



# 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.

## **Extended meeting of the Council of the Republican Branch Union of Trade Union Organizations of Industry Workers of Armenia**

**On October 1, the Republican Branch Union of Trade Union Organizations of Industry Workers of Armenia held an extended meeting of its Council, attended by the President of the Confederation of Trade Unions of Armenia, Elen Manaseryan. The Chairman of the Republican Branch Union of Industry Workers of Armenia, Aristakes Danielyan, welcomed the Council members and wished them a productive and effective discussion.**

**During the meeting, current issues and upcoming priorities were discussed. The President of the Confederation of Trade Unions of Armenia, Elen Manaseryan, welcomed the participants and presented the CTUA's current programs as well as the activities planned in connection with Decent Work Day. The substantive discussion addressed issues of interest to the participants, all of which received comprehensive responses.**



*Source: Website of the Confederation of Trade Unions of Armenia  
<https://hamk.am/khorhrdi-yndlaynvats-nist>*



## Visit of Ukrainian trade unionists to Armenia at the initiative of the Branch Republican Trade Union Organizations of Workers of Agroindustrial Division of Republic of Armenia



From October 1 to 4, at the initiative of Hasmik Jhangiryan, Chairperson of the Branch Republican Trade Union Organizations of Workers of Agroindustrial Division of the Republic of Armenia, the union hosted representatives of the Agro-Industrial Trade Union of Ukraine, the President of the Trade Union of the Agrarian University of Ukraine, the presidents of trade unions of agricultural colleges, representatives of trade unions from major agricultural and processing organizations, as well as Chairperson Svetlana Samosud.

A two-day workshop was held as part of the visit, where issues in the sector, the impact of the war on workers' conditions, and occupational safety issues were discussed. Elen Manaseryan, President of the Confederation of Trade Unions of Armenia, delivered a welcoming speech at the opening of the conference.

Vice President of the Confederation of the Trade Unions of Armenia Tiruhi Nazaretyan presented the key issues in the sector in Armenia. Chairperson of the Women's Committee Nadia Burlakan and Chairperson of the Standing Committee of the Equality in Labor Relations of the Confederation of Trade Unions of Armenia Liana Amiraghyan presented the key issues of discrimination and the proposals for further steps necessary after the ratification of ILO Convention 190. The workshop provided an opportunity for representatives of sectoral trade unions from Armenia and Ukraine to exchange experiences, which will be used in the development of strategies.

*Source: Official website of the Branch Republican Trade Union Organizations of Workers of Agroindustrial Division of Republic of Armenia  
<https://www.profagro.am/blog.html>*

## Seminar dedicated to the International Day for Decent Work, October 7

The Republican Branch Union of Trade Union Organizations of Light Industry Workers of Armenia organized a seminar on “Individual and Collective Labor Relations in the Light Industry” at the Tsaghkahovit Hotel in Tsaghkadzor on October 4-5, 2025. The event was held as part of the Confederation of Trade Unions of Armenia’s activities dedicated to the International Day for Decent Work. The seminar was opened with the introductory speech by the Chairman of the Republican Branch Union, Srapion Arakelyan, who presented the participants with the seminar’s agenda, its main directions, goals, challenges, and expectations.

The seminar was attended by the President of the Confederation of Trade Unions of Armenia, Elen Manaseryan, and the lawyer of the Department for the Protection of Labor and Social Rights of the Confederation, Anna Barikyan, who served as the main speakers.

Following each presentation, there were active discussions, debates, and proposals, several of which were adopted by the Republican Branch Union of Trade Union Organizations of Light Industry Workers of Armenia for inclusion and implementation in its future activity plan.

In their speeches, the participants highlighted numerous problems and current challenges in the field of light industry. As a result of the discussions, legal clarifications and consultations were provided on possible approaches to addressing these issues.



Source: Website of the Confederation of Trade Unions of Armenia  
<https://hamk.am/tekhekatvutyun-arzhanapativ-ashkhatanqi-mijazgayin-orvan-hoktemberi-7-in-nvirvats-seminari-veraberyal>



## October 7th is World Day for Decent Work



Decent work is a guarantee of fair remuneration, healthy and safe working conditions, social protection and comprehensive implementation of labor rights for every person. Unfortunately, labor relations and social partnership in the Republic of Armenia are far from being complete. The worker is constantly confronted with psychological, and sometimes physical violence. The atmosphere of constant fear of losing his/her job is far from being healthy and dignified.

Social justice is a dream in many cases...

By marking October 7 on the calendar, we once again (albeit every day) raise our voices about the problems in labor relations.

Legislation can be good, comply with international acts, but its implementation and legal practice are important.

A working person is the cornerstone and foundation of the economic strengthening of every state.

The international community has not yet found a better solution to problems than social partnership, therefore, we once again call on the Government of the Republic of Armenia to establish and develop social partnership in the Republic of Armenia, thereby contributing to the solution of the social and security problems of our citizens.

## **Ensure decent wages that are aligned with the cost of living**

**The Union of State, Local Government and Public Service Employees of Armenia has issued a statement on the occasion of the World Day of Decent Work.**

**On World Day for Decent Work, we are reminded that fair remuneration, safe and healthy working conditions, and the protection of workers' fundamental rights must be at the core of every country's policies.**

**The Union of State, Local Government and Public Service Employees of Armenia once again reaffirms its determination to continue the struggle for decent work and a decent life for its members and for all workers in general.**

**Today, Armenia's public servants continue to remain in a vulnerable socio-economic situation. The cost of living increases year by year, while wages do not rise accordingly, reducing workers' purchasing power and work productivity.**

**Many public servants are forced to seek additional sources of income to meet their families' basic needs, at the expense of their own health and quality of life.**

**It is concerning that, to this day, there is still no government-authorized sectoral bargaining body for public servants, which hinders the exercise of workers' fundamental right to collective bargaining.**

**To date, the Republican Collective Agreement has still not been signed. Moreover, it is alarming that pressure and interference are being exerted against trade unions by certain managers. There are insufficient legislative and institutional mechanisms in Armenia to counter such practices. This not only violates international standards, but also endangers the free functioning of trade unions and the protection of workers' rights.**

**As a sectoral republican trade union representing the interests of thousands of public servants, we call on the Government to:**

- ensure decent wages aligned with the cost of living;**
  - guarantee the effective exercise of the right to collective bargaining through concrete actions;**
  - establish and strengthen legislative and institutional mechanisms for the protection of trade unions;**
  - finally sign the Republican Collective Agreement;**
  - advance the bill on the reduction of working hours, thereby reducing workers' workload;**
- and to introduce legislative amendments by:**
- abolishing the age limit set for public servants;**
  - allowing state and municipal employees, outside working hours, to engage in paid work that does not conflict with their official duties and does not give rise to a conflict of interest."**

**We expect and hope that the authorities will heed the issues we have raised, which is essential for social justice.**

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**You can read the full article at the following address: <https://shorturl.at/7LTrC>**

## “Decent Work” Campaign

Ahead of World Day for Decent Work, the Confederation of Trade Unions of Armenia organized a series of awareness-raising meetings with trade union members in the Ararat, Armavir, Gegharkunik, and Shirak regions.

The purpose of the meetings was to discuss the fundamental principles of decent work, the protection of labor rights, and ways to strengthen social justice.



You can watch the summary video of the campaign by following this link :  
<https://www.facebook.com/reel/2306884943160412>



## Reception organized at the Armenian Union of Librarians on the occasion of the professional holidays "Teacher's Day" and "Librarian's Day"

On October 9, 2025, a solemn reception dedicated to the professional holidays "Teacher's Day" and "Librarian's Day" was held in Conference Hall No. 808 of the Confederation of Trade Unions of Armenia. The event was attended by 43 trade union members, 30 of whom had been nominated by their respective trade union organizations to receive the Certificate of Honor of the Branch Republican Union of Trade Union of Workers of Cultural of Armenia.

Among the participants of the event were members of the executive committee of the Branch Republican Trade Union and presidents of trade unions. The invitees also included the President of the Confederation of Trade Unions of Armenia, Elen Manaseryan; the Head of the Training and Research Center, Varduhi Brutyan; the newly elected President of the Gavar region's trade union, Lusine Deghoyan; the singing teacher of the Gavar Hayrapet Khachatryan (Kolot) Art School, Narine Gozeyan; as well as 4th- and 6th-grade students Davit Davtyan and Levine Mkrtchyan.

The opening speech was delivered by the Chairwoman of the Branch Republican Trade Union, Esma Simonyan. She welcomed the attendees on the occasion of the holidays and spoke about the significance and importance of the invaluable work carried out by teachers and librarians in the education, upbringing, and formation of society's value system. She noted that the Branch Republican Trade Union of Workers of Cultural of Armenia has already established a tradition of organizing annual events dedicated to nearly all professional holidays in the cultural sphere (theater, museum, librarian, teacher), with the aim of highlighting, appreciating, and honoring workers in the field and their invaluable contributions.

The Chairwoman of the Branch Republican Trade Union awarded 30 librarians and teachers with Certificates of Honor from the Branch Republican Trade Union of Cultural Workers of Armenia, along with 15,000 drams each.

The President of the Confederation of Trade Unions of Armenia, Elen Manaseryan, congratulated those present on the occasion of the holidays and spoke about the current challenges facing the trade union.

Students of the Gavar Hayrapet Khachatryan (Kolot) Art School, who had come to congratulate the teachers and librarians, also gave speeches. Their performances brought renewed energy and added to the festive atmosphere.

Afterward, the participants took photos, and the event concluded in a warm and sincere atmosphere around the buffet tables, with the hope of meeting again next year.



Հայաստանի մշակույթի-աշխատողների արհմիությունը  
նշում է "Ուսուցչի օր" և "Գրադարանավարի օր"  
մասնագիտական տոները

Source: Official website of the Confederation of Trade Unions of Armenia

<https://hamk.am/tekhekuyt-usutschi-or-ev-gradaranavari-or-masnagitakan-toneri-kapaktsutyamb-chhm-um-kazmakerpvats-yndunelutyany-masin>

## Seminar for the Masis Regional Trade Union



From October 11 to 12, an offsite seminar of the Union of State, Local Government and Public Service Employees of Armenia was held at the "Writers' House" in Tsaghkadzor for the Masis Regional Trade Union of state and municipal employees.

During the two-day seminar, representatives of the leadership and active members of the regional trade union became more closely acquainted with the goals, functions, and rights of trade unions, the activities of the sectoral trade union, the structure of trade unions in Armenia, and the legislative framework related to trade unions, exchanging ideas along the way.

The second day of the seminar also featured intense discussions. Representatives of the Masis Regional Trade Union of State Institutions raised a number of questions and issues concerning labor relations, working hours, comprehensive health insurance, the Labor Code, as well as matters related to collective groups and social issues. Future tasks and actions were also discussed

*Source: Official website of the Union of State, Local Government and Public Service Employees of Armenia  
<https://arhmiutyun.org/2025/10/12/weekend-seminar-masis-regional-union-oct-2025/>*



## Meeting with Arsen Torosyan, Minister of Labor and Social Affairs of the Republic of Armenia



**On October 20, 2025, Elen Manaseryan, President of the Confederation of Trade Unions of Armenia, and Vice President Tiruhi Nazaretyan met with Arsen Torosyan, Minister of Labor and Social Affairs of the Republic of Armenia.**

**During the meeting, the parties discussed the current directions of cooperation in the labor sector and potential new initiatives. The focus of the discussion was on the out-of-court settlement of labor disputes project, which aims to introduce more rapid, effective and accessible mechanisms for resolving disputes between workers and employers, as well as the development of the institution of social partnership, strengthening the role of trade unions and protecting the rights of workers.**

**Minister Arsen Torosyan emphasized the importance of fully utilizing the potential of trade unions, noting that strong, independent, and active trade unions are an integral part of a democratic society and fair social policy.**

*Source: Facebook page of the Ministry of Labor and Social Affairs of the Republic of Armenia*

## Meeting with Representatives of the State Revenue Committee



On October 23, an informational meeting was held in the conference hall of the Confederation of Trade Unions of Armenia between the State Revenue Committee of the Republic of Armenia and representatives of sectoral trade unions.

Gohar Arabajyan, Deputy Head of the Taxpayer Service Department of the State Revenue Committee of the Republic of Armenia, and Nona Ghalechyan, Chief Tax Inspector of Department No. 1 of the same department, presented detailed explanations to the participants regarding the procedure, stages, and format of income declaration for individuals.

During the question-and-answer session and discussion, Gohar Arabajyan noted that the project for automatic completion of declarations is still under discussion and is not yet in effect. Therefore, until November 1, submission of income declarations remains mandatory for all categories of citizens specified by law.

Tirui Nazaretyan, Vice President of the Confederation of Trade Unions of Armenia, emphasized that the project creates difficulties and additional expenses, particularly for citizens living in the regions and working under short-term contracts.

Many of them lack the necessary tools and technical knowledge to complete the procedure, while the assistance provided by the State Revenue Committee staff is more accessible to residents of Yerevan.

The participants highlighted the importance of introducing a simplified declaration procedure for certain categories of citizens.



## Event Dedicated to the 80th Anniversary of the Founding of the United Nations



On October 24, Vice President of the Confederation of Trade Unions of Armenia Tiruhi Nazaretyan and lawyer of the Department for the Protection of Labor and Social Rights of the Confederation Anna Barikeyan participated in an event dedicated to the 80th anniversary of the founding of the United Nations.

The UN Resident Coordinator in Armenia, Françoise Jacob, and Deputy Prime Minister of the Republic of Armenia, Mher Grigoryan, delivered congratulatory messages.

The key role of the organization in strengthening peace, promoting development, and protecting human rights was highlighted.

The Republic of Armenia has been a member of the United Nations since 1992.



Source: Official website of the Confederation of Trade Unions of Armenia  
<https://hamk.am/mak-i-himnadrman-80-amyakin-nvirvats-mijotsarum>



## Seminar for the Collectives of Gegharkunik Region



From October 25 to 26, the Union of State, Local Government and Public Service Employees of Armenia held its latest weekend offsite seminar. This time, member organizations operating in the Gegharkunik region learned more detailed information about the trade union.

During the two-day training, the active members of the regional trade unions became closely acquainted with the essence, tools, and rights of the trade union. Through group work, they discussed ways to enhance the effectiveness of organized workers' activities.

*Source: Official website of the Union of State, Local Government and Public Service Employees of Armenia  
<https://arhmiutyun.org/2025/10/27/gegharkunik-province-seminar-wrh-2025/>*

## An Important Platform for Dialogue

The seminar organized by the Sectoral Republican Union of Trade Unions of Construction and Building Materials Industry Workers was featured in the 2025, #7-8 (233-234) issue of the magazine "Architecture and Construction".

կազմակերպել էր արհմիությունը

### Երկխոսության կարևոր հարթակ



«Մեր՝ շինարարների և շինանյութերի արդյունաբերական կազմակերպությունների արհմիության փորձը ցույց է տալիս, որ համատեղ ձևաչափով կազմակերպված սոցիալական երկխոսությունը (արհմիություն-գործատու-պետություն) կանխում է մեծաթիվ կոնֆլիկտներ և օգնում պաշտպանել աշխատողների շահերը նույնիսկ դժվար իրավիճակներում: Սոցիալական պաշտպանությունը միայն պետության պարտավորությունը չէ, այն նաև արհմիությունների՝ աշխատողի արժանապատվությունը պահպանելու առաքելությունն է»։ Օրվա զվեսավոր թեման այսպես ներկայացրեց ճյուղային արհմիության նախագահ, սեմինարի աշխատանքները համակարգող և վարող Լյուդվիգ Սարգսյանը:

Արժանապատիվ աշխատանքի միջազգային օրվան նվիրված երկօրյա սեմինար-խորհրդակցությունը, որն անցկացվեց Ծաղկաձորի օլիմպիական մարզաբազայի հյուրանոցային մասնաշենքում, սոցիալական երկխոսության այդպիսի մի հարթակ էր, որը Հայաստանի շինարարների միության հետ համատեղ կազմակերպել էր Շինարարության և շինանյութերի արդյունաբերության աշխատողների արհեստակցական կազմակերպությունների ճյուղային հանրապետական միությունը:





Մասնագիտական հանրությանը կարևոր և օգտակար տեղեկատվությամբ ապահովող նմանատիպ միջոցառումների անցկացումը կարևորեցին նաև Քաղաքաշինության կոմիտեի նախագահի առաջին տեղակալ Դավիթ Գրիգորյանը, արհմիությունների կոնֆեդերացիայի նախագահ Էլեն Մանասերյանը և Շինարարների միության նախագահ Վահան Հարությունյանը՝ ողջունելով սեմինար-խորհրդակցության մասնակիցներին:

Զեկուցումները բազմաթեմա էին և հետաքրքիր. աշխատողների՝ ՀՀ աշխատանքային օրենսգրքով սահմանված իրավունքներ (Արհմիությունների կոնֆեդերացիայի նախագահ Էլեն Մանասերյան և կոնֆեդերացիայի իրավաբան Աննա Բարիկյան), շինարարության մեջ նոր տեխնոլոգիաների սոցիալական ազդեցությունը (ՃՀՀԱՀ ամբիոնի դասախոս Աշոտ Մխիթարյան), շինարարական կադրերի պատրաստման և որակավորման բարձրացման խնդիրներ (ՃՀՀԱՀ դեկան Արամ Սահակյան), շինությունում սոցիալական փաթեթներ և ապահովագրական մեխանիզմներ (Հովսեփ Բեգյան, Սոնա Պետրոսյան, «Լիգա ինշուրանս» ապահովագրական ընկերություն), Կանաչ շինարարություն և բնապահպանական ժամանակակից պահանջներ (Ամերիկյան համալսարանի դասախոս Հարություն Ալպետյան):

Արժանապատիվ աշխատանքը՝ որպես հոգեբանական կայունության նախապայման. միջոցառման նպատակն ընդհանրացնող ու ամփոփող այս թեման էլ ներկայացրեց ԵՊՀ դասախոս Դավիթ Ամիրյանը:

Սեմինար-խորհրդակցությանը մասնակցում էին նաև Հայաստանի շինարարների միության պատվավոր նախագահ Գագիկ Գալստյանը, Միության տնօրեն Գուրգեն Մինասյանը, Քաղաքաշինության կոմիտեի վարչության պետ Նշան Մարտիրոսյանը, ՃՀՀԱՀ պրոֆեսորներ Վարդգես Գրիգորյանը և Սարգիս Թովմասյանը:

Վերջում բոլոր մասնակիցներին հանձնվեցին հավաստագրեր, իսկ կազմակերպիչներին՝ շնորհակալագրեր:



**Elen Manaseryan, President of the CTUA, and Vice President Tiruhi Nazaretyan participated in the discussion of the RA NA Labor and Social Affairs Committee**



**The NA Standing Committee on Labor and Social Affairs, headed by Heriknaz Tigranyan, organized a working discussion on October 27, the focus of which was the draft law providing for amendments and additions to the Labor Code.**

**The draft, developed by the Ministry of Labor and Social Affairs, concerns the introduction of an out-of-court mechanism for resolving labor disputes. The draft law provides citizens with the opportunity to choose between applying to court or to a labor dispute resolution committee.**

**The composition of the committee is planned to include representatives of the state, trade unions, and employers. Participants presented observations, proposals, and possible issues regarding the draft. New meetings are planned in the near future.**

**The meeting was attended by Minister of Labor and Social Affairs Arsen Torosyan, Head of the Health and Labor Inspection Body Slavik Sargsyan, and representatives of the Employers' Union and other interested organizations.**

*Source: Official website of the Confederation of Trade Unions of Armenia*

*<https://hamk.am/hamk-i-nakhagah-elen-manaseryany-ev-tekhakal-tiruhi-nazaretyany-masnaktsetsin-azh-ash-handznazhokhovi-qnnarkmany>*

## Panel discussion on "Challenges and Opportunities of Care Work"

On October 29, Mrs. Tiruhi Nazaretyan, Vice President of the Confederation of Trade Unions of Armenia (CTUA), participated in a panel discussion on "Challenges and Opportunities of Care Work."

In her speech, Mrs. Nazaretyan noted that those engaged in care work in the private sector are mostly employed informally and, as a result, often face various violations of labor rights and different forms of abuse. The legislative amendments of the Republic of Armenia, especially the draft amendments to the Law on Trade Unions, provide an opportunity to unite workers of this category in the trade union. This, in turn, will help raise awareness, represent and protect their rights and interests more effectively, integrate them into the formal labor sector, and ensure access to social guarantees. Trade unions are working in this direction.



Source: Official website of the Confederation of Trade Unions of Armenia  
<https://hamk.am/khnamqi-ashkhatanqi-martahravernery-ev-hnaravorutyunnery-temayov-panelayin-qnnarkum>



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