



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.

Eastern Partnership Civil Society Forum Summit



On December 2–4, 2025, the Eastern Partnership Civil Society Forum Summit was held in Brussels, bringing together more than 250 civil society representatives and decision-makers from the EU and the Eastern Partnership countries.

The moderation of the Summit was once again entrusted to the President of the Confederation of Trade Unions of Armenia (CTUA), Coordinator of the 5th Working Group of the Eastern Partnership Civil Society Forum, and member of the Forum’s Steering Committee, Elen Manaseryan, who delivered a keynote speech. A special address at the Forum was also delivered by Ararat Mirzoyan, Minister of Foreign Affairs of the Republic of Armenia.

The aim of the Civil Society Summit was to set an agenda for regional cooperation on key topics within the framework of the Eastern Partnership’s key priorities, including democratic and public resilience, sustainable economic development, security and regional connectivity. The event ensured high-level visibility for the work carried out by civil society organizations (CSOs) in the region.

The Summit served as a platform for dialogue among CSOs, the governments of the Eastern Partnership countries, EU Member States, and EU institutions.



The Republican Branch Union of Trade Union Organizations of Industry Workers of Armenia has joined the global UNiTE campaign to combat digital violence

The Republican Branch Union of Trade Union Organizations of Industry Workers, a member of the global union IndustriALL, has joined the UNiTE campaign with the aim of eliminating digital violence against women and girls. Through this step, trade unions reaffirm their commitment to combating one of the fastest-growing and most serious challenges in the world of work.

On December 4, the branch union organized a meeting-seminar attended by representatives of 19 member trade unions. The purpose of the event was to raise awareness, promote the exchange of experience, and discuss the impact of digital violence on workers. During the meeting, it was emphasized that digital violence—including online harassment, threats, unwanted messages, and the misuse of personal data—is becoming increasingly widespread.

The Chairman of the branch union noted that ensuring a safe working environment—both online and offline—is a fundamental and inseparable duty of trade unions. As digital platforms have become a central component of work organization and communication, protecting workers from digital threats is now an essential prerequisite for the full realization of labor rights.

One of the key topics of the meeting was International Labor Organization Convention No. 190, which was ratified by Armenia in September and represents an important step toward eliminating violence and harassment in the world of work. It was emphasized that the effective implementation of ILO Convention No. 190 requires joint and coordinated efforts by the government, employers, and trade unions, including the improvement of internal policies and awareness-raising activities.

Within the framework of the global UNiTE campaign, the branch union plans to continue awareness-raising initiatives, support policy development, promote the creation of a safe digital environment, and actively cooperate with social partners.



Discussion on the agenda for promoting formal employment in Armenia

Tiruhi Nazaretyan, Vice President of the Confederation of Trade Unions of Armenia (CTUA), participated in the workshop on “Promoting Formal Employment in Armenia”, held on December 4 at the initiative of the International Labor Organization (ILO), within the framework of social partnership and in cooperation with the Ministry of Labor and Social Affairs, the Confederation of Trade Unions of Armenia, and the Republican Union of Employers of Armenia.

A number of issues were discussed, including indicators of formal and informal employment, labor market demands and trends, the promotion of employment among various social groups, and workforce profiling.



The 7th Meeting of the EU-Armenia Civil Society Platform

On December 5, 2025, the 7th Meeting of the Armenia-EU Civil Society Platform took place in Brussels. During the meeting, Armenian representatives presented reports on the rule of law, human rights and fundamental freedoms, transport, energy cooperation, employment, social policy, and equal opportunities.

At the conclusion of the meeting, the members of the Armenia-EU Civil Society Platform adopted a declaration.

You can read the full text of the declaration by following this link:

<https://shorturl.at/Ali5w>



The Role of Trade Unions in Post-Disaster Recovery and Worker Protection Systems



December 7, 1988, marks one of the darkest and most tragic pages in modern Armenian history. The Spitak earthquake claimed tens of thousands of lives, destroyed cities and villages, and transformed the country's socio-economic landscape. More than three decades have passed since this tragedy, yet its lessons remain highly relevant, particularly in the context of disaster prevention, worker protection, and the organization of recovery processes.

The Confederation of Trade Unions of Armenia, the Branch Republican Union of Professional Organizations of Construction and Building Materials Industry Workers of Armenia, and the Union of Builders of Armenia jointly organized a commemoration event and forum-seminar in memory of the victims of the Spitak earthquake. The initiative aimed not only to pay tribute to the innocent victims of the earthquake but also to rethink and highlight the role of trade unions and professional organizations in post-disaster recovery processes.

More than three decades later, it is clear that there is a need to review and strengthen the spirit of cooperation that emerged immediately after the earthquake. At that time, international solidarity, professional support, and worker unity played a decisive role in organizing first aid, recovery, and reconstruction efforts. Today, as the world faces increasing risks from natural and man-made disasters, such cooperation must be transformed into institutionalized and sustainable mechanisms.

The events were planned in two phases. On December 7, a commemorative event took place at the central square of Spitak. This symbolic ceremony once again reminded participants that the protection of human life must be at the core of every policy and development program.

On December 8, a forum-seminar was held at the Confederation of Trade Unions of Armenia, featuring an agenda that included several key issues. The discussions focused on the role of trade unions in post-disaster recovery processes and worker protection systems, as well as contemporary seismic standards and regulations.

Special attention was given to population safety and protection systems during emergencies, new educational and research initiatives in earthquake-resistant construction, as well as the study of international experience and opportunities for cooperation.

The memory of the Spitak earthquake calls on us not only to remember the past but also to responsibly build the future. The joint efforts of trade unions, professional organizations, and state and international partners can create a system in which human life, worker dignity, and safety are an unquestionable priority in times of disaster. This initiative represents an important step in that direction, bringing together memory, experience, and modern approaches for the sake of a safe and resilient society.

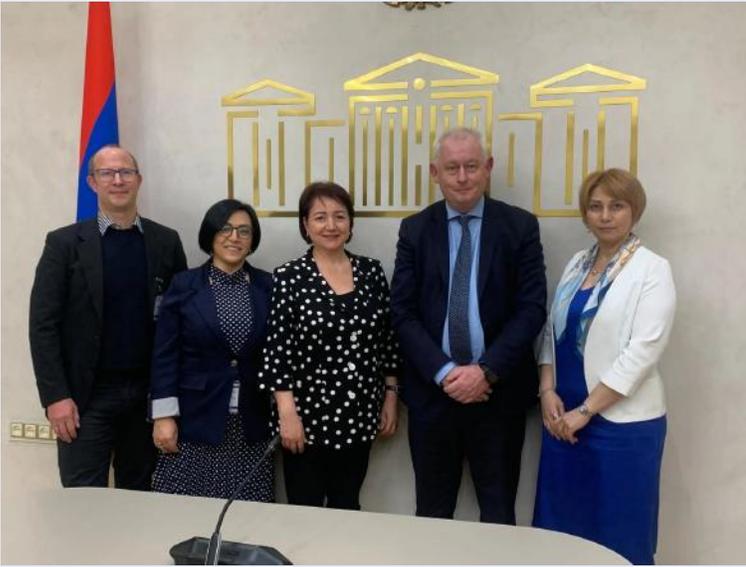


Conference in France on “Extractivism in France and Worldwide: Social Needs, Environmental Concerns, and the Appetite of Capitalism”



Eduard Pakhlevanyan, Chairman of the Branch Union of Trade Union Organizations of Miners, Metallurgists and Jewellers of Republic of Armenia, and Anna Barikyan, lawyer at the Department for the Protection of Labor and Social Rights of the Confederation of Trade Unions of Armenia, participated in the conference on “Extractivism in France and Worldwide: Social Needs, Environmental Concerns, and the Appetite of Capitalism,” which took place on December 10, 2025. Eduard Pakhlevanyan took part in panel discussions on “Environmental Issues in the Mining Industry” and “Trade Unions’ Demands, Challenges, and Prospects.”

The CTUA hosted Luc Triangle, Secretary-General of the International Trade Union Confederation (ITUC)



On December 10, 2025, the Confederation of Trade Unions of Armenia hosted Luc Triangle, General Secretary of the International Trade Union Confederation (ITUC). The purpose of his visit was to deepen cooperation and discuss challenges related to the social protection of workers.

Mr. Triangle met with CTUA President Elen Manaseryan and the presidents of the CTUA's member branch republican trade unions.

During the meeting, a number of important issues related to the protection of labor rights in the Republic of Armenia were discussed, including the development of social dialogue, the strengthening of workers' economic and social guarantees, and the enhancement of trade union capacities.

The discussion also addressed the current low level of the minimum wage, which does not correspond to the minimum cost of living and remains one of the main concerns of trade unions. CTUA President Elen Manaseryan emphasized that the existing rate does not ensure a decent life for workers and their families, noting that this deepens socio-economic inequality and contributes to increased youth emigration.

At the initiative of Elen Manaseryan, Mr. Triangle also met with Deputy Minister of Labor and Social Affairs Lusine Kocharyan and the Chairwoman of the Standing Committee on Labor and Social Affairs of the National Assembly, Heriknaz Tigranyan.

The parties emphasized cooperation within the framework of social partnership, legislative reforms, and the important role of trade unions in the effective development of policies. They also highlighted cooperation aimed at protecting workers' rights, modernizing income policy, and expanding opportunities for decent work for young people.

Luc Triangle highly praised the consistent work of the Confederation of Trade Unions of Armenia, noting that ensuring decent wages and improving working conditions should become a priority of state social policy.

Mr. Triangle also visited Melante LLC and the Ararat Brandy Factory, where he met with trade union representatives.

At the conclusion of the visit, Mr. Triangle and Mrs. Manaseryan emphasized the importance of continued partnership, with the aim of developing mechanisms that will contribute to workers' professional development and the creation of sustainable jobs in the country.



Trade unions are joining forces in Eastern Europe, Central Asia, and the Caucasus to protect workers' rights



Trade unions operating in Eastern Europe, Central Asia, and the Caucasus face complex and deep-rooted challenges, ranging from restrictions on fundamental workers' rights to political and economic instability. In these circumstances, international solidarity and coordinated action are not merely desirable—they are a vital necessity. To this end, a two-day subregional meeting was organized under the initiative of IndustriALL Global Union, bringing together trade union representatives from various countries to exchange experiences, assess the situation, and discuss future joint actions.

During the meeting, participants discussed the main challenges facing workers and trade unions. Although the right to organize, engage in collective bargaining, and strike is guaranteed by law in many countries in the region, in practice, the exercise of these rights is often severely restricted. Trade unions face complex and obstructive procedures, including high voting thresholds for strikes, prolonged and ineffective mediation processes, and strict notification deadlines. All of these factors significantly reduce the effectiveness of workers' collective actions.

The opening address was delivered by Kemal Özkan, Assistant General Secretary of IndustriALL Global Union, who reaffirmed the organization's commitment to supporting trade unions in the region.

He emphasized the importance of direct dialogue. Özkan noted that one of the main objectives of the meeting was to identify what practical support IndustriALL can provide to strengthen trade union capacities and enhance their resilience.

During the meeting, Atle Høyen, General Secretary of IndustriALL, also delivered a speech, emphasizing that the protection of fundamental trade union rights remains one of the organization's core priorities. He paid particular attention to safeguarding freedom of association and the right to collective bargaining in accordance with ILO Conventions No. 87 and 98. According to Høyen, the rise of authoritarian tendencies, the weakening of global governance, and the systematic undermining of collective agreements by employers pose serious threats to the trade union movement.

As a result of the two-day discussions, participants concluded that only through joint and coordinated actions can the pressures present in the region be effectively addressed. The exchange of experiences between trade unions, capacity building, and support from international organizations were identified as key tools for protecting workers' rights.

The meeting once again demonstrated that trade unions in Eastern Europe, Central Asia, and the Caucasus, despite differing national contexts, face common challenges and share a common goal: to defend workers' dignity, labor rights, and social justice. Among the participants were Eduard Pakhlevanyan, Chairman of the Branch Union of Trade Union Organizations of Miners, Metallurgists and Jewellers of Republic of Armenia, and Aristakes Danielyan, Chairman of the Republican Branch Union of Trade Union Organizations of Industry Workers of Armenia—both members of IndustriALL.



Source: IndustriALL Global Union official website
<https://www.industriall-union.org/ru/profsoyuzy-obedinyayutsya-dlya-zashchity-prav-v-vostochnoy-evrope-centralnoy-azii-i-na-kavkaze>

Year-end Council Meeting of the CTUA



The 2025 year-end Council meeting of the Confederation of Trade Unions of Armenia (CTUA) was held on December 26. The meeting was attended by 46 of the 55 Council members, representing 18 sectoral republican unions affiliated with the CTUA.

During the meeting, CTUA President Elen Manaseryan presented to the Council members the report on the activities of the Executive Committee and the CTUA for 2025. The report can be found below. Other agenda items were also discussed during the meeting

At the end of the meeting, on behalf of the Confederation of Trade Unions of Armenia, certificates of appreciation were presented to Aramayis Petrosyan, President of the trade union of RUSAL ARMENAL CJSC of the Branch Union of Trade Union Organizations of Miners, Metallurgists and Jewellers of Republic of Armenia, and to Karine Asatryan, President of the Vardenis Territory Union of Trade Union Organizations of the Branch Republican Union of Trade Union Organizations Workers of Education and Science of Armenia.

In her words of gratitude during the award ceremony, Karine Asatryan emphasized the importance of unity and solidarity in trade union work for the protection of the labor rights of working people.



You can view the report by following this link:
<https://hamk.am/uploads/files/report2025.pdf>

A memorandum of understanding has been signed between the Ministry of Territorial Administration and Infrastructure of the Republic of Armenia and the Branch Union of Trade Union Organizations of Miners, Metallurgists and Jewellers of the Republic of Armenia



A memorandum of cooperation has been signed between the Ministry of Territorial Administration and Infrastructure of the Republic of Armenia and the Branch Union of Trade Union Organizations of Miners, Metallurgists and Jewellers of the Republic of Armenia.

The memorandum was signed by Asatur Vardanyan, Deputy Minister of Territorial Administration and Infrastructure, and Eduard Pakhlevanyan, Chairman of the Republican Branch Union.

The purpose of the memorandum is to promote the development of social partnership in the mining and metallurgical sectors, to contribute to the effective protection of workers' labor and socio-economic rights, and to support initiatives aimed at environmental protection and enhancing ecological safety.

The document is also intended to strengthen effective and trust-based cooperation mechanisms between the Ministry, extractive companies, and sector workers, contributing to the sustainable and responsible development of the industry.

Source: Facebook page of the Ministry of Territorial Administration and Infrastructure of the Republic of Armenia



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