



# TRADE UNION EVENTS

JANUARY 2024



# Confederation of Trade Unions of Armenia



## **Welcome speech**

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**The President of the Confederation of Trade Unions of Armenia Elen Manaseryan was on a working visit to the city of Kajaran, Syunik region**

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**The President of the Confederation of Trade Unions of Armenia Elen Manaseryan was hosted at the program of Armenian public radio "Your lawyer"**

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**RA Ministry of Education, Science, Culture and Sports responded to the letter of the Confederation of Trade Unions of Armenia on the clarification regarding the definition of the rate and the procedure for calculating allowances based on the results of the attestation for the initial military training teachers**

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**The second stage of the training course "Development of the advocacy skills"**

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**Parliamentary Hearings on the theme The Legislative Reforms and Fundamental Directions on Vocational Education and Training**

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**Signing of a memorandum between the Standing Committee on Equality issues in the Labor Relations of the Confederation of Trade Unions of Armenia and the Union of Women Employers of Yerevan and Neighboring Regions**

**Welcome to the  
"Trade Union Events" magazine**

**"Trade Union Events" is the first trade union monthly electronic magazine in Armenia, the purpose of which is to disseminate and popularize information about the work carried out by the Confederation of Trade Unions of Armenia (CTUA).**

**The materials published in the magazine will interest readers, provide an opportunity to obtain comprehensive and concise information about trade union activities and labor rights.**

**The staff of the Confederation  
of Trade Unions of Armenia**



## The President of the Confederation of Trade Unions of Armenia Elen Manaseryan was on a working visit to the city of Kajaran, Syunik region



The President of the CTUA Elen Manaseryan, the Chairman of the Republican Union of Professional Organizations of Miners, Metallurgists and Jewelers of the Republic of Armenia Eduard Pahlevanyan and a lawyer Naira Hambartsumyan, who cooperates with the CTUA, on January 13 at the House of Culture of Kajaran city of Syunik region met with the chairmen of trade union organizations of the Zangezur Copper-Molybdenum Plant, as well as with the representatives of the employer. During the meeting, changes to the RA Labor Code were discussed, which still need clarification.





**N. Hambartsumyan spoke about legal and court cases in this area. The meeting participants spoke about current problems, as well as daily obstacles arising due to imperfect legislation. The president of the CTUA promised to discuss them with the relevant authorities within the framework of social partnership.**

**The chairmen of the trade union organizations of ZCMP noted that such meetings are effective and contribute to the improvement of trade union work.**



# The President of the Confederation of Trade Unions of Armenia Elen Manaseryan was hosted at the program of Armenian public radio "Your lawyer"



**What is decent work, what is RA's position and what does the state have to do to meet international standards?**



*You can watch the video by following this link  
<https://shorturl.at/brQ58>*



## **RA Ministry of Education, Science, Culture and Sports responded to the letter of the Confederation of Trade Unions of Armenia on the clarification regarding the definition of the rate and the procedure for calculating allowances based on the results of the attestation for the initial military training teachers**

**In December 2023, a number of teachers who are teaching the subject of "Military training" addressed the Confederation of Trade Unions of Armenia (CTUA) with questions arising from the results of the certification regarding the teacher's rate and the procedure for granting allowances to it. Based on the statements of teachers, the CTUA by a letter asked the Ministry of Education, Science, Culture and Sports of the Republic of Armenia to clarify the procedure for setting the teacher's rate based on the results of certification of teachers who are teaching the subject of "military training" and calculating the surcharge to it, since in their case the rate increases to 200,000 AMD in accordance with the Decree No. 596 of the Government of the Republic of Armenia on "Approval of the procedure for voluntary certification of teachers, the teacher's rate based on the results of voluntary certification and the surcharge to it, formation of the Commission for voluntary certification" dated April 28, 2022.**

**To calculate the additional payment provided for teachers who have passed voluntary certification and teach the subject "Military training", AMD 200,000 is divided into 22 lessons, while these teachers are paid at a different rate (11 hours at one rate). In response to the letter from the CTUA, the Ministry of Education, Science, Culture and Sports of the Republic of Armenia provided an explanation, which you can read below:**



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РЕСПУБЛИКА АРМЕНИЯ  
МИНИСТЕРСТВО ОБРАЗОВАНИЯ,  
НАУКИ, КУЛЬТУРЫ И СПОРТА  
ЗАМЕСТИТЕЛЬ МИНИСТРА

REPUBLIC OF ARMENIA  
MINISTRY OF EDUCATION,  
SCIENCE, CULTURE AND SPORT  
DEPUTY MINISTER

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N02/09.3/1062-2024

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[hamk@hamk.am](mailto:hamk@hamk.am)

*Ի պատասխան Ձեր 20.12.2023 թ. նմ. 05-01/78 գրությունը:*

#### Հարգելի՛ Էլեն Մանատրյան

Տեղեկացնում եմ, որ ՀՀ կառավարության 2022 թվականի ապրիլի 28-ի N 596-Ն որոշմամբ հաստատված կարգի պահանջի համաձայն՝ ատեստավորման արդյունքում ուսուցիչը **հավելյալճար է ստանում դասավանդվող /մանկավարժական/ ժամերին համապատասխան** օրենսդրությամբ սահմանված կարգով տրամադրվող աշխատավարձի նկատմամբ կիրառվող համապատասխան տոկոսի չափով՝ անկախ նրանից, թե որ առարկայից է ատեստավորվել: Աշխատավարձի հաշվարկը չի ներառում հավելյալճարներն ու լրավճարները:

Հիշեցնեմ, որ նշված կարգի 76-րդ կետի 1-ին, 2-րդ, 3-րդ և 4-րդ ենթակետերով սահմանված արդյունք ցուցաբերած ուսուցիչների դրույքաչափը փոխվում է՝ սահմանվելով 200.000 դրամ՝ մեկ դրույք զբաղվածության համար, նույն կարգի 76-րդ կետի 1-ին, 2-րդ և 3-րդ ենթակետերի դեպքում այդ դրույքաչափի նկատմամբ հաշվարկվում է համապատասխան չափով հավելյալճարը: Սույն կետով սահմանված դրույքաչափը նվազեցման ենթակա չէ:

Միաժամանակ տեղեկացնում եմ, որ քննարկելով բարձրացված հարցը, որոշվել է կամավոր ատեստավորման արդյունքում «ՆՁՊ» առարկան դասավանդող ուսուցիչների հավելյալճարները և դրույքաչափի փոփոխությունը հաշվարկելիս կիրառել իրավական կոլիզիաների լուծման կանոնները՝ առավել բարենպաստ նորմատիվ իրավական ակտի նորմը՝ համաձայն «Նորմատիվ իրավական ակտերի մասին» օրենքի՝ հաշվի առնելով, որ «ՆՁՊ» առարկան դասավանդող ուսուցիչների



համար աշխատավարձի հաշվարկը կատարվում է՝ հիմք ընդունելով ՀՀ կրթության և գիտության նախարարի 2011 թվականի նոյեմբերի 9-ի N 1222-Ն և ՀՀ պաշտպանության նախարարի 2011 թվականի նոյեմբերի 10-ի N 1356-Ն համատեղ հրամանների պահանջը:

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ՀԱՐԳԱՆՔՈՎ՝

ԱՐԱՔՍԻԱ ՍՎԱՋՅԱՆ

Կատարող՝ հանրակրթության վարչության  
հանրակրթական և արտադպրոցական ծրագրերի մշակման  
և իրականացման բաժնի գլխավոր մասնագետ Աննա Խաչատրյան,  
հեռ.՝ (+374) 10-599-620



# The second stage of the training course "Development of the advocacy skills"

The second stage of the course "Development of the advocacy skills" took place from January 19 to 21, 2024, where young trade unionists acquired practical skills in planning and conducting advocacy and awareness campaigns.





## Parliamentary Hearings on the theme The Legislative Reforms and Fundamental Directions on Vocational Education and Training



On January 24, 2024, Tiruhi Nazaretyan, the Deputy President of the Confederation of Trade Unions of Armenia, Armen Avetisyan, the President of the Republican Branch Union of Professional Organizations of Institutions of Higher Education in Armenia, Anna Barikyan, the lawyer of the Confederation of Trade Unions of Armenia participated in the parliamentary hearings held in the National Assembly of the Republic of Armenia on the topic "Legislative reforms and main directions of vocational education and training", where Deputy President of the Confederation of Trade unions of Armenia Tiruhi Nazaretyan made a speech.

*Click on the link below to watch video <https://shorturl.at/gpEJL>*





## Signing of a memorandum between the Standing Committee on Equality in the Labor Relations of the Confederation of Trade Unions of Armenia and the Union of Women Employers of Yerevan and Neighboring Regions

On January 26, 2024, the Union of Woman Employers of Yerevan and Neighboring Regions held a conference on the topic "Gender economy and its importance for the development of women's entrepreneurship in Armenia", which was attended by the President of the Confederation of Trade Unions of Armenia Elen Manaseryan, lawyer of the Department for the Protection of Labor and Social Rights of the Confederation of Trade Unions of Armenia Anna Barikyan, Chairwoman of the Standing Committee of the Confederation of Trade Unions of Armenia on issues of equality in labor relations, Liana Amiraghyan.





**President of the Confederation of Trade Unions of Armenia Elen Manaseryan, Vice-President of the Union of Manufacturers and Businessmen of Armenia Armen Martirosyan , Luiza Ayvazyan, Director of the Armenian Branch of the Center for International Private Entrepreneurship delivered a welcoming speech to the participants of the conference.**

**Anna Barikyan, a lawyer of the Department for the Protection of Labor and Social Rights of the Confederation of Trade Unions of Armenia, and Liana Amiraghyan, Chairwoman of the Standing Committee on issues of equality in labor relations of the Confederation of Trade Unions of Armenia, represented a presentation on "Empowering women through trade unions."**

**At the end of the conference, a memorandum of cooperation was signed between the Standing Committee on issues of equality in labor relations of the Confederation of Trade Unions of Armenia, the Union of Woman Employers of Yerevan and Neighboring Regions.**





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