

# INTERVIEW FINDINGS FROM MILITARY TRAINING PARTICIPANTS IN ARMENIAN ARMED FORCES



Democracy  
Development  
Foundation

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## **INTRODUCTION**

For over a decade, Peace Dialogue NGO has been committed to enhancing human rights conditions within the Armenian Armed Forces. Since 2015, the organization's monitoring group has been diligently assessing and monitoring these conditions. Between June and August 2024, Peace Dialogue's monitoring group conducted a series of in-depth interviews with participants of the military training program in the Armenian Army. The goal was to gather comprehensive insights into the human rights conditions experienced during these military trainings.

## **METHODOLOGY**

In-depth anonymous interviews were conducted across a broad geographic range, including Yerevan and nearly all regions of Armenia, with the notable exceptions of Aragatsotn and Armavir. A carefully designed methodology was employed, using face-to-face interviews facilitated by pre-structured questionnaires. A total of 38 respondents from various regions, cities, and villages across Armenia, all of whom had undergone military training between 2021 and 2024, were interviewed.

As mentioned earlier, a similar study was conducted by the organization in 2023. It is important to note that the format of military training exercises has changed over the past few years. For the last two years, the duration of military training has been 25 days, whereas previously, it lasted for three months. Consequently, the respondents in both the 2023 and 2024 studies included individuals who had completed both the three-month training program and the 25-day training program.

Comparative analyses were also conducted on certain questions, comparing findings from the 2023 and 2024 studies. These comparisons reflect trends and conditions over the past four years, rather than focusing exclusively on the past year.

## **NOTIFICATION AND DRAFTING PROCESS**

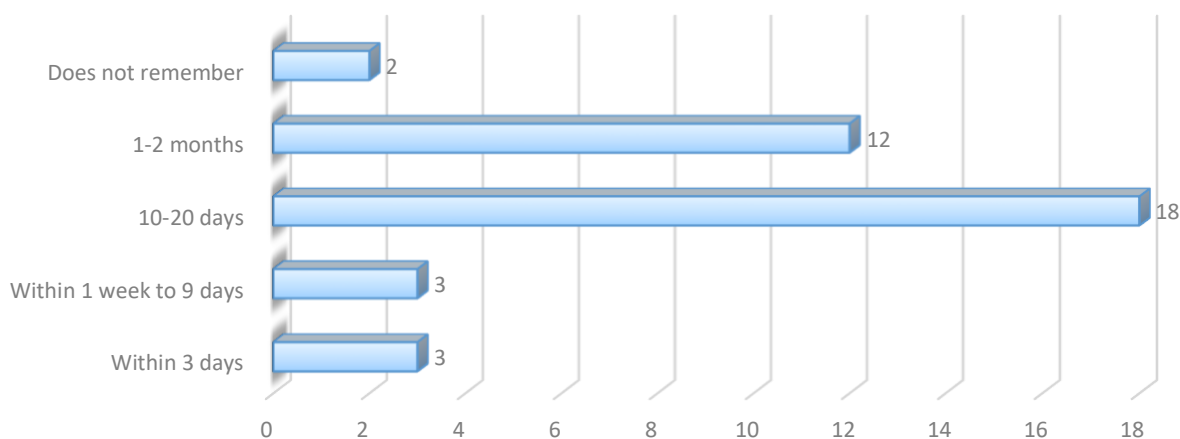
The data shows that the majority of participants, 25 out of 38 (about 66%), received their notification to participate in the military training through an official notice. Nine people (approximately 24%) were notified by phone, while two individuals (around 5%) were informed through the municipality. Only one person (about 3%) attended voluntarily, stating:

"I want to work in the military, that's why I decided to attend the training voluntarily." (Gyumri, Shirak region, participant of the military training held in June 2024)

The data indicates that the majority of participants (18 out of 38, approximately 47%) were drafted within 10 to 20 days of receiving their notice. A total of 12 people

(around 32%) experienced longer delays, ranging from one to two months. These delays could be attributed to personal circumstances, administrative backlogs, or other factors. Three individuals (about 8%) were drafted within three days of receiving their notice, and another three (about 8%) were drafted within a week to nine days. Two respondents (approximately 5%) could not recall the time between receiving their notice and being drafted.

**Fig. 1 Timeframe between receiving the notice and being drafted**



## PRE-TRAINING MEDICAL EXAMINATION

The overwhelming majority of participants (97%) underwent a medical examination before beginning their training, underscoring at least a standard procedure for ensuring the health and fitness of individuals prior to their involvement in military activities. Only one individual (3%) did not undergo this check, which may warrant further investigation into the reasons behind this exception. Notably, the percentage of participants who had medical examinations increased from 89% (40 out of 45 respondents) in 2023 to 97% (37 out of 38 respondents) in 2024. This suggests a possible improvement in adherence to the medical screening requirement before training, which could be attributed to stricter enforcement or increased awareness of the importance of these checks. However, while the procedure is largely followed, the quality of these medical examinations may still require attention. Many respondents stated that the quality of the medical check-up was not satisfactory.

"I went to the military commissariat, and they briefly examined me there."  
(Yerevan, participant of the military training held in June 2024)

"We went to the polyclinic, where they asked questions, measured my blood pressure, and filled out the documentation, which we then took to the military commissariat." (Margahovit, Lori region, participant of the military training held in October 2023)

The data shows that medical examinations for military training participants are primarily conducted in polyclinics, suggesting a likelihood of health concerns

among these respondents. Otherwise, they would typically be drafted after passing a medical examination at the military commissariat. Only 5 participants (about 14%) underwent their check-up exclusively at the military commissariat. In total, 33 respondents used polyclinics, either alone or in combination with other medical facilities, for their pre-training medical examination.

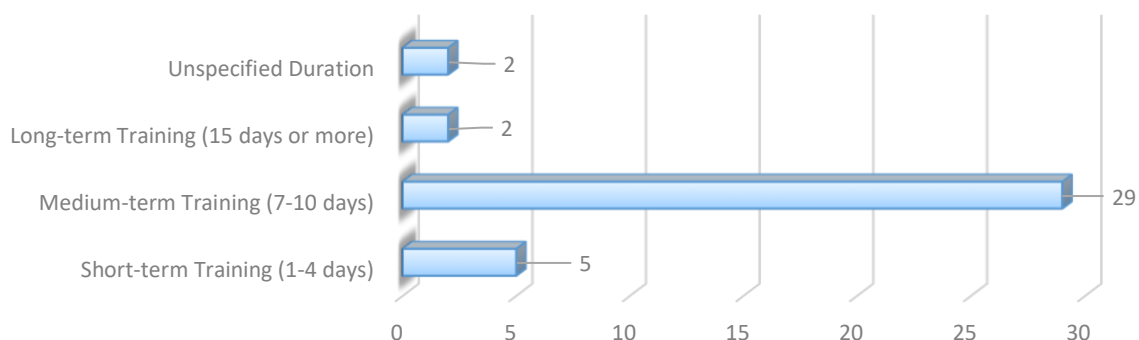
## TRAINING CONTENT AND PROFESSIONAL RELEVANCE

All 38 respondents reported being reminded of the procedures for handling weapons and the disciplinary code of military service. This indicates that these fundamental aspects are consistently included in the training, emphasizing discipline and weapon safety as critical components of military preparedness.

According to most respondents, the training consisted of two phases: an initial preparatory phase, during which participants were given the opportunity to recall and refresh the skills acquired during their compulsory military service, followed by deployment to conduct service in combat positions.

The duration of the initial preparatory training, which prepared participants for their military duties before moving to their respective military positions, varied significantly among respondents, indicating a lack of standardization in the length of these military trainings. Two participants (about 5%) underwent extended training for the entire duration of the program, while another two respondents did not specify the duration of their training. Five participants (about 13%) reported undergoing short-term training lasting 1-4 days. The majority, 29 participants (about 76%), reported having medium-term training lasting 7-10 days.

**Fig. 2 Initial (preparatory) training duration**



Notably, while a majority of participants found some alignment between the profession acquired during compulsory military service and the training they received, a significant portion did not. This highlights a potential gap in effectively utilizing existing military skills and experience. 22 respondents (approximately 58%) indicated that their professional background from compulsory service was considered, whereas 16 respondents (about 42%) stated that their previous military profession was not taken into account.

"I took part in the training of sappers, where we carried out mine laying and demining. However, I was a shooter during my compulsory military service."

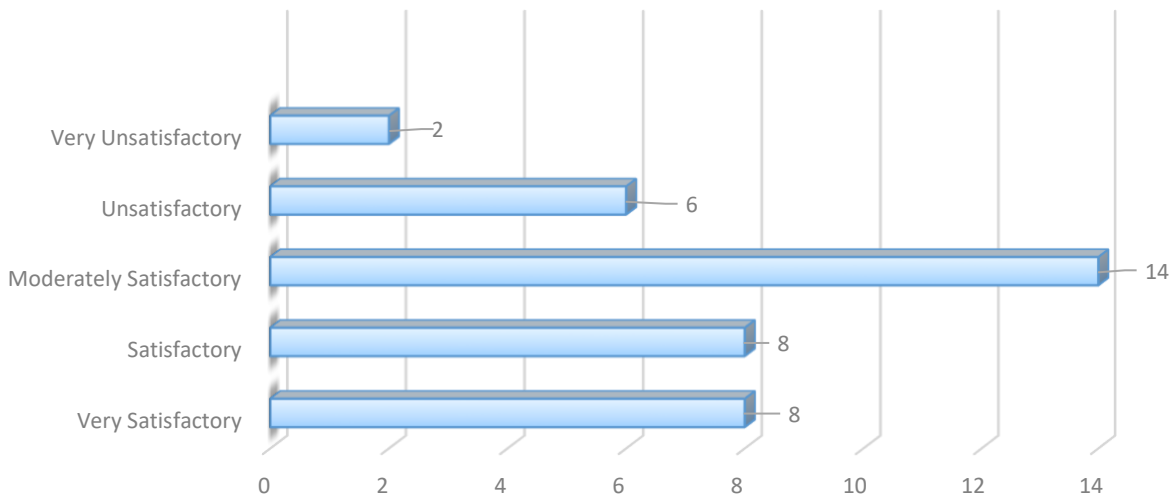
(Gyumri, Shirak region, participant of the military training held in April 2024)

The data shows that a large majority of participants, 33 respondents (87%), were involved in combat positions after the initial preparatory military training, reflecting a focus on practical, combat-oriented training within the program. The typical duration for these assignments, according to the respondents, is around two weeks, with some variability in the exact number of days. A small portion of participants, 5 respondents (about 13%), stated they had not been assigned to combat positions, indicating that not all military trainings included this component, possibly due to different training focuses or individual roles.

### LIVING CONDITIONS DURING TRAINING

The interviews revealed a mixed assessment of the accommodation and sanitary conditions. A total of 16 respondents (about 42%) rated the conditions as "Very Satisfactory" or "Satisfactory," indicating that some participants found the accommodations acceptable. In contrast, 8 respondents (about 21%) rated the conditions as "Unsatisfactory" or "Very Unsatisfactory," highlighting significant dissatisfaction. 14 respondents (around 37%) described the conditions as "Moderately Satisfactory," suggesting a minimal level of adequacy.

**Fig. 3 Assessment of accommodation and sanitary conditions during military training**



"The conditions were very unsatisfactory. We stayed in tents infested with tarantulas, and the sleeping areas often got wet from the rain. Drinking water was brought daily, but it had to be boiled before use due to poor quality. Bathing was only possible once a week when we were allowed to leave our positions." (Spitak, Lori region, participant of the military training held in June 2024)

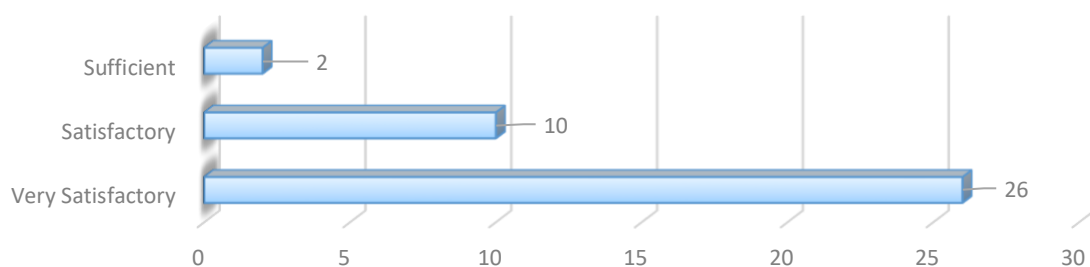
"There was water available, but there were no bathing facilities. Our tent was near a lake, and they told us to go for a swim in the lake to bathe." (Gyumri, Shirak region, participant of the military training held in June 2024)

"There were no sanitary facilities at the military post, but whenever we went down to the military unit, the accommodations were adequate." (Kapan, Syunik region, participant of the military training held in October 2023)

It is important to note that, in most cases, complaints about accommodation conditions were related to the conditions at combat posts, while respondents generally considered the conditions in military garrisons to be more acceptable.

The majority of respondents (94%) found the quality of catering services during the training to be either "Very Satisfactory" or "Satisfactory." Specifically, 26 respondents (approximately 68%) rated the food as "Very Satisfactory," while 10 respondents (about 26%) rated it as "Satisfactory." Only 2 respondents (around 5%) described the food as "Sufficient," implying that while the food met basic nutritional needs, it may have lacked in aspects such as taste, variety, or quality. This indicates that while overall satisfaction was high, there may still be areas to enhance the food quality to ensure that all participants' expectations are fully met.

**Fig. 4 Assessment of quality of catering services during the training**



In comparison to the results of interviews from 2023, when 3 respondents (7%) raised concerns about poor food quality at combat positions and preferred to bring their own food, no such concerns were expressed in 2024.

## **MILITARY DISCIPLINE DURING THE TRAININGS**

The monitoring group conducted inquiries with the training participants to understand their daily schedules. Most respondents indicated that their activities followed a specific, pre-determined agenda. However, the organization and structure of these schedules varied, leading to differing experiences among participants. Some participants reported being fully occupied throughout the day, adhering to a well-structured and organized agenda. In these cases, the daily schedule resembled a typical military routine, providing little free time and keeping participants engaged in various activities.

On the other hand, several participants noted that their daily schedules were less structured. They mentioned having periods with little to do, leading to a sense of idleness. In such cases, participants often had to plan their activities independently or were given the flexibility to decide how to spend their time. This resulted in a less consistent experience, with some describing the daily agenda as disorganized.

The participants shared diverse experiences regarding their daily routines during the military training:

"In the beginning, during the initial preparatory training, everything was 'like in the army.' There was free time at the end of the day; however, there was already a lot of free time in the combat positions." (Spitak, Lori region, participant of the military training held in January 2024)

"There was a special agenda, but we (the participants) decided what to do." (Margahovit, Lori region, participant of the military training held in October 2023)

"We were mostly idle, there were only formal classes." (Hrazdan, Kotayk region, participant of the military training held in June 2024)

### ***SUBSTANCE AND ALCOHOL USE AMONG MILITARY TRAINING PARTICIPANTS***

The data reveals that while substance or alcohol use among participants was present, it was limited to about a quarter of the respondents. Qualitative feedback indicates that some participants engaged in drinking and drug use, but these behaviors were monitored and eventually regulated. 10 respondents (about 26%) reported that other participants used alcoholic beverages or drugs during the military military trainings. However, 28 respondents (approximately 74%) reported no use of alcohol or drugs among the military training participants.

Furthermore, substance or alcohol use among officers was almost non-existent, with 36 respondents (about 95%) stating that officers did not engage in such behavior.

"Both drinking and smoking weed were observed among the participants during the training." (Alaverdi, Lori region, participant of the military training held in October 2023)

"While officers did not use substances or alcohol, some participants did initially, but this behavior was eventually regulated." (Gyumri, Shirak region, participant of the military training held in April 2024)

### ***SMARTPHONE USE AND RESTRICTIONS DURING MILITARY TRAINING***

The interviews show that the majority of respondents were not allowed to carry smartphones during military training, reflecting a general policy against their use. However, exceptions existed, and some participants used smartphones for training-related purposes or until stricter enforcement was applied. The use of phones by 17 respondents (about 45%) indicates that, despite official policies, there were ways to maintain access to mobile devices.

"We knew that smartphones were generally not allowed, but specifically, our officers were teaching us military smartphone programs that were necessary



in various situations. That's why they allowed us to use them." (Gyumri, Shirak region, participant of the military training held in May 2024)

"On the very first day, they said smartphones were not allowed, but we all had them. When we went home on the first weekend, they told us not to bring them back, so we all returned with regular phones." (Gyumri, Shirak region, participant of the military training held in April 2024)

## **MANAGING DISPUTES AND ENSURING COHESION IN MILITARY TRAINING**

The data indicates that arguments among participants were relatively rare, with only 5 respondents (13%) acknowledging such incidents. The majority, 33 respondents (87%), reported no arguments. The primary reasons for disputes were misunderstandings among men, often referred to as "male disputes," which were typically resolved through discussion. According to respondents, minor arguments, disputes, and misunderstandings were more likely to occur during the initial days of training. There were also instances of disagreements arising from discussions about politics.

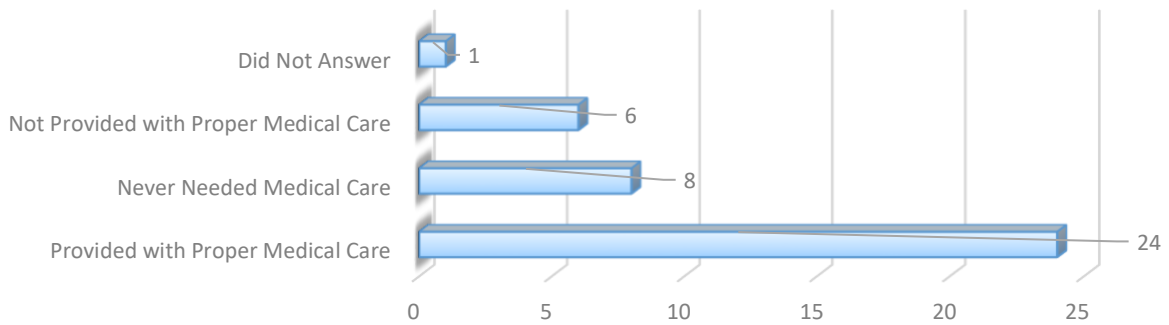
All 38 respondents (100%) confirmed that civilians did not have access to the military units. However, during the interviews conducted in 2023, some respondents mentioned that civilian visits within the unit were quite common and that civilians were often involved in conflicts between military training participants.

A comparison of interview data from 2023 and 2024 shows a positive trend toward fewer arguments and disputes among participants during military military trainings. The increase in the proportion of respondents reporting no arguments suggests that efforts to create a cohesive and cooperative training environment have been effective. These findings underscore the importance of continuous improvement in managing group dynamics and maintaining discipline in military training programs.

## **PROVISION OF MEDICAL CARE AND SAFETY DURING MILITARY TRAINING**

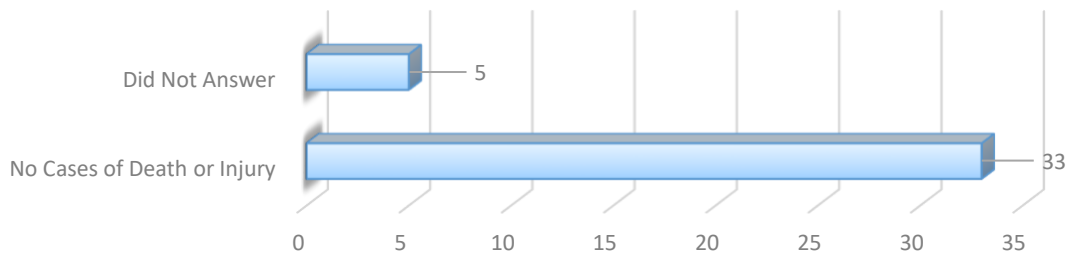
24 respondents (about 63%) reported that they were provided with proper medical care in the territory of the military unit when they had health problems. Eight respondents (about 21%) stated that they never needed to apply for medical care, either due to maintaining good health or not encountering any issues that required medical attention. Six respondents (about 16%) indicated that they were not provided with proper medical care. 1 respondent preferred not to answer the question.

**Fig. 5 Provision of medical care during military training**



The interviews indicate that the vast majority of respondents, 33 individuals (87%), did not observe or report any cases of death or injury in combat positions during their military trainings. However, 5 respondents (about 13%) did not provide an answer to this question. The lack of response could be due to various reasons, such as uncertainty, discomfort discussing the topic, or lack of knowledge about any incidents that may have occurred.

**Fig. 6 Reported cases of death or injury in combat positions during training**



## **EQUIPMENT AND AMMUNITION**

35 respondents (about 92%) stated they did not encounter any malfunctions or shortages of weapons and military equipment. However, 3 respondents (about 8%) reported encountering a malfunction or shortage of weapons and military equipment during the training. One participant from Kapan, Syunik region, specifically mentioned a vehicle breaking down, suggesting that logistical challenges, particularly related to transport vehicles, were among the problems faced.

The layout of battle positions received mixed feedback from respondents, highlighting variability in the quality of these positions. While a significant portion of participants found the layout to be at least adequate, others expressed dissatisfaction due to issues such as poor positioning and exposure to threats.

8 respondents (about 21%) rated the layout as "Very Satisfactory." This group expressed high satisfaction with the battle positions, suggesting that these positions were well-prepared, with good quality furnishings and strategic placement that met their expectations for safety and functionality.

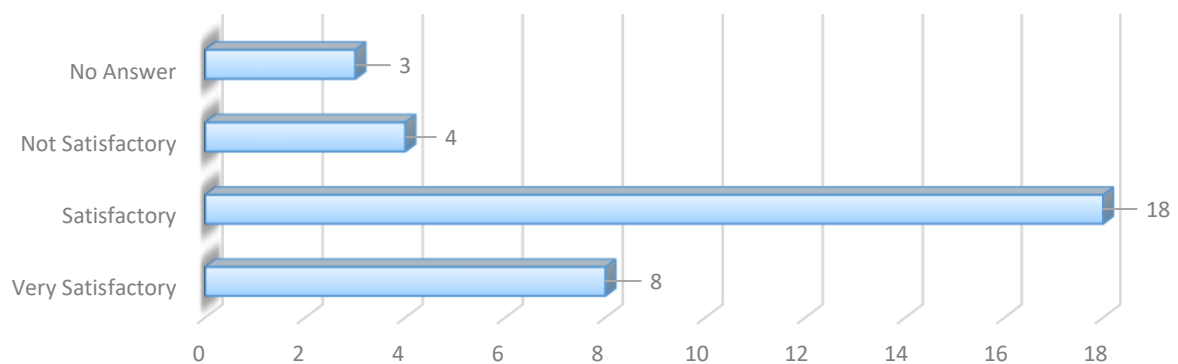
18 respondents (about 47%) described the layout as "Satisfactory." This indicates that nearly half of the respondents felt the battle positions met basic requirements,

providing a functional and acceptable environment. However, the use of the term "enough" suggests that these positions may have lacked certain elements that could enhance comfort or strategic advantage, implying there was room for improvement.

4 respondents (about 11%) rated the layout as "Not Satisfactory." This group expressed significant dissatisfaction, likely due to issues such as inadequate protection, poor strategic positioning, or lack of essential facilities. Their feedback indicates potential vulnerabilities or shortcomings in certain battle positions, which could pose risks to safety and effectiveness.

3 respondents (about 8%) did not provide an answer regarding the layout of the battle positions. This lack of response could indicate a reluctance to provide feedback, possibly due to concerns about discussing delicate security-related aspects.

**Fig. 7 Feedback on the layout of battle positions**



Here are some quotes from respondents regarding the layout of the battle positions:

"...Excellent, with new furnishings..." (Yeghegnadzor, Vayots Dzor region, participant of the military training held in April 2024)

"...Normal; I wouldn't say great, but I know it was better compared to other places..." (Nerkin Karmiraghbyur, Tavush region, participant of the military training held in May 2024)

"...There was no proper combat position there. The enemy was positioned higher than us, keeping us constantly in their field of view. Even the toilet was placed under the Azerbaijani flag..." (Spitak, Lori region, participant of the military training held in June 2024)

## **EMPLOYMENT STATUS AND FINANCIAL IMPACT**

Out of 38 respondents, 25 (about 66%) were employed at the time they were called to the military training. Additionally, 11 respondents (about 29%) indicated there were no registered employees, suggesting they might not have been officially employed or were engaged in informal work arrangements. Only 2 respondents (about 5%) were not employed at the time they were called to the military training. All 25 respondents who were officially working received a letter to take to their



workplace, ensuring their employer was informed of their participation in the military training. All 25 confirmed that the notification letter was accepted by their employers.

Furthermore, 37 respondents (about 97%) reported being paid during the training, while only 1 respondent (about 3%) reported not being paid, indicating a potential issue with employer compliance or military compensation.

18 respondents (about 47%) stated that they did not suffer any financial losses. However, 20 respondents (about 53%) reported suffering financial losses as a result of participating in the military training. This suggests that while most were paid, the compensation might not have covered all income losses, particularly for those with multiple income streams or informal work. This underscores the economic challenges faced by individuals balancing military obligations with civilian employment, especially in cases where military pay does not fully compensate for lost earnings. The feedback highlights the need for policies that better support individuals financially during their participation in military training, ensuring they are not penalized economically for fulfilling their military duties.

"First of all, I know that the employer should also pay compensation, and I should have received a military salary, but my employer even paid less for my teaching hours. So, I received only the military salary. Besides my job, I was earning extra, and I was also deprived of the opportunity to earn that extra. We are talking about the National Aesthetic Center. I learned that state institutions pay compensation to their employees, but not in my case." (Gyumri, Shirak region, participant of the military training held in May 2024)

"I had a big financial loss due to participating in military trainings because I missed out on private work opportunities after my regular job." (Spitak, Lori region, participant of the military training held in June 2024)

## **PERCEPTIONS ON THE OVERALL EFFECTIVENESS OF THE MILITARY TRAININGS**

The data indicates that the majority of respondents viewed the military training as effective or rather effective, recognizing its benefits. However, feedback also highlights areas for improvement, particularly in enhancing training quality and ensuring all personnel are adequately trained.

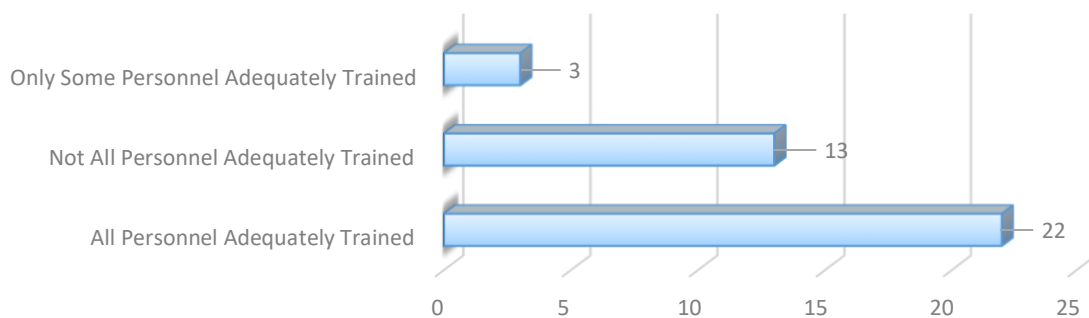
Nearly all respondents, 36 individuals, rated the military training as very effective, effective, or rather effective, suggesting that while the training was generally beneficial, there were areas for improvement. One respondent (about 3%) felt that the training was not effective at all, indicating dissatisfaction with its content or delivery, and another found it difficult to rate the effectiveness of the training.

"In general, it was good, but the time could be reduced. The state spent a lot of money on food and uniforms. We could at least make a facility for bathing." (Yerevan, participant of the military training held in May 2024)

"It was effective, but there is a lot of room for improvement." (Gyumri, Shirak region, participant of the military training held in April 2024)

22 respondents (about 58%) believed that all personnel involved in the military training were adequately trained. 13 respondents (about 34%) felt that not all personnel were adequately prepared, and three (about 8%) indicated that only some of the personnel were adequately trained, suggesting inconsistencies in the quality of training provided.

**Fig. 8 Perceptions of personnel training adequacy in military training**



While most participants felt prepared for real-life scenarios, a notable proportion felt only partially prepared or unprepared, suggesting that the training could benefit from more realistic and comprehensive scenario-based exercises. 22 respondents (about 58%) felt that the training prepared them for possible real-life scenarios. 10 respondents (about 26%) felt only partially prepared, indicating that while the training provided some valuable insights, it might not have fully equipped them to handle all real-life situations. 5 respondents (about 13%) felt unprepared for real-life scenarios, pointing to gaps in the training's relevance or realism. One respondent (about 3%) found it challenging to assess their preparedness, possibly due to uncertainty about how the training would translate to real-world conditions.

The qualitative feedback underscores the value of practical, applicable training and the need for continuous refinement to meet the evolving demands of real-world military operations.

"It was instructive to choose the right tactics, not to get lost in war, and not to panic." (Gyumri, Shirak region, participant of the military training held in March 2024)

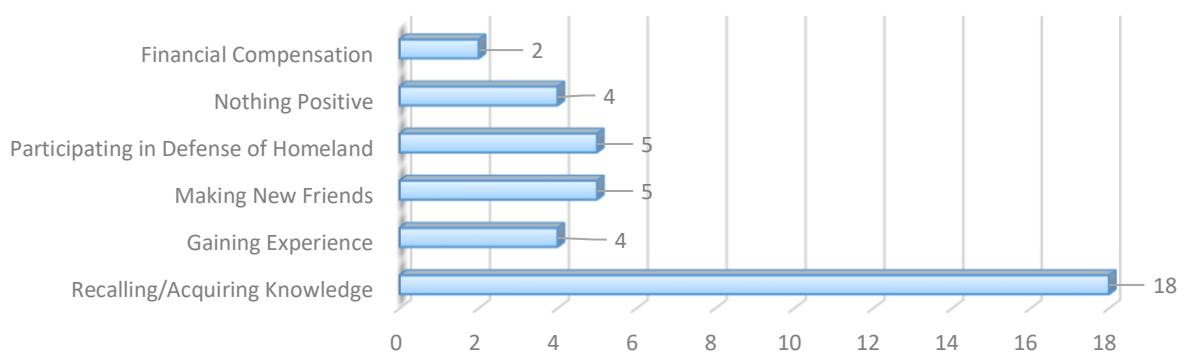
"They didn't make us specialists, but at least they taught us some things and updated us." (Yerevan, participant of the military training held in May 2024)

The data reveals that recalling knowledge and gaining experience were seen as the most positive aspects of the military training, along with social benefits and a sense

of duty. 18 respondents (about 47%) highlighted recalling or acquiring knowledge as a positive aspect of the training. 4 respondents (about 11%) cited gaining experience as a positive outcome. 5 respondents (about 13%) mentioned making new friends, emphasizing the social and interpersonal benefits of the training. 5 respondents (about 13%) felt positively about participating in the defense of their homeland. One respondent even noted that his perspective changed as a result of the training, leading him to take border-related issues more seriously. This underscores the impact of the training on participants' attitudes toward national security.

However, 4 respondents (about 11%) stated that there was nothing positive about the training, and two respondents (about 5%) appreciated the financial compensation received during the training.

**Fig. 9 Positive aspects of military training as reported by respondents**



Alongside these findings, 17 respondents (about 45%) expressed a willingness to participate in future military trainings. 19 respondents (about 50%) said they would not like to participate again, while two respondents (about 5%) indicated that their willingness to participate would depend on the situation.

"There are many gaps that need to be reviewed. It is very difficult for a working person, especially for someone with unregistered work, because they might lose their job after the training." (Yerevan, participant of the military training held in May 2024)

"It was very necessary to be alert and ready for real scenarios, if needed." (Gyumri, Shirak region, participant of the military training held in May 2024)

"There have been terrible days; even now, I still can't find myself. I will only go back if there is another war." (Spitak, Lori region, participant of the military training held in June 2024)

### **RESPONDENT SUGGESTIONS FOR ENHANCING MILITARY TRAINING PROGRAMS**

Respondents were asked how military trainings could be improved in the future. Interviewees were provided with the opportunity to share more than one suggestion. The feedback indicates a range of areas for enhancement in future military military trainings. While increasing salary and providing more personal



time were the most frequently mentioned suggestions, there is also a strong desire for enhanced learning opportunities, better equipment, and practical, skills-based training.

"This is a difficult question. Until now, we haven't even solved the problem with sleep or figured out what to do during the rains. If we couldn't improve things before, we certainly won't be able to now. The state is wasting money on military trainings. At the very least, there should be proper facilities for holding these sessions." (Spitak, Lori region, participant of the military training held in June 2024)

"More attention should be paid to people's education and knowledge. Based on this, they could be assigned specific weapons or taught new skills." (Yerevan, participant of the military training held in May 2024)

Addressing these concerns could lead to more effective training programs, increased participant satisfaction, and better-prepared military personnel. The suggestions underscore the need for a balanced approach that combines financial incentives, practical skill development, and improved living and working conditions.

The respondents' answers were distributed as follows:

- 13 respondents suggested allowing participants to leave on Friday evenings.
- 9 respondents suggested an increase in salary to improve future military trainings.
- 6 respondents emphasized the importance of acquiring new knowledge during training.
- 5 respondents recommended improving the equipment of positions and premises, suggesting that some training equipment may be outdated or insufficient.
- 5 respondents mentioned reducing discrimination in the selection of participants for future training.
- 5 respondents highlighted the need to focus more on practical skills.
- 4 respondents suggested improving military discipline.
- 3 respondents believed that training should be tailored to the professional skills participants gained during their compulsory service.
- 3 respondents felt that participation in military trainings should be voluntary.
- 3 respondents found it difficult to suggest specific improvements, which may indicate uncertainty about the training structure or satisfaction with the current setup.

## CONCLUSION

The findings from interviews with participants in Armenia's military training program reveal a complex range of experiences and perceptions. While most participants recognized the training's effectiveness, especially in reinforcing discipline and weapon handling skills, several areas were highlighted for improvement. Concerns were noted about the quality and consistency of medical care, the adequacy of living conditions, and whether the training content aligned with participants' previous military experience. Additional issues included

discrimination in participant selection, alcohol use among some trainees, and logistical challenges related to equipment and combat positions.

Comparing the 2023 and 2024 studies shows progress in areas such as adherence to medical examinations, training effectiveness, catering quality, and reducing alcohol and substance use, particularly among officers. However, significant concerns remain. These include the overall quality of medical care, the superficial nature of medical check-ups, living conditions, logistical issues, financial impacts, and discrimination. Addressing these concerns is crucial for improving the overall effectiveness and satisfaction of military training programs. The findings underscore the need for a more tailored, practical approach to training that addresses concerns of military personnel, ensuring a safer and more supportive training environment.

## RECOMMENDATIONS

- **Enhancing Training Relevance and Quality:** It may be beneficial to align military trainings more closely with the specific skills and knowledge that participants have gained during their compulsory service. Introducing more scenario-based exercises that simulate real-life combat situations could help better prepare participants for potential deployments.
- **Improving Living and Sanitary Conditions:** Addressing the quality of accommodation and sanitary facilities, particularly in combat positions, might help ensure a safer and more hygienic environment. Regular inspections and upgrades could prevent issues such as overcrowded tents, lack of proper sanitation, and inadequate protection from environmental elements.
- **Strengthening Medical Support:** Enhancing the quality of medical examinations and addressing concerns about superficial checkups could improve participants' experiences. Ensuring that all participants have access to adequate healthcare facilities and consistent, thorough medical screenings could help address any health issues promptly.
- **Increasing Financial Compensation and Incentives:** Considering the option to increase salaries or provide additional financial incentives might help recognize the commitment and efforts of training participants, thereby reducing the financial burden on them.
- **Promoting Fairness and Inclusion:** It could be beneficial to reduce discrimination in the selection process for training participants, ensuring fairness for all eligible individuals. Implementing clear, transparent criteria for selection in the recruitment process may support this goal.
- **Introducing Flexibility in Scheduling:** Allowing participants more personal time, such as the option to leave the training site on Friday evenings, could improve morale and work-life balance. This flexibility might help reduce stress and fatigue, contributing to better overall training outcomes.
- **Encouraging Practical Skill Development:** Emphasizing the acquisition of new, relevant skills and knowledge during training might be valuable. This could involve using new technology and equipment, as well as opportunities to learn specialized skills applicable in both military and civilian contexts.
- **Monitoring and Regulating Alcohol and Substance Use:** Continued monitoring and regulation of alcohol and drug use among participants may help maintain

discipline and safety. Establishing clear policies and consequences for substance use could support a professional training environment.



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