



# TRADE UNIONS EVENTS



**Confederation of Trade Unions of Armenia**



## Welcome speech

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**Discussion on the topic "The crisis of public transport in Yerevan and the strike of drivers".**

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**«Debate on the topic "Drivers' revolt against the Municipality: have the rights of those dismissed been violated?"**

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**"ILO Convention No. 190 on Violence and Harassment: Preventing Violence and Harassment at Work" booklet**

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**The President of the Confederation of Trade Unions of Armenia Elen Manaseryan took part in the program "Your Advocate"**

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**Two-day seminar on the topic "Development of the potential of trade unions in the context of responding to the needs of forcibly displaced persons, organization of workers in the informal economy and their integration into trade unions"**

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**International conference on "Trade Unions and Just Transition: Creating a Future for Workers" in Tbilisi**

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**Seminar on "Crisis Management. The Importance of the Role of Youth in RA Civil Society"**

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**The year-end council meeting of the Confederation of Trade Unions of Armenia was held**

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**"I am your Santa Claus" campaign**

## Welcome to "Trade Union Events" magazine

The "Trade Union Events" magazine is the first trade union electronic magazine in Armenia, the purpose of which is to disseminate and popularize information about the work done by the Confederation of Trade Unions of Armenia (CTUA) during each month. Trade union daily life is rich in a variety of activities and programs aimed at raising awareness of employees, representing, protecting and promoting labor and related social, economic, and professional rights.

We are sure that today the most powerful weapon in the modern world is knowledge and the dissemination of information.

Staff of the Confederation of  
Trade Unions of Armenia



## Discussion on the topic “The crisis of public transport in Yerevan and the strike of drivers”.



On December 4, 2024, at the Media Center, the President of the Confederation of Trade Unions of Armenia, Elen Manaseryan, participated in the discussion on the topic “The crisis of public transport in Yerevan and the strike of drivers.”

The discussion was also attended by the Head of the “National Progress” faction of the Yerevan Council of Elders, Aram Torosyan, and the Founding President of the “Informed and Protected Consumer” NGO, Babken Pipoyan.

*You can watch the discussion at the following link`  
<https://shorturl.at/qra9l> :*



# Debate on the topic "Drivers' revolt against the Municipality: have the rights of those dismissed been violated?"



**Deputy President of the Confederation of Trade Unions of Armenia Tiruhi Nazaretyan took part in the debate on the topic "Drivers' Revolt against the Municipality:- have the rights of the dismissed been violated?"**

***You can watch the discussion at the following link  
<https://shorturl.at/sh6yC>:***



# "ILO Convention No. 190 on Violence and Harassment: Preventing Violence and Harassment at Work" booklet



The Confederation of Trade Unions of Armenia has drawn up and published a booklet entitled “ILO Convention No. 190 on Violence and Harassment: Preventing Violence and Harassment at Work”. It aims to highlight the provisions of ILO Convention No. 190 and support the prevention of violence and harassment at work.

*You can download the booklet at the following link: <https://hamk.am/uploads/files/C190.pdf>*



## The President of the Confederation of Trade Unions of Armenia Elen Manaseryan took part in the program “Your Advocate”



60% of the world's population is involved in the labor market. International organizations, including the WHO and the ILO, raise the importance of maintaining mental health in the workplace.

Risks to mental health in the workplace include: high workload, a disruptive work environment, bullying, lack of control over workload or scheduling, poor working conditions, violence, discrimination, inadequate pay and other factors.

How can the work environment be improved and changed? What are the practical steps that employees and employers can take to ensure mental health in the workplace?

*See more about all this in the video: <https://shorturl.at/UC1Ne>*





## Two-day seminar on the topic "Development of the potential of trade unions in the context of responding to the needs of forcibly displaced persons, organization of workers in the informal economy and their integration into trade unions"



On December 12-13, a two-day seminar organized by the Confederation of Trade Unions of Armenia and the International Labor Organization on the topic "Development of the potential of trade unions in the context of responding to the needs of forcibly displaced persons, organization of workers in the informal economy and their integration into trade unions" was held in Yerevan. During the event, Sergius Glovatskas, Department for Europe and Central Asia, Specialist in labor relations of Regional Bureau of ILO Gocha Alexandria, Deputy Minister of Labor and Social Affairs RA Ruben Sargsyan.

The President of the Confederation of Trade Unions of Armenia, Elen Manaseryan, presented the plan of activities of the CTUA to assist the provision of decent work to forced migrants and workers of the informal economy. The meeting was attended by the chairmen of CTUA member organizations, representatives of territorial regional organizations, as well as representatives of the trade union organization of displaced people from Nagorno-Karabakh "Veratsnund". Deputy President of CTUA Tiruhi Nazaretyan and a lawyer of CTUA Anna Barikyan presented a study conducted by CTUA on the topic "Assessment of the needs of forced migrants and clarification of problems related to integration in the labor market". The chairmen of branch unions and representatives of regions spoke about the support provided to displaced people from Nagorno-Karabakh and the work done in the last two years. ILO partners presented international experience of work with forced migrants and refugees.

During the second day of the seminar, the participants discussed the international experience of trade unions in the organization of workers of the informal economy and involvement in trade unions, discussed and identified the actions of Armenian trade unions.

The president of the CTUA Elen Manaseryan, summing up the results of the seminar, thanked ILO partners for their constant support and representatives of CTUA member organizations for consistent work.

*You can watch the video of the event at the following link: <https://shorturl.at/SCFVG>*



## International conference on "Trade Unions and Just Transition: Creating a Future for Workers" in Tbilisi

Varduhi Brutyan, Head of the Training and Research Center of the Trade Union Confederation of Armenia, from 17 to 18 December, 2024, was hosted by the Georgian Trade Union Confederation in Tbilisi and participated in the international conference "Trade Unions and a Just Transition: Creating a Future for Workers", organized by the International Labor Organization's Bureau for Labour Activities (ILO-ACTRAV).

The conference discussed the challenges facing trade union organizations in the just transition process and their operational plans. Representatives of trade unions from different countries developed future strategies to ensure the protection of workers' rights.

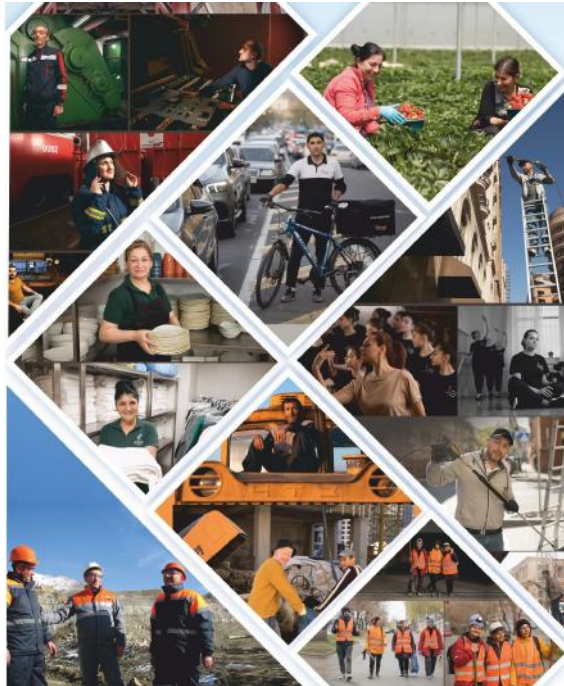


## Seminar on "Crisis Management. The Importance of the Role of Youth in RA Civil Society"



Within the framework of cooperation with the Confederation of Trade Unions of Armenia and the Armenian representation of the "Solidarity Center" organization, a seminar on "Crisis Situation Management. The Importance of the Role of Youth in RA Civil Society" was organized from 21 to 22 December, 2024 for young trade union leaders and activists.

## Announcement regarding reduced working hours



**"You have to work not 12 hours a day, but with your head"  
Steve Jobs**

**The Confederation of Trade Unions of Armenia welcomes and supports the draft laws "On Amendments and Supplements to the Labor Code of the Republic of Armenia" and "On Amendments to the Law "On Minimum Monthly Wage" submitted by the Ministry of Labor and Social Affairs of the Republic of Armenia, as:**

- Reducing working hours will help improve the quality of work, maintain the mental and physical health of workers and improve the quality of life. When workers have enough time to rest, they can recuperate and work more efficiently during working hours;**
- This is an active step towards the social component, which is a constitutional obligation, since the Republic of Armenia is a social state;**
- Employers are obliged to provide a decent working environment and organize such a distribution of labor as a result of which the employee can effectively perform his/her function in fewer working hours;**
- In conditions of low wages and disproportionate inflation, one of the most common violations is overloading workers, failure to involve replacement workers, even when the worker is on annual or unpaid leave, the replacement worker in many cases has to do double work - work and not receive remuneration;**



- As for the reduction of holidays and non-working days, it is also done to the detriment of the worker, but provides double profits for employers, since in areas where they work both at weekends and holidays, employers paid less;

Therefore, this policy has not led to an increase in the well-being of citizens living and working in Armenia; on the contrary, in conditions of incredible inflation, salaries are not indexed and the number of working poor in Armenia remains high.

In addition, long working hours and workload lead to psychological and physical fatigue and stress, which leads to an increase in industrial accidents, including fatal ones, and an increase in occupational diseases; whereas, according to Article 82 of the Constitution of the Republic of Armenia, "every employee has the right to healthy, safe and decent working conditions, daily and weekly rest, as well as annual paid leave in accordance with the law."

Modern technologies allow the same work to be done quickly and efficiently. This means that work takes less time.

As for the growth of GDP, it is due rather to intensive migration flows and effective policies in this area and other processes than to a reduction in the number of holidays and non-working days. Trade unions support this project, since the social policy of the state should be aimed at improving the standard of living and, first of all, the welfare of citizens living and working in the RA should be taken into account, and not just the profit. business.

Any business and economy cannot develop without a working person, and, ultimately, it is necessary to recognize that the worker is not at tool and deserves decent working and living conditions.

*The announcement was posted on the following news websites:*

1. Aysor.am news website ( <https://shorturl.at/OxbMg> )
2. NEWS.am news website ( <https://news.am/arm/news/859281.html> )
3. Panorama.am news website ( <https://shorturl.at/pKNgl> )
4. aravot.am news website ( <https://shorturl.at/5PtsC> )
5. ATNEWS.am news website ( <https://shorturl.at/Txxml> )
6. Livenews.am news website ( <https://shorturl.at/mQgNM> )
7. MITK.am news website ( <https://shorturl.at/hBG09> )
8. Նոյյան Տապան news website ( <https://nt.am/am/news/335548/> )
9. Լուրեր.com news website ( <https://lurer.com/article/611525/am> )
10. ՕՐԱԳԻՐ.News news website ( <https://shorturl.at/gSq0x> )



## The health of construction workers is most at risk. "Ժամը" news



**Elen Manaseryan, President of the Confederation of Trade Unions of Armenia, spoke about healthy and safe working conditions for workers.**

***You can watch the program at the following link: <https://shorturl.at/jHJci>***



## The year-end council meeting of the Confederation of Trade Unions of Armenia was held



On December 26, 2024, the final meeting of the Council of the Confederation of Trade Unions of Armenia was held, which was attended by 47 out of 55 members of the Council, representing 18 branch republican unions, members of the CTUA.

During the Council meeting, the President of the Confederation of Trade Unions of Armenia Elen Manaseryan presented a report on the activities of the Executive Committee of the CTUA and the Confederation of Trade Unions of Armenia for 2024 (the report is presented below).

The Chairman of the Branch Republican Union of Education and Science Workers G. Gharibyan expressed gratitude to the CTUA Council for the work done. He spoke about the progress in the union's activities in providing employees of colleges and colleges at higher educational institutions with social packages, as well as the work carried out by the RA Ministry of Labor and Social Affairs on this issue.

The Chairperson of the Branch Republican Union of Trade Unions of Agro-Industrial Complex Workers A. Dzhangiryan also thanked the CTUA Council for its active work. She emphasized the fact that over the past year the voice of trade unions has become noticeably more audible and their activities more noticeable. A. Dzhangiryan also thanked her colleagues for their active work.

*You can access the report in Armenian at the following link:  
<https://hamk.am/uploads/files/Report-2024-CTUA.pdf>*

## "I am your Santa Claus" campaign

The Confederation of Trade Unions of Armenia this year also initiated the "I am your Santa Claus" campaign for the children of the villages of Artsvaberd and Chinari in Tavush region. Active members of the trade unions, having received the children's letters, lovingly prepared gifts for them. As a result of the campaign, the trade union Santa Claus brought joy to 148 children by delivering their long-awaited gifts.



*You can watch the video about the "I am your Santa Claus" campaign at the following link <https://shorturl.at/FsKYY>*





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