



# 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, is important to be informed, and we continue our work, strengthening the trade union movement in Armenia and disseminating information.

## **The leadership of CTUA at the ZCMC: the forefront of protecting workers' rights**

**From January 31, 2025 to February 10, 2025, a group of workers at the Zangezur Copper and Molybdenum Combine (ZCMC) stopped their work and were not present at work. During the protest, the workers presented their demands for a salary increase, aiming at improve working and social conditions.**

**During those days, representatives of the trade union, the branch Republican Union of Trade Unions of Miners, Metallurgists and Jewelers worked with the workers and the employer to resolve the issue through dialogue, as well as to conduct the protest legally in order to avoid further problems.**

**On February 10, 2025, the President of the Confederation of Trade Unions of Armenia, Elen Manaseryan, and the Deputy President, Tiruhi Nazaretyan, visited the Zangezur Copper and Molybdenum Plant, where they met with the workers participating in the protest. After the meeting, they held negotiations with the General Director of ZCMC and representatives of the employer on the issues raised by the workers.**

**After 7 hours of negotiations, the employer reaffirmed its willingness to review salaries in accordance with the principle of social justice. According to the agreement achieved, the review process will begin within one month of the resumption of work.**

**The employer also guaranteed that there will be no harassment or discriminatory treatment of the protest participants, as well as no new dismissals.**

**The CTUA has reaffirmed its commitment to follow up on the implementation of all agreements reached and to protect the interests of workers. This process once again emphasizes the importance of workers' unity and solidarity in the path to creating a decent work environment.**





## **Interview with Elen Manaseryan, President of the Confederation of Trade Unions of Armenia, regarding the ZCMC workers' protest**

**Elen Manaseryan, President of the Confederation of Trade Unions of Armenia, was hosted at the “Panorama-Interviews” studio and spoke about the protest action carried out by workers at the ZCMC.**

**The interview was published on the Panorama.am news website in 2 parts.**

***You can watch part 1 of the interview by following the link <https://rb.gy/qt1gjp>, and the 2 part <https://rb.gy/nxyq5n>.***

# "Violence and Harassment in the Workplace" Video



**Violence and harassment are widespread and harmful phenomena in the world of work, leading to a number of crucial consequences, from serious physical and mental health problems to failed careers.**

**In response to this issue, in June 2019, the International Labour Organization (ILO) adopted the Violence and Harassment Convention (No. 190) and its Recommendation (No. 206). This document enshrines the right of everyone to work in the conditions free from violence and harassment.**

**Workplace violence and harassment not only endanger the physical and mental well-being of workers, but also undermine the fundamental principles of dignity, respect and equality at work.**

**Trade union representatives play a key role in identifying and ultimately eliminating these harmful phenomena in the workplace.**

**The video was produced with the support of the Swiss Confederation of Trade Unions' "Solifonds" foundation.**

***You can watch the video by following the link: <https://rb.gy/1tbnry>***

## Discussion about comprehensive health insurance



On December 30, 2024, the Ministry of Health of the Republic of Armenia circulated the draft laws on "Comprehensive health insurance" and on "Amendments and additions to a number of related laws" on a Single website for the publication of draft legal acts.

Taking into account the importance of comprehensive health insurance for workers, on February 14, 2025, at the initiative of the Confederation of Trade Unions of Armenia (CTUA), an open discussion on the draft law on "Comprehensive Health Insurance" was held in the conference room of the CTUA. The presidents of the CTUA affiliated branch unions, representatives of various sectoral organizations, and members of the CTUA standing committees participated in this discussion.

Samvel Kharazyan, Head of the State Healthcare Agency of the RA Ministry of Health, and Izabel Abgaryan, Legal Advisor for the development of the law, were invited to present the draft law and provide clarifications.

In her remarks, Deputy President of the Confederation of Trade Unions of Armenia Tiruhi Nazaretyan noted that the regulation that, according to the draft law, the burden of the mandatory health insurance payment of 13,700 AMD per month is placed only on the workers remains problematic for trade unions. Employers will not bear any obligation to share it or revise workers' salaries accordingly.

Trade unions will continue to advocate for an adequate and fair distribution of the burden, using all available tools.





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