


TENDENCIAS

LEGAL ASPECTS OF OPTIMIZING WORK TIME MANAGEMENT STRATEGIES FOR INCREASED EMPLOYEE PRODUCTIVITY AND WELL-BEING IN REPUBLIC OF ARMENIA



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In the era of artificial intelligence, technology modernization, and epidemics, there is a need for innovative and creative approaches to defining working hours. The policies adopted by countries on issues related to working hours seem to contrast with those adopted by private organizations. Work that used to be done in an eight-hour period can now be done in less time, or vice versa, work that used to be done only during the allotted time at the workplace can now be done without having to leave the house or rest at the workplace. beach by computer. Technology has brought it to the point that one is always working, even when spending time on the phone or playing computer games.

Amazon[1], Google[2], Apple[3], and other app development companies, understanding the essence of the problem, have defined their working conditions, working hours, which do not obey any template, thus becoming desirable companies, where the employee wants to work, create, and consider himself the owner of this company.

The policy adopted by the Republic of Armenia (hereinafter RA) regarding the legal regulation of working time[4] does not seem to differ significantly from the rules established by the World Labor Organization[5] but does not correspond to the modern period of technological development.

As a result, what is happening in Armenia in matters related to working time represents a significantly different path from the direction of development, and as long as public and private companies operating in Armenia are shaped by labor legislation[6], the provisions of which are binding on the employer, the employee will consider the place of work as a place to spend time, and fixed working time as a period of idle spending. If the Republic of Armenia wants to promote free labor relations with

unstructured working hours, it should start yesterday. This will be one of the best ways to keep Armenians in Armenia and make the Armenian labor market attractive to foreign migrants.

References:

- [1] Amazon Job description <https://www.amazon.jobs/en/>.
- [2] Google Job description: <http://surl.li/pzmlj>
- [3] Apple Job description <https://www.apple.com/careers/us/>.
- [4] Labor Code of Republic of Armenia <https://www.arlis.am/DocumentView.aspx?docid=185675> article 4 point 5, article 84 point 11, article 139, article 142 point 6 , article 143.
- [5] Working Time and Work Organization, Policy and technical assistance on working time and work organization https://www.ilo.org/travail/areasofwork/working-time-and-work-organization/WCMS_145629/lang--en/index.htm.
- [6] Law of the Republic of Armenia on Administrative Offenses <https://www.arlis.am/documentview.aspx?docid=188085> article 1695.

