



TRADE UNIONS

EVENTS

Journal



Confederation of Trade Unions of Armenia



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Welcome speech

The “Trade Unions Events” journal has been continuing its activities for the second year, covering and publicizing the work carried out by the Confederation of Trade Unions of Armenia (CTUA). This magazine has become a platform where important events, programs and activities of trade union life are presented, which contribute to the awareness of workers and the protection of their labor, social, economic and professional rights.

Today, more than ever, being informed is important, and we continue our work, strengthening the trade union movement in Armenia and disseminating information.

Three-day meeting of the Youth Council of the Union of State, Local Government and Public Service Employees of Armenia



On September 5-7, 2025, a three-day meeting of the Youth Council of the Union of State, Local Government and Public Service Employees of Armenia was held in the Tsakhkadzor sanatorium "Ripa".

The newly formed Council members also had the opportunity to interact with active members of the previous generation to exchange experience and knowledge.

During the meeting, the young people got acquainted with the rights and tools established by the RA Law "On Trade Unions", analyzed the problems of trade unions and their solutions through effective discussions and group work, reflected on the best and worst aspects of trade union activities.

During the meeting, the Council elected members of the Steering Committee and discussed future activities.

Conference on "The Role of Trade Unions in Promoting International Labor Organization Conventions"



From September 9 to 11, Tashkent, the capital of Uzbekistan, hosted an international scientific and practical conference on the topic "The role of trade unions in promoting the conventions of the International Labor Organization." The conference was attended by representatives and experts from 30 countries.

Welcoming the conference, the President of the CTUA, Elen Manaseryan, presented the process of implementing the ILO conventions in the Republic of Armenia, the current problems and challenges, achievements, as well as the work carried out by the CTUA to implement the conventions and use them for the benefit of workers.



Panel discussion on "Equal Pay, Decent Work"



On September 10, Vice president of the Confederation of Trade Unions of Armenia, Tiruhi Nazaretyan, participated in a panel discussion on the topic "Equal Pay, Decent Work."

In her speech, Nazaretyan noted that there is positive discrimination in trade unions today: the representation of women is quite high. However, in general, women in the labor market continue to perform mostly low-paid work.

A collective agreement is the best tool for setting fair remuneration standards in the workplace, at the sectoral and republican levels, without waiting for separate legislative regulations.

In response to the question of how the price of labor should be calculated and what role the state plays, Nazaretyan stated that first it is necessary to correctly calculate the minimum consumption basket — in other words, the cost of living in a given country — and on that basis determine a real minimum wage, after which regulation should be left to market relations.

For many years, the state has justified its position by arguing that excessive intervention in market relations is wrong; however, governance should primarily aim to creating an environment in which citizens live with at least a minimum level of social security. To achieve this, genuine social partnership is necessary, yet the Republican Collective Agreement remains unsigned.



Seminar on “Ways to Increase Trade Union Membership and the Effectiveness of Union Work”

The Republican Branch-Wise Union of Trade Union Organizations of Commerce, Catering, Consumer Co-operatives and Enterprise Workers Union of Armenia organized a seminar for its member organizations from September 12 to 14 in the town of Tsaghkadzor on the topic “Ways to Increase Trade Union Membership and the Effectiveness of Trade Union Activities.”

The participants were welcomed and informed about the seminar rules by the Chairman of the Union, Shmavon Mkrtchyan. The seminar trainer, Liana Amiraghyan, presented the functions, goals, and objectives of trade unions, as well as the motivations for trade union membership.

The participants also received information about collective agreements, collective bargaining, and the amendments made to the Labor Code of the Republic of Armenia, which were skillfully presented by the lawyer of the Confederation of Trade Unions of Armenia (CTUA), Anna Barikyan, who also answered all the questions of interest to the participants.

Varduhi Brutyan, Head of the CTUA Research and Training Center, spoke about the structure of the CTUA and the specific features of the trade union movement.

In his speech, Union Chairman Shmavon Mkrtchyan emphasized the qualities characteristic of a trade union leader, particularly having authority within the collective and being professional. He highlighted the place and role of trade union organizations as the source and primary link for the development of the trade union movement in Armenia.

Throughout the seminar, the program was enriched with interactive group discussions and role-playing activities, which enabled participants to be actively involved in discussions and decision-making processes.

As a result of the discussions, the seminar participants came to the conclusion that certain employers, as well as the lack of professional trade union leaders in the sector, hinder the increase of trade union membership and the effectiveness of trade union work.

As a result, the participants proposed to intensify awareness-raising activities and the training of trade union personnel.



Two-day seminar on "Motivation for Trade Union Membership"



From September 13 to 14, 2025, the Confederation of Trade Unions of Armenia, in cooperation with the Armenian branch of the Solidarity Center, organized a two-day seminar entitled “Motivation for Trade Union Membership.” The aim of the seminar was to examine the factors that encourage and promote workers’ membership, identify the key components of participation motivation, and highlight the role of trade unions in protecting workers’ rights.

The seminar provided participants with an opportunity to discuss international experience, understand contemporary challenges, and propose effective approaches to increasing engagement in trade unions. It was conducted in an interactive format, including group work, question-and-answer sessions, and thematic discussions, which contributed to enhanced participant involvement and the consolidation of knowledge.

Seminar on “Social Partnership and Negotiations”

On September 18 and 19, 2025, a seminar entitled “Social Partnership and Negotiations” was held through the cooperation of the Confederation of Trade Unions of Armenia and the Solidarity Center in Armenia. The seminar was facilitated by the President of the Confederation of Trade Unions of Armenia, Elen Manaseryan, and lawyer Anna Barikyan. Enriched with active discussions and engaging role-playing exercises, the seminar provided participants with effective tools for conducting proper negotiations in the workplace and concluding collective agreements.




The Confederation of Trade Unions of Armenia has submitted a proposal to ensure that the overlap of public holidays does not interfere with workers' rest

A proposal has been submitted to the Standing Committee on Labor and Social Affairs of the National Assembly of the Republic of Armenia, stipulating that if a rest day coincides with a non-working public holiday or a day of commemoration, the rest day should be transferred to the immediately following working day.

The purpose of the initiative is to ensure the full enjoyment of workers' rest days and to prevent situations in which the overlap of public holidays leads to a reduction in rest days.

The Confederation of Trade Unions of Armenia emphasizes that such an amendment would contribute to strengthening social justice in the workplace and enhancing the protection of workers' rights.

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19.09.2025թ. №05-01/100

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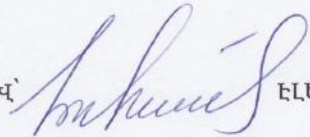
Հարգելի՛ տիկին Տիգրանյան,

Ձեզ է ներկայացվում ՀՀ աշխատանքային օրենսգրքի 156-րդ հոդվածը նոր 3-րդ մասով լրացնելու առաջարկությունը:

ՀՀ աշխատանքային օրենսգրքի 156-րդ հոդվածը լրացնել նոր՝ 3-րդ մասով հետևյալ բովանդակությամբ՝ «Եթե հանգստյան օրը և ոչ աշխատանքային տոնական կամ հիշատակի օրը համընկնում են, ապա հանգստյան օրը տեղափոխվում է տոնական կամ հիշատակի ոչ աշխատանքային օրվան հաջորդող աշխատանքային օր»:

Աշխատանքային օրենսգրքի 151-րդ հոդվածի 4-րդ և 5-րդ մասերի համաձայն՝ աշխատողն ունի ամենշաբաթյա անընդմեջ հանգստի և ամենամյա հանգստի իրավունք, որի մեջ մտնում են նաև ոչ աշխատանքային տոնական կամ հիշատակի օրը, սակայն աշխատանքային տարվա ընթացքում հաճախ են լինում դեպքեր, երբ ամենշաբաթյա անընդմեջ հանգստյան օրը և ոչ աշխատանքային տոնական կամ հիշատակի օրը համընկնում են. օրինակ՝ 2021 թվականին համընկել է 4 օր, 2022 թվականին՝ 6 օր, 2023 թվականին՝ 4 օր, իսկ 2024 և 2025 թվականներին համընկնումը 3 օր է:

Վերոգրյալի հետևանքով աշխատողը լիարժեք չի կարողանում իրացնել ՀՀ օրենսդրությամբ սահմանված հանգստի իրավունքը, քանի որ համընկնումների դեպքում, աշխատողը զրկվում է իր հայեցողությամբ տոնական և հիշատակի օրերը, որպես ոչ աշխատանքային օր, օգտագործելու իրավունքից:

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Participation in the meeting of the expanded presidium of the Union of State, Local Government and Public Service Employees of Armenia



Elen Manaseryan, President of the Confederation of Trade Unions of Armenia, participated in the expanded meeting of the Presidium of the Union of State, Local Government and Public Service Employees of Armenia, held on September 20.

During the meeting, the activities carried out by the member organizations of the Trade Union were discussed.

Elen Manaseryan, President of the Confederation of Trade Unions of Armenia, presented the work carried out by the Confederation, the existing challenges, and the main directions of its activities.





Confederation of Trade Unions of Armenia

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