour Organisation
USA	United States of America
CIS	Commonwealth of Independent States
NSS	Republic of Armenia National Statistical Service
NICARM	National Information Centre for Academic Recognition and Mobility
EU	European Union
WB	World Bank
GDP	Gross Domestic Product
SESA	“State Employment Service” Agency
IOM	International Organisation for Migration
VET	Vocational education and training
RF	Russian Federation
HH	Household



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1. NSS, *Statistical Yearbook of Armenia, 2005*.
2. NSS, *Statistical Yearbook of Armenia, 2010a*.
3. NSS, *Social Snapshot and Poverty in Armenia, 2010b*.
4. MoLSA , *Information on the Labour Market Situation, 2011*.
5. World Bank, *Armenia: Demographic Change Implications for Social Policy and Poverty, 2009*.



Questionnaire I (for HH visit)

General information

Questionnaire number _____

Marz _____ Marz code _____

1. City/town _____ 2. Village _____

Address of HH _____

Phone number _____ Other phone number _____

Date of interview ----- 2011 Name of interviewer _____

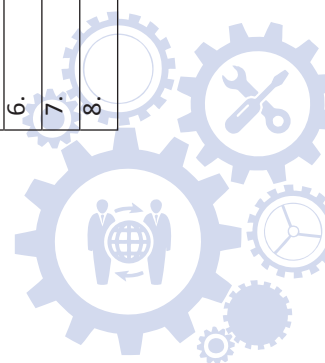
Code of interviewer -----

Signature of interviewer _____



I. Information about the labour force

Number of HH members	1. Sex	2. Nationality	3. Age group	4. Education	5. Place of obtaining professional education	6. Specialization by occupation classifier	7. HH Member is absent from the country	8. Cause for absence
	0. Head of family ---- 1. male 2. female (note the names in brackets)	1. Armenian 2. Russian 3. Yezidi 4. Kurdish 5. Other - specify	1. 15-19 2. 20-24 3. 25-29 4. 30-44 5. 45-49 6. 50-63 7. 64 and more	1. Incomplete primary 2. Primary 3. Basic general 4. Complete secondary general 5. Preliminary vocational (crafts) 6. Middle vocational and incomplete higher 7. Higher 8. Postgraduate	1. In the RA 2. In the RA at educational institutions established by bilateral agreements 3. In the Russian Federation 4. In the USA 5. In European countries 6. Other - specify (questions 5-6 concern persons with a vocational / professional education).	1. Leaders at all levels of government and administration agencies, including heads of institutions and organisations 2. Highly qualified specialists 3. Specialists with middle qualification 4. Civil servants dealing with preparation of information, formulation of documents, registration and customer service 5. Employees of the service sector, housing and communal services and trade-related activities 6. Qualified employees in agriculture, forestry hunting farms, fisheries and fishing 7. Qualified/skilled workers in large- and small-sized industrial organisations, artistic crafts, construction, transport, communications, geology and mine exploration 8. Operators, apparatus operators, installation and car motormen and assembler-fitters 9. Non-qualified workers	1. Yes 2. No → go to 8	1. Study 2. Medical treatment 3. Work 4. Other family matters 5. Military service 6. Other – specify
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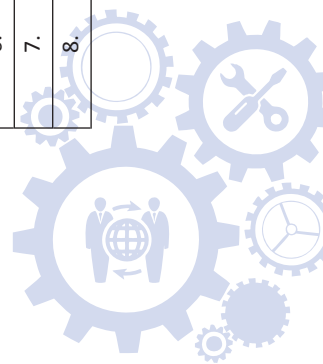
2. Employment

Number of HH members	1. Employment status of household members	2. Specify the length of unemployment	3. Occupation by the occupation classifier
	<ol style="list-style-type: none"> 1. has a permanent job (go to 3) 2. has a temporary/part-time job (go to 3) 3. has a seasonal job (go to 3) 4. does odd jobs 5. is engaged in farming 6. is self-employed, except those engaged in farming (go to 3) 7. is on forced leave (in the services personnel reserve established by RA law) 8. is a military serviceman / conscript 9. is a student 10. is registered as unemployed (go to 2) 11. is unemployed but has not registered as unemployed (at the time of the survey has had no job during the previous 4 weeks, has been looking for a job and has been ready to start job within 2 weeks (after questions 10-11 go to 2) 12. is not working and is not looking for a job 	<ol style="list-style-type: none"> 1. up to 1 year 2. 1-3 years 3. 3 years or more 	<ol style="list-style-type: none"> 1. Leaders at all levels of government and administration agencies, including heads of institutions and organisations 2. Highly qualified specialists 3. Specialists with middle qualification 4. Civil servants dealing with preparation of information, formulation of documents, registration and customer service 5. Employees of the service sector, housing and communal services and trade-related activities 6. Qualified employees in agriculture, forestry hunting farms, fisheries and fishing 7. Qualified/skilled workers in large- and small-sized industrial organisations, artistic crafts, construction, transport, communications, geology and mine exploration 8. Operators, apparatus operators, installation and car motormen and assembler-fitters 9. Non-qualified workers
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3. Availability of Work Experience of Labour Force

3.1 Length of work experience of persons with education

Number of HH members	1. persons with education who acquired an additional specialization 1. in educational institutions 2. with a tutor 3. with employers 4. other - specify	2. Specialization by occupation classifier 1. Leaders at all levels of government and administration agencies, including heads of institutions and organisations 2. Highly qualified specialists 3. Specialists with middle qualification 4. Civil servants dealing with preparation of information, formulation of documents, registration and customer service 5. Employees of the service sector, housing and communal services and trade-related activities 6. Qualified employees in agriculture, forestry hunting farms, fisheries and fishing 7. Qualified/skilled workers in large- and small-sized industrial organisations, artistic crafts, construction, transport, communications, geology and mine exploration 8. Operators, apparatus operators, installation and car motormen and assembler-fitters 9. Non-qualified workers	3. Persons with education who have other skills 1. computer knowledge 2. knowledge of a foreign language 3. other - specify	4. Work experience with main education 1. lacking experience 2. up to 1 year 3. 1-5 years 4. 6 years or more	5. Work experience with an additional specialization 1. lacking experience 2. up to 1 year 3. 1-5 years 4. 6 years or more	6. Work experience without an education and additional specialization 1. lacking experience 2. up to 1 year 3. 1-5 years 4. 6 years and more
1	2	3	4	5	6	7
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4. Labour migration

Number of HH members	1. The members of your HH have left or are leaving for migrant labour	2. The members of your HH have left or are leaving for:	3. The overall length of migrant labour by the years	4. The period the member of your HH left for migrant labour	5. Where have they left or are leaving for to work?	6. Who or what organization do they approach to leave for abroad to work?	7. Have left or are leaving for migrant labour:	8. What are the main sectors where migrant workers work?	9. What are the reasons for leaving for migrant labour?
1	2 1. Yes 2. No	3 1. long-term migrant labour (for a period of at least one year) 2. seasonal migrant labour (for a period of up to 1 year)	4 1. up to 1 year 2. 1-3 years 3. 4 years or more	5 1. before 1990 2. between 1991-2008 3. after 2008	6 1. Russia 2. Ukraine 3. Belarus 4. USA 5. European countries 6. Other - specify	7 1. state agency 2. private agencies 3. acquaintances, relatives and friends 4. no one, haphazardly 5. Other - specify	8 1. by written contract 2. without a contract but by a verbal arrangement 3. without an arrangement/haphazardly 4. Other - specify	9 1. construction 2. service sector 3. trade 4. Other - specify	10 1. lack of jobs 2. lack of jobs relevant to education 3. low salaries 4. Other - specify
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8.									



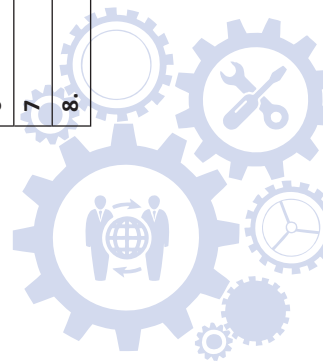


5. The process of labour migration (Tables 5-6 concern return migrants)

Number of HH members	1. If you have left for migrant labour with the help of a mediator/individual/agency, what type of support did you receive from them?	2. You worked overseas:	3. How long was the working day?	4. What were the working conditions like?	5. How much was your average monthly income abroad?	6. The money you received abroad was sufficient to:
1	1. information about vacancies 2. familiarisation with the labour legislation of the host country 3. provision of fare 4. accommodation 5. provision of food 6. temporary registration, acquisition of a work permit 7. Other - specify	1. by a written work contract (in the formal sector) 2. by a verbal arrangement 3. Other - specify	1. up to 8 hours 2. 8-12 hours	1. partially unsatisfactory 2. satisfactory 3. unsatisfactory 4. good	1. up to AMD100,000 2. AMD100,000 to 200,000 3. AMD200,000 to 300,000 4. over AMD300,000 5. in RUB (Russian roubles)	1. meet the daily needs of your family 2. to buy appliances or other property 3. to buy a car 4. to buy property 5. Other - specify
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6. Causes and difficulties of labour migration

Number of HH members	1. What difficulties are there during labour migration?	2. You worked abroad in the respective:	3. Is the availability of an educat–	4. If yes, does this circumstance to some extent affect the salary size?	5. Is the education diploma/ specialization certificate accepted abroad?	6. While working abroad, you have acquired:
1	1. a sense of being unprotected 2. discrimination in division of labour 3. wages paid arbitrarily 4. non-standardized working hours, inadequate working conditions 5. difficulties associated with the temporary registration process 6. frequent document checks 7. negative attitude of the local population 8. Other	1. main education (switch to point 3) 2. additional profession (switch to point 3) 3. acquired profession (switch to point 3) 4. You did any job because: a) there was no job corresponding to the specialization; b) the diploma or certificate was not recognised by the host country; c) no diploma or certificate confirming the specialization d) other - specify (ask questions 2-5 only those with an education and specialization)	1. yes switch to point 4 2. no switch to point 5	1. yes 2. no	1. yes 2. no	1. new skills 2. new specializations 3. had a qualification enhancement 4. no change took place
0		3	4	5	6	7
1						
2						
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4						
5						
6						
7						
8.						



7. Potential for labour migration of HH members

Number of HH members	1. Would you like to leave for migrant labour?	2. If yes, would you like to work:	3. Are your professional capacities/competences sufficient for working abroad	4. What skills do you need to leave for abroad?	5. For what (average monthly salary) would you agree to work abroad (the housing and living costs included)	4. In what country would you like to work?	6. What is the reason for the preference of working in those countries?	7. What type of support do you expect in the event of an interstate agreement? (Ask only if HH member wishes to leave only upon availability of an interstate agreement)
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Questionnaire 2 (focus group)

Questionnaire (Focus groups)

1. What is the migration process like in the marz/city of Yerevan (internal/incoming and external/outgoing)?
 - a) Has the number of those leaving increased or decreased against previous years?
 - b) Persons of what age, education and sex are leaving for migrant labour? Are they leaving with their families, or are one or more members of the family leaving?
 - c) About what percentage of the working-age population is leaving for migrant labour? What part of them are leaving for seasonal and what part for long-term work?
 - d) What percentage of those leaving is working abroad in their profession?
 - e) Is the number of those leaving larger in urban or rural areas (the question concerns only the focus groups in the marzes)?
 - f) Through what ways or through whom or what organisations do they leave for migrant labour (acquaintances, friends, or state or private agencies)? What percentage is leaving for work by approaching agencies?
 - g) Is a certain portion of the migrant workers acquiring a specialization (those without one) during work, a new specialization or an enhanced qualification?
 - h) In what sectors do they work and what specialization do they acquire abroad?

2. What higher and vocational (preliminary crafts) educational institutions are there in the marz (the question is only for the focus group in the marzes)?
 - a) What professionals are trained?
 - b) Upon availability of vacancies, are the graduates ready to start working immediately, or do they need additional skills and competencies?
 - c) In addition to educational institutions, what other organizations (perhaps also employers and individuals) carry out professional/vocational training?
 - d) What professions are mostly acquired with individuals or employers (construction, services ...) who do not provide a certificate? Does this create an extra difficulty when getting a job from an employer in the local labour market?
 - e) If yes, is the person immediately turned down by the employer or do employers test the professional knowledge through their own means or ways?

3. What mechanisms or possibilities are there for providing certificates validating specializations for professionals who not only have received a specialization but also have respective work experience?
 - a) What ways do you see for organizing this process?
 - b) What departments/agencies, perhaps licensed organizations should be involved in the organization of this process?
 - c) How much time will be required for organizing this process?



Glossary

- Migrant – a person who is a participant in the migration process and has changed his/her habitual place of residence.
- Short-term migrant – a person who has stayed in another country for more than three consecutive months but less than one year (12 months).
- Long-term migrant – a person who has stayed in another country for no less than one year (12 months).
- Migrant worker – a person who, being away from Armenia, worked while living in another country.
- Return migrant worker – a person who, being away from Armenia, worked as an employee or was a self-employed while living in another country.
- Current migrant worker (or migrant member of a HH) – a person who, staying abroad, has been working at the time of the survey.
- Seasonal migrant worker – a person whose work in its nature depends on the seasonal conditions, is performed only during a specific period of time in the year and not in one's own country.
- Potential migrants – those members of the HH who are ready to leave to work abroad.





Assessment of Labour Market Potential in Armenia

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“State Employment Service”
Agency under the RA Ministry
of Labour and Social Affairs



International
Organisation for
Migration



European Union



Embassy of the
Italian Republic