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ORDER

№ _____ «____» _____ 2025

ON APPROVAL OF THE PROCEDURE FOR PROHIBITING FORCED OR COMPULSORY LABOR AT YEREVAN STATE UNIVERSITY FOUNDATION

Pursuant to Article 3, Part 1, Point 2, and Article 3.2 of the Labor Code of the Republic of Armenia,
and guided by Sub-clause 10 of Clause 57 of the Charter of Yerevan State University Foundation,

I hereby ORDER:

1. To approve the Procedure for Prohibiting Forced or Compulsory Labor at Yerevan State University Foundation, as per the attached annex;
2. To publish this Order on the official website of Yerevan State University;
3. This Order shall enter into force upon its publication.

Rector of Yerevan State University

H. V. Hovhannisyan

PROCEDURE
ON PROHIBITING FORCED OR COMPULSORY LABOR
AT YEREVAN STATE UNIVERSITY FOUNDATION

1. The legal basis for this Procedure includes the Convention on Forced or Compulsory Labor, the Convention on the Abolition of Forced Labor, the Labor Code of the Republic of Armenia, and other relevant legal acts.
2. Any form or type of forced or compulsory labor at Yerevan State University Foundation (hereinafter referred to as YSU) is strictly prohibited.
3. Forced or compulsory labor shall mean any work or service demanded from or performed by an individual under threat or use of coercion, to which the individual has not voluntarily consented, except as provided for in Clause 5 of this Procedure.
4. Forced or compulsory labor may include:
 - 1) Coercing an employee to perform unpaid work or paying an obviously inadequate wage for completed work;
 - 2) Appropriation of intellectual property, patents, or research results of students or employees without due recognition or distribution of benefits;
 - 3) Issuing work assignments that demean honor and dignity;
 - 4) Abuse of official hierarchical authority.
5. Forced or compulsory labor does not include:
 - 1) Work lawfully performed by a convicted person;
 - 2) Military or alternative service;
 - 3) Any work required during emergencies threatening the life or welfare of the population.
6. YSU conducts its activities in compliance with international and national regulations prohibiting forced or compulsory labor.
7. This Procedure applies to YSU employees and students, individuals and organizations engaged in civil-law relations with YSU, recipients or providers of YSU services or work, and those cooperating with YSU or its structural subdivisions.
8. Violation of the requirements of this Procedure may result in disciplinary liability and, in certain cases, other measures prescribed by law or this Procedure.
9. YSU enters into written employment contracts with each employee in accordance with the law, specifying the rights and obligations of the employer and employee, remuneration terms, work schedule, rest periods, health and safety regulations, and other social guarantees.

Civil-law contracts are concluded with service providers or recipients in the prescribed form.

10. Organizations cooperating with YSU are required to implement policies prohibiting forced or compulsory labor. Upon obtaining reliable information on violations, YSU reserves the right to terminate contracts and cooperation with the respective organization.

11. YSU employees, students, and cooperating organizations must promptly report any suspected cases of forced or compulsory labor to YSU Rector. A commission shall be established by the Rector's order to investigate the report within a reasonable time and submit recommendations based on the findings.

12. Individuals submitting reports under Clause 11 shall not be subject to prosecution, liability, or unlawful treatment, even if the investigation finds the information unsubstantiated.

13. This Procedure shall be published on YSU official website.

14. This Procedure shall enter into force upon publication.