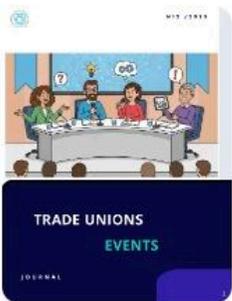
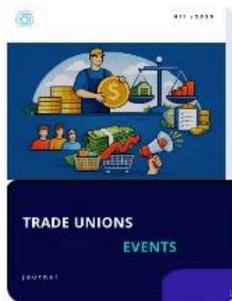




TRADE UNIONS EVENTS 2025



December 2025



November 2025



October 2025



September 2025



August 2025



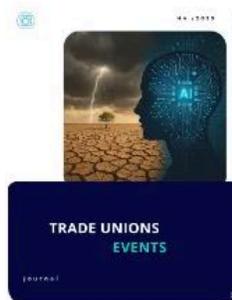
July 2025



June 2025



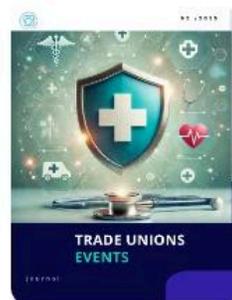
May 2025



April 2025



March 2025



February 2025



January 2025



Confederation of Trade Unions of Armenia



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Welcome speech

The "Trade Unions Events 2025" yearbook presents the work carried out by the Confederation of Trade Unions of Armenia (CTUA) in 2025. This yearbook testifies to the power of unity and the progress achieved through joint efforts.

Thank you to all those who contributed to our success.

Let us continue to advance our common mission together, ensuring decent work and protection of workers' rights.



TRADE UNIONS

EVENTS



The interview of Elen Manaseryan, President of the Confederation of Trade Unions of Armenia, with Panorama.am

Elen Manaseryan, President of the Confederation of Trade Unions of Armenia, spoke with a journalist from the Panorama.am news website on January 9, 2025, about the universal declaration of individuals. During the interview, the following questions were touched upon- if the citizen of the Republic of Armenia is aware of the details and procedure of this important change in his/her life, if the state has created all the necessary conditions for this, and if the above-mentioned system of penalties is justified.

To read the full article, visit the following link:

<https://www.panorama.am/am/news/2025/01/09/%D4%B7%D5%AC%D5%A5%D5%B6%D5%84%D5%A1%D5%B6%D5%A1%D5%BD%D5%A5%D6%80%D5%B5%D5%A1%D5%B6/3099875>

Discussion at the "Media Center" on the topic: "Will a 7-Hour Workday Improve Quality of Life Without Harming the Economy?"



In December 2024, the Ministry of Labor and Social Affairs of the Republic of Armenia circulated a draft law “On Amendments and Additions to the Labor Code of the Republic of Armenia”, which proposes to reduce the duration of working hours from 8 to 7 hours per day and from 40 to 35 per week, while maintaining the salary.

On January 10, 2025, a discussion on the topic “Will a 7-hour working day improve the quality of life without harming the economy” was held at the “Media Center”.

The speakers of the discussion were Ruben Sargsyan, Deputy Minister of Labor and Social Affairs of the Republic of Armenia, and Elen Manaseryan, President of the Confederation of Trade Unions of Armenia.

You can watch the video by following the link.

<https://www.youtube.com/watch?v=ibOxSpxVsvg>

Interview on the topic "How protected are labor rights in Armenia?"

On January 14, 2025, the Deputy President of the Confederation of Trade Unions of Armenia, Tiruhi Nazaretyan, spoke on the Armalur program, broadcast by Arma TV (Armavir Regional TV Channel). She touched upon cases of labor rights violations and highlighted the advantages of having a labor contract.

*You can watch the Armalur program by following link:
https://www.youtube.com/watch?v=v66TWK_ddCs*





Interview with Mediaforedu.am

Mediaforedu.am spoke with Elen Manaseryan, President of the Confederation of Trade Unions of Armenia, about the concerns raised by teachers regarding the role of trade unions at schools.

You can read the full article by following the link:

<https://mediaforedu.am/school-labor-union-problems/>

Discussion on "What problem does the universal income declaration actually solve?"



On January 10, 2025, a discussion was held at the Media Center on the topic: "What Problem Does the Universal Income Declaration Actually Solve?"

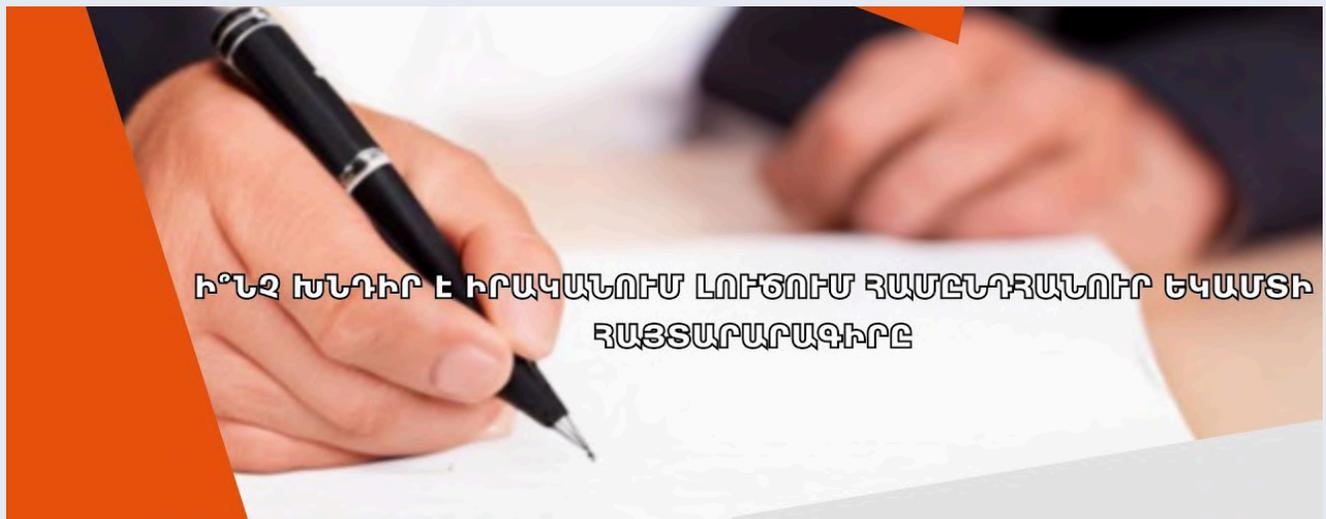
The speakers were:

- Ori Alaverdyan, Head of the Revenue Policy and Administration Methodology Department at the Ministry of Finance of the Republic of Armenia
- Elen Manaseryan, President of the Confederation of Trade Unions of Armenia
- Paylak Tadevosyan, President of the "Taxpayers Protection" NGO
- Citizen Tatev Ghazaryan

Elen Manaseryan emphasized that the universal income declaration is an additional burden on working individuals. Regardless of whether the amount is 1,000 or 10,000 drams, it is still an extra financial obligation for workers.

You can watch the video by following the link:

<https://www.youtube.com/watch?v=10y19Xnll04&t=42s>



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Interviews on issues related to the universal declaration of personal income



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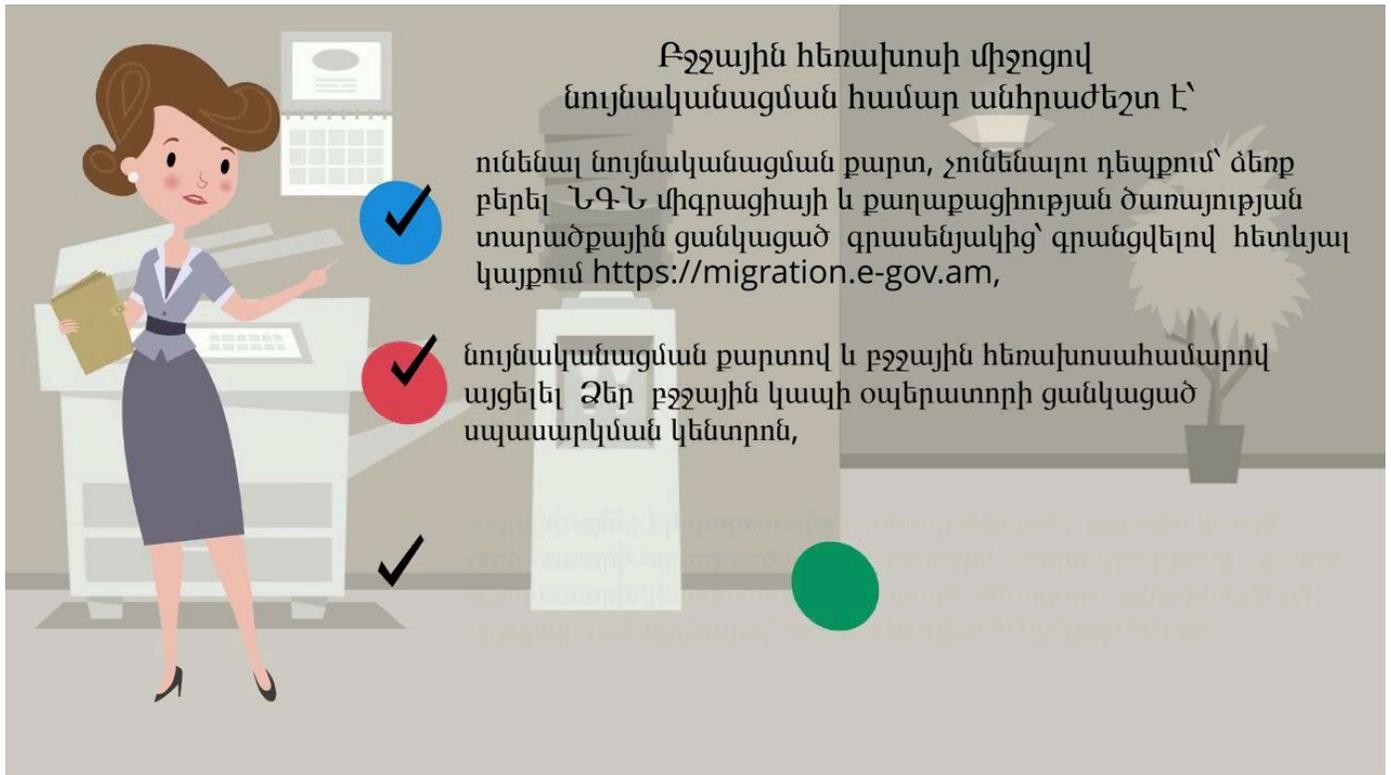
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On January 27, 2025, the guest of the “Orakarg” program was Elen Manaseryan, President of the Confederation of Trade Unions of Armenia.

E. Manaseryan spoke about the problems related to the universal declaration of income of individuals, noting that the universal declaration is a burden that we are not ready for.

*You can watch the interview by following the link
<https://www.youtube.com/watch?v=LpVknoY8fl8>*

Video guide to the universal declaration of income for individuals



The staff of the Confederation of Trade Unions of Armenia has made a video guide for workers on the universal declaration of income of individuals.

***You can watch the video by following the link:
<https://www.youtube.com/watch?v=ta1kO7UqzE0>***

The program "Aravot Luso" hosted the President of the Confederation of Trade Unions of Armenia Elen Manaseryan



Elen Manaseryan, President of the Confederation of Trade Unions of Armenia, was a guest on the "Aravot Luso" program. During the program, E. Manaseryan spoke about the mental health of workers and ensuring healthy and safe working conditions.

***You can watch the video by following the link:
<https://www.youtube.com/watch?v=vjpp7t5J6vM&t=1s>***



TRADE UNIONS EVENTS

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.



TRADE UNIONS EVENTS

A discussion on the draft law to reduce the working day by one hour was held at the initiative of the Standing Committee on Labor and Social Affairs of the National Assembly of the Republic of Armenia



On March 3, at the initiative of the NA Standing Committee on Labor and Social Affairs, a working discussion was held on the draft law to reduce the working day by one hour.

The discussion was attended by Chairwoman of the Committee Heriknaz Tigranyan, Members of the National Assembly, Minister of Labor and Social Affairs Narek Mkrtychyan, Deputy Minister Ruben Sargsyan, President of the Confederation of Trade Unions of Armenia Elen Manaseryan, lawyer Anna Barikyan, and President of the Republican Union of Employers Vahagn Hambardzumyan.

Mrs. Heriknaz Tigranyan highlighted the importance of engaging with social partner structures, noting that such dialogue allows for the exchange of diverse and sometimes opposing views, which in turn contributes to the refinement and improvement of the draft law.

Minister Narek Mkrtychyan emphasized that the goal of the proposal is to increase labor productivity and work capacity, as well as to support a more balanced relationship between work and family life.

Mrs. Elen Manaseryan, President of the Confederation of Trade Unions of Armenia, expressed her support for the draft, presenting a fact-based and positive position.

Representatives of the Executive Body presented statistical and research data, supported by international examples, which show that reduced working hours can positively impact workers' physical and mental health, as well as their overall productivity.

Socio-economic challenges in the Republic of Armenia and Trade Unions

The Confederation of Trade Unions of Armenia, in cooperation with the Friedrich Ebert Foundation in Armenia, organized a trade union and sports event from March 13 to 16, 2025, entitled "Socio-Economic Challenges in the Republic of Armenia and Trade Unions."

Over the course of four days, more than 115 trade unionists participated in discussions addressing the current socio-economic challenges facing Armenia. The event featured separate sessions on a range of important topics, including comprehensive health insurance, the income declaration system for individuals, the recent increase in public transport fares in Yerevan, the introduction of ILO Convention No. 190 on "Violence and harassment", ongoing transitions in the world of work, and the relevance of social democratic values in both the Federal Republic of Germany and the Republic of Armenia.

In addition to the thematic discussions, participants also engaged in a sports competition featuring chess, table tennis, darts, and arm wrestling. The winners were awarded by the presidents of the respective sports federations and by prominent figures from the Armenian sports community.

You can watch the event's summary video here:
<https://www.youtube.com/watch?v=xk8kPCxFf4>



The comprehensive health insurance premium will rise each year with inflation, becoming an additional financial burden for working citizens. President of the Confederation of Trade Unions

Insurance payments will be an additional financial burden for working citizens, said Elen Manaseryan, President of the Confederation of Trade Unions of Armenia, in an interview with Tert.am.

The draft law of the Republic of Armenia "On Comprehensive Health Insurance" was posted on the e-draft platform for discussion but has now been removed. At this stage, the draft is in its embryonic phase and still needs to be developed.

"Even now, in our subjective opinion, there's still room for improvement. If you earn a salary of 75,000 drams—or between 75,000 and 150,000 drams—your monthly insurance payment will be 40% of 13,700 drams. According to the current draft, the state is to pay the remaining part, but naturally, the state will pay it from the taxes you pay—meaning you are still the one paying. If you earn between 150,000 and 300,000 drams, you will pay 60% of 13,700 drams, and again, the rest will be paid by the state—which again comes from your taxes. And if you earn more than 300,000 drams, you'll pay the entire 13,700 drams—100%—with no state 'assistance' at all," she said.

According to Manaseryan, there are three global models of comprehensive health insurance, but none of them resemble Armenia's proposed approach:

"One model splits the cost between the employer and the employee; in another, the employer pays the full amount; and in a third, the employer, employee, and state all contribute. But that's not all. Since the state must pay its portion from the annual budget, the amount is subject to change every year. That means the 13,700-dram payment isn't fixed—it will be reviewed annually in line with inflation (Consumer Price Index). So the payment will increase yearly, regardless of whether the citizen's salary increases or not."

She expressed concern about why employers have no obligations under this plan, even though employees often face stress and develop health issues at work, while simultaneously generating value for their employer:

"It shouldn't be an extra burden on a person. It shouldn't be implemented in the way it's currently written. According to the Statistical Committee, the poverty rate in 2023 was 23.7%, and among those were working poor. If a citizen works but is still poor, that is a tragedy. Now the state is placing yet another burden on the working poor. If someone earns the minimum wage of 75,000 drams and has to pay insurance, and given that many workers—especially in the service sector—earn the minimum wage, this will be an additional financial burden. Why isn't the state taking into account the situation of those earning the minimum wage? The draft in its current form is simply unacceptable."

Manaseryan also noted other gaps in the draft, including how medical institutions that can provide insurance services are selected:

"We need a law that excludes any corruption risks. If the foundation distributing the funds includes only government members, there must also be representatives from employers and trade unions to ensure full transparency. The scope of medical services is also problematic, especially for certain diseases. Will people face obstacles when choosing hospitals? These are problems that must be raised now so that they don't cause issues later on."

Tsaghik Vardanyan, co-founder of the NGO "Health and Rights" and a health policy expert, added that some flexibility has been introduced in terms of state participation:

"Previously, everyone had to pay 100% of the insurance fee, and only afterward certain groups would be reimbursed. Now the state will compensate a certain percentage upfront. Also, there's a bonus system: if someone only uses preventive medical check-ups and no other services throughout the year, they will receive a bonus. But there are some unclear aspects—for example, bonuses for those who adopt a healthy lifestyle, lose weight, or quit smoking. Primary care physicians could easily manipulate records. There are corruption risks—bonuses could be unfairly granted to certain people. Some funds will be available in a bonus pool, which could be used to reduce insurance payments or cover gym memberships. But doctors might falsely claim someone doesn't smoke or has no weight issues—and transfer the bonus to someone else. This needs to be reconsidered," Vardanyan concluded.

Source: Tert.am, <https://tert.am/am/news/2025/03/18/insurance/4225515>

Comprehensive Health Insurance or Additional Tax? The Draft Law and Obstacles to Its Implementation

The draft of the “Law of the Republic of Armenia on Comprehensive Health Insurance”, which was recently circulated on the e-draft platform, is at first glance a long-awaited and necessary project, since it is common worldwide to have comprehensive health insurance, which should free citizens from the huge financial burden connected with health.

However, even after the amendments, the draft still contains problematic provisions, some of which I will discuss below. Employees will pay from 120,000 to 164,400 drams per year for health insurance, the amount of which will be revised every year, including taking into account the projected changes in the consumer price index, which, however, is never done when setting the minimum wage.

According to the Statistical Committee of the Republic of Armenia, in 2023 the poverty rate in the Republic of Armenia is 23.7%. Among the poor there are also working poor who, even having a job, are not able to provide for their minimum needs and those of their family members, since the minimum wage in the Republic of Armenia does not take into account the needs of the worker and his family. In the current socio-economic conditions, when taxes on public transport, garbage collection and property are increasing, health insurance contributions will become an additional burden for workers, which will negatively affect their income, especially for those workers who are already trying to cope with rising prices with minimal income, which does not follow from the requirement of Article 1 of the Constitution of the Republic of Armenia, namely: “The Republic of Armenia is a sovereign, democratic, social and legal state.”

It is necessary to highlight the provision of legislative guarantees for social protection and well-being of people as the most important component of a social and legal state. The problem is that, according to the draft, the burden of paying contributions for compulsory health insurance is primarily imposed on the employee.

The draft law, in particular, mentions “hired workers” (the term “hired worker” is not included in the Labor Code of the Republic of Armenia). The monthly calculation base for insurance premiums is the wages calculated by employers for individuals who are employees, and the annual calculation base is income received for the performance of work (provision of services) under civil law contracts, wages. In fairness, it should be noted that employees will pay: 1) 40% of the insurance premium if the established base for calculating the insurance premium is less than or equal to twice the minimum wage (in the case of receiving a salary of up to 150,000 drams), 2) 60% of the insurance premium if the established base for calculating the insurance premium is less than or equal to four times the minimum wage, but more than two times the minimum wage (in the case of receiving a salary of more than 150,000 drams, but less than 300,000 drams), 3) one hundred percent of the insurance premium if the established base for calculating the insurance premium is more than four times the minimum wage (in the case of receiving wages over 300,000 drams).

This means that each employee, however, will pay between 4,000 and 13,700 drams per month. Employers will not be required to distribute this amount or revise wages accordingly. Meanwhile, employees are exposed to various risks in the workplace that can affect their health. In a number of European countries, including Germany, Austria, France, Belgium and Switzerland, employers also make mandatory payments for employee health insurance.

Employers' participation in this system will help reduce the financial burden on employees and ensure social justice. In parallel with the reasonable and logical implementation of the system, this process should be accompanied by systemic reforms, including the law on wage indexation, as well as adequate and fair distribution of the burden of participation of employers, the state and employees. Otherwise, this is an additional tax for employees.

Elen Manaseryan
President of the Confederation of Trade Unions of Armenia

*Sources of the material: ORAGIR.NEWS, aravot.am:
<https://www.aravot.am/2025/03/14/1475145/>*

Four-Day Training Course on Organizing Workers in the Informal Economy



The Confederation of Trade Unions of Armenia (CTUA), with the financial support of the International Labour Organization (ILO), organized a four-day training course on organizing workers in the informal economy. The event took place in the city of Tsaghkadzor from March 20 to 23, 2025, and was designed for trade unionists from CTUA-affiliated national branch trade union organizations.

The main course was conducted by Kristina Krupavičienė, President of the “Solidarumas” Confederation of Trade Unions of the Republic of Lithuania.

The training was also attended by Gocha Alexandria, Senior Workers’ Specialist for the ILO Eastern Europe and Central Asia region; Özge Berber, Specialist on Gender Equality and Non-Discrimination from the ILO Office in Budapest; Nune Hovhannisyán, ILO National Coordinator; and Elen Manaseryan, President of the CTUA.

Tiruhuhi Nazaretyan, Vice-President of the CTUA, presented an overview of the informal economy in Armenia, current conditions, and existing challenges.

Participants were also introduced to the relevant national legislation, ILO Convention No. 189, and other international instruments regulating the field.

The CTUA President presented the current state of social partnership in Armenia, existing challenges, and recent achievements of the Confederation.

Through group work and role-play activities, participants developed organizing and communication skills and became acquainted with the experience of Lithuanian trade unions.

At the conclusion of the training, working groups presented their proposed strategies for future organizing efforts among domestic workers, as well as workers in the construction and agro-industrial sectors.

Visit of Swedish Partners to the Confederation of Trade Unions of Armenia

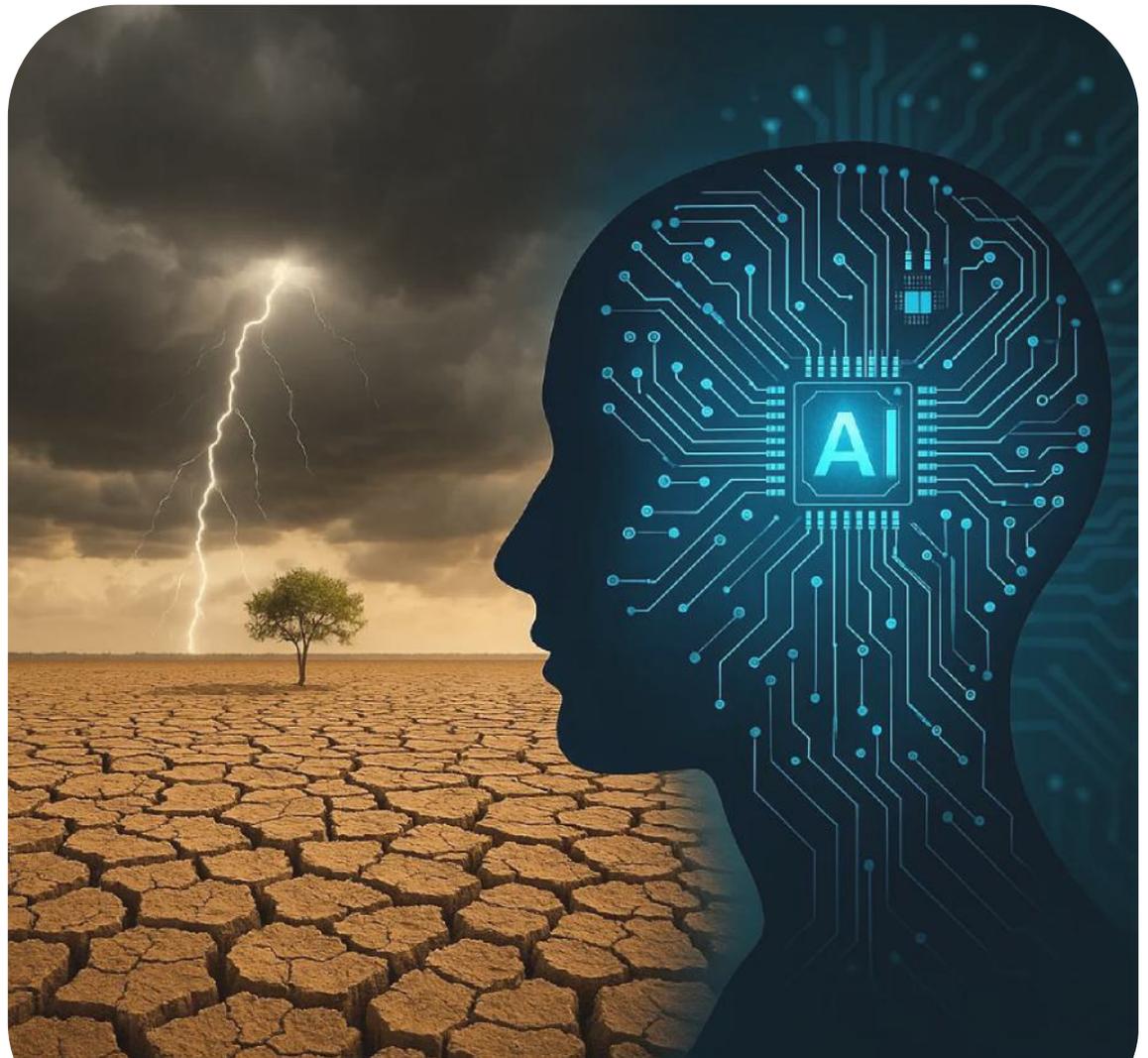
On March 31, the President of the Confederation of Trade Unions of Armenia (CTUA), Elen Manaseryan, hosted Per Lindberg, Program Manager at the Swedish Public Employment Service; Karl-Martin Andersson, Head of the International Development Cooperation Division at the Swedish Migration Agency; Ellen Blank, Senior Digital Services Advisor; and Joakim Enger, Advisor. Karl-Martin Andersson expressed his gratitude for the warm reception and presented the details of the upcoming program to be implemented in cooperation with Armenia's Ministry of Labor and Social Affairs and the Unified Social Service.

He particularly emphasized the importance of the Confederation of Trade Unions of Armenia's position on the expected outcomes of the program. Andersson also noted that the meeting with CTUA was the first in a series of planned meetings with social partners, highlighting the significance of social dialogue.

The meeting was also attended by Ara Ghahramanyan, Coordinator of the "Renaissance" Trade Union Organization for Displaced and Refugee Workers, who spoke about the main challenges faced by forcibly displaced persons from the Republic of Artsakh in integrating into the labor market, as well as the issues related to differences in professional qualifications.

President of CTUA, Elen Manaseryan, expressed her appreciation for the guests' commitment to improving working conditions for workers in Armenia. She welcomed the initiative and expressed hope that such meetings and joint efforts will contribute meaningfully to improving the working conditions of persons forcibly displaced from the Republic of Artsakh.





TRADE UNIONS

EVENTS

The 6th bilateral meeting of the EU-Armenia Civil Society Platform took place



On April 1, 2025, the 6th meeting of the EU-Armenia Civil Society Platform took place at the Confederation of Trade Unions of Armenia.

The meeting was opened by the Co-Chairs of the Platform Lusine Hakobyan and the President of the NGO “European Legal Union” Simo Tiainen from the European Economic and Social Committee.

The welcoming speech was delivered by Dimitris Dimitriadis, Head of the External Relations Section of the European Economic and Social Committee. Mr. Dimitriadis, in particular, welcomed the adoption of the law on the start of the process of Armenia's accession to the European Union, noting that the European Union needs members like Armenia, while emphasizing that Armenia has serious work to do on this path.

The Head of the Delegation of the European Union to Armenia, Ambassador Vasilis Maragos, the Chairman of the European Integration Committee of the National Assembly of the Republic of Armenia Arman Yeghoyan, the Head of the European Department of the Ministry of Foreign Affairs of the Republic of Armenia Samvel Mkrtchyan and the Head of the Georgia and South Caucasus Division of the Directorate-General for Enlargement and Eastern Neighbourhood Policy of the European Commission David Cullen delivered speeches in which they assessed the implementation of the Comprehensive and Enhanced Partnership Agreement (CEPA) signed between Armenia and the European Union. Mr. Cullen, in particular, conveyed two important messages to the civil society and the authorities. He called on the authorities to define the priorities within which the European Union should provide assistance to Armenia, and on the civil society to present, in addition to the benefits of EU membership, the obligations that EU membership imposes on Armenia.

Anna Karapetyan, Deputy Minister of Justice of the Republic of Armenia, Armen Ghazaryan, Deputy Minister of Internal Affairs of the Republic of Armenia, Suzanna Soghomonyan, representative of the Armenian Lawyers' Association, Hasmik Harutyunyan, representative of the NGO "Protection of Rights Without Borders", and Hovsep Khurshudyan, President of the NGO "Free Citizen", made presentations on the ANC's representation on the issues of the rule of law, the fight against corruption, human rights and security. The presentations were followed by a discussion on the topics raised.

Deputy Minister of Labor and Social Affairs of the Republic of Armenia Ruben Sargsyan, Deputy President of the Confederation of Trade Unions of Armenia Tiruhi Nazaretyan and a lawyer of the Confederation of Trade Unions of Armenia Anna Barikyan made presentations on the topic of social dialogue and labor rights. Deputy Minister of Economy of the Republic of Armenia Lilia Sirakanyan, elected member of the Platform from the Republican Union of Employers Gagik Makaryan, Vice President of the Union of Industrialists and Entrepreneurs Nerses Karamanukyan, Director General of the Italian Confederation of Craftsmen, Chairman of the Advisory Commission on Industrial Change of the European Economic and Social Committee Francesco Pietro de Lotto made presentations on industrial and entrepreneurial policy, activating the role of SMEs in industry and dialogue with business.

A discussion took place after the presentations.

6TH Declaration of EU - ARMENIA CIVIL SOCIETY PLATFORM



With regard to the implementation of the CEPA and the progress of EU-Armenia relations in general, the EU-Armenia Civil Society Platform:

1. Welcomes the adoption by the Armenian parliament of the Law on Starting the Process of Armenia's Accession to the EU introduced by the 'Eurovote' civic initiative following the collection of 60 000 citizen signatures; with a view to effective implementation of this Law, calls on the Armenian Government and the European Union to agree on a feasible roadmap of implementation of the Law, including by establishing an Interagency Commission comprised of line ministers, headed by the Prime Minister;
2. at the same time, reiterates its call on the Armenian authorities to exhaustively fulfil the commitments remaining under CEPA within the shortest possible timeframe, considering the fact that CEPA is not only a framework agreement between two partners, but first and foremost a catalyst for turning Armenia into a true democracy and leading it towards EU membership;
3. in view of the commitment undertaken by both the EU and Armenia under CEPA to promote, preserve and strengthen peace and stability at both regional and international level, welcomes the possibility of achieving a peace agreement with Azerbaijan; fully conscious of the sensitivities of this process, calls on the Ministry of Foreign Affairs of Armenia to consult the Armenian civil society on the text of the peace agreement with Azerbaijan; calls on EU to exert strong diplomatic pressure on Azerbaijan to sign and observe the peace agreement without adding further demands to the mutually agreed text;
4. calls on the EU to exert any possible leverage on Azerbaijan to put an end to the unlawful detention and sham trials of Armenian hostages, including high-ranking political representatives from Nagorno Karabagh in line with Resolution RC-B10-0182/2025 of the European Parliament;
5. welcomes the decision of the EU Member States and their allies to consolidate amid recent global political developments which have contributed to the global spread of anti-European sentiment and disinformation, often coupled with support for a capital-centric and strength-based world order, as well as to the feeling of decreasing security in Europe and the world. Particularly, in such challenging times, calls on European and Armenian governments to commit more intensively and consistently to deepening their relationship and fully implementing reforms aligned with the European agenda, and to express interest to be a part of the newly forming European common security area;
6. observes with deep concern the growing vacuum of technical and financial assistance, combined with a decline in the informational and ideological promotion of liberal democratic values, exacerbated by recent developments in the USA and certain EU Member States. This situation provides fertile ground for increased Russian and Chinese influence globally, including within the EU Neighbourhood area. We urge the EU, its Member States and European institutions to enhance their international presence through cooperation and aid, thus counteracting the potential environment of growing illiberalisation;
7. reiterates that effectively and sustainably developing and introducing democracy in a country is only possible in conditions of peace, security and stability; in this respect, notes that it is essential to increase pressure and diplomatic leverage on Azerbaijan to refrain from any future military aggression against Armenia and any military rhetoric in the country;
8. continues to keep the visa liberalisation dialogue between Armenia and the EU, and the process of meeting the EU benchmarks, crucial for future visa-free travel for Armenian citizens to the EU with regard to documentary security, border and migration management, data protection, the fight against corruption and organised crime, and the protection of fundamental rights and freedoms under close scrutiny; in the light of this, calls on the Armenian authorities, including the National Assembly, to keep this Platform involved in the process of visa liberalisation dialogue;
9. appreciates the crucial role played by the EU Monitoring Mission for the security of Armenia in reducing the number of Azerbaijani attacks on Armenian territory and welcomes the extension of its mandate beyond 2025; welcomes the readiness of the EU side to further support Armenia under the European Peace Facility, as well as other bilateral initiatives directed at strengthening Armenia's defence capabilities;

10. welcomes the negotiations between Armenia and the EU on the new cooperation agenda, including the regular consultation process initiated by the Armenian Ministry of Foreign Affairs with civil society, including the EU-Arm CSP; reiterates its call to share the text of the document with civil society to make sure that the latter's recommendations are considered before the final document is signed;
11. indicates that in order to continue advising on CEPA and monitoring the Armenian government's implementation of CEPA and the proposed upgrade of the cooperation agenda between Armenia and the EU, the EU-ARM CSP will need continued support, including through direct funding from the European Commission and the Armenian government; expresses concern about insufficient funding of this Platform, preventing it from performing to its full potential in 2024;
12. stresses the critical importance of improving the engagement, consultations and the exchange of information between authorities and CSP members. Proposes granting CSP members permanent, or at least an observer status within the Interagency Commission responsible for CEPA implementation;
13. is concerned about the speed of implementation and strongly encourages stepping up efforts to ensure that the Government fully, effectively, and within established deadlines, fulfils its commitments outlined in strategies aimed at improving public administration, including anti-corruption, judicial and legal systems, human rights protection, law-enforcement, penitentiary and probation services, etc.;
14. is concerned about the speed of the steps taken by the Armenian authorities in carrying out the country's obligations under the Rome Statute; whilst it was the Government's undertaking in 2024 to implement the Rome Statute by drafting the Law on Cooperation with the Criminal Court, with the change of the Minister of Justice, it was decided to include the provisions on cooperation with the ICC in the existing Law on Mutual Legal Cooperation; however, no legislation implementing the Rome Statute at national level has been adopted to date;
15. calls on the authorities to prevent selective appointments and justice within disciplinary proceedings by the Supreme Judicial Council, and to rectify the failure to take adequate note of the negative integrity checks in judicial appointments;
16. whilst the efforts of the Armenian Government to combat corruption are noted, several problematic issues remain unresolved; whilst the anti-corruption institutional framework has been established with the Corruption Prevention Commission, Anti-Corruption Committee, specialised Prosecutor's Office units, and a three-tier Anti-Corruption Judicial System, serious concerns persist regarding the independence of these anti-corruption bodies, staff selection processes and professional development, inadequate working conditions, technical equipment and resources;
17. expresses hope that, in the upcoming short timeframe, the work to improve the institution of confiscation of illegally obtained property will commence with the participation of all competent bodies, including the Ministry of Justice of the Republic of Armenia, the National Assembly and the Constitutional Court, in light of the advisory opinion provided by the Venice Commission;
18. additionally, corruption vulnerabilities in the private sector and public procurement remain areas of concern. The business environment continues to face integrity challenges, whilst insufficient oversight of public finance expenditure remains a problematic area requiring attention;
19. notes with concern the continuing practice of use of excessive force by police and lack of effective investigation of human rights violations committed by the police;
20. welcomes the compliance with the technical procedure leading to the authorisation for Armenia to export to the EU Member States high-quality aquaculture fish farming products under Commission Regulation (EU) 2025/354, in line with the country's intended policy of economic diversification;
21. notes with regret that Armenia's road accident-related fatalities remain the highest among European and Eastern Neighbourhood countries and urgently calls for intensified efforts to significantly improve overall road and vehicle safety standards;
22. acknowledges ongoing policy reforms in Armenia's transport sector but calls for more rapid adoption of CEPA provisions aimed at reducing vehicle emissions, implementing regular and effective vehicle inspections – including unscheduled roadside checks, improving regulations on the transportation of hazardous materials and establishing practical and rigorous oversight of socioeconomic and labour conditions for drivers;
23. regretfully concludes that despite numerous previous calls from trade unions and the CSP, no progress has been achieved in establishing an institutional and legal framework to ensure workers' rights to consultation and bargaining. This includes the absence of a legally binding and meaningful national tripartite mechanism for all sectors, a bipartite mechanism specifically for public-sector employees, and an overall enhancement of trade union bargaining rights. Effective social dialogue is among the most critical international standards currently lagging behind in implementation, yet it is essential for ensuring stability and democratic legitimacy in the majority of policy reforms;
24. highlights the lack of progress in the State's commitment, backed by the RA Government Action plan and other strategic documents, to protect the independence of and to empower worker's organisations in central and local governments;

25. emphasises that the most comprehensive employment-related provisions of CEPA – specifically commitments regarding occupational safety and health (OSH) – remain unfulfilled, with no clear deadlines set for their implementation. Given that most CEPA provisions are expected to be fully implemented by 2028, it is imperative to immediately launch OSH reforms accompanied by a clear, robust roadmap to ensure timely and effective implementation;

26. once again reiterates that illegal employment (employment without a labour contract) continues to be one of Armenia’s major labour issues, while regulatory enforcement bodies, notably the Health and Labour Inspection Body, remain ineffective in addressing such violations, even when clearly reported and documented by citizens. Urges a substantial reform of the legal and operational frameworks for oversight and inspection, which is essential to address systemic corruption and widespread informal employment practices across various sectors;

27. welcomes certain social stimulus measures recently introduced by the government through income tax refund schemes; however, stresses the necessity of implementing a fair, transparent and evidence-based wage determination mechanism. Furthermore, it is critical to adjust the minimum wage to accurately reflect real-life consumption demands and define a genuine living wage. In this context, we propose committing to adopting additional European standards, particularly the EU Adequate Minimum Wage Directive, possibly integrating this commitment into the New Cooperation Agenda;

28. highlights the importance of enabling the institutional and meaningful social dialogue in Armenia to effectively and constructively resolve social and labour challenges in the framework of the national tripartite commission, including the working time reduction reform, adoption of occupational safety and health (OSH) standards, as well as other pillars of the International Labour Organisation (ILO) Decent Work Agenda, including ILO Recommendation R116, as provided by CEPA Articles 84 and 274, and international labour standards;

29. notes that, over the past year, several social reforms initiated by the government have triggered significant pushback and societal tensions, largely because of an inadequate communication of the rationale behind these reforms; believes that the root cause of this problem is the absence of proper, meaningful, and inclusive consultations among stakeholders and social partners; reiterates the critical importance of conducting effective and constructive social dialogue, exchanging expertise and analysis, and appropriately utilising well-established international experiences at the earliest stages of policy development, thereby preventing future failures and societal disruptions;

30. emphasises the importance of SME sustainable growth and development both in Yerevan and in the regions; therefore the new SME Development Strategy should focus on SME growth in regions ensuring the creation of necessary infrastructure and support tools for SMEs, since most economic activity remains concentrated in Yerevan. The insufficient involvement of SMEs in the industry sector results in the weak diversification of exports and slow integration into EU value-chains requiring more aggressive market-access strategies;

31. observes that the Republic of Armenia has made tangible progress in implementing CEPA Chapter 5 through regulatory reforms, SME support programmes and alignment with EU standards. However, persistent challenges such as financial inaccessibility, regional inequality and institutional weaknesses require further sustained efforts. As regards regulatory alignment, further efforts are needed to fully adopt EU standards (e.g. environment, safety norms), particularly for manufacturing sectors.

Source: <https://rb.gy/ge1rk3>

Visit of the delegation of the General Confederation of Labor of France to Syunik and Armavir regions



On April 3, members of the delegation of the General Confederation of Labor of France represented by Boris Platzi, Head of the External Relations Department of the General Confederation of Labor of France, Fabien Rouchy, Member of the Bureau of the General Confederation of Labor of France, and Renata Kutas, Advisor to the General Confederation of Labor of France, visited Syunik region, met with representatives of the trade union, which is part of the Branch Republican Union of Trade Unions of Miners, Metallurgists and Jewelers, and workers of the industry. An active discussion took place on the changes in working conditions of workers as a result of climate change, the problems that have arisen and possible ways to solve them.

On April 4, the members of the delegation visited the Department of "Improvement of the Armavir Community of the Armavir Region of the Republic of Armenia" and the intensive gardens of the Artamet community. A meeting with the director and trade union activists was held in the department "Improvement of the Armavir Community of the Armavir Region of the Republic of Armenia". A number of issues that arose during the work of employees were discussed, and the chairman of the trade union of the organization spoke about the work done and the upcoming work. The owner of intensive gardens in the Artamet community especially noted the problem with irrigation water in the community, which is of paramount importance for the entire region.



A Round table on "Promoting workers' rights in a changing climate"



On April 4, the Confederation of Trade Unions of Armenia jointly with the General Confederation of Labor of France held a round table on "Promoting workers' rights in a changing climate". The round table was attended by Boris Platzi, Head of the External Relations Department of the General Confederation of Labor of France, Fabien Rouchy, Member of the Bureau of the General Confederation of Labor of France, Renata Kutas, Advisor to the General Confederation of Labor of France, Ruben Sargsyan, Deputy Minister of Labor and Social Affairs of the Republic of Armenia, representatives of the Ministry of Environment of the Republic of Armenia, heads of branch unions of the Confederation of Trade Unions of Armenia.

During the round table, topics such as climate change and trade union strategy, the European Union's environmental and industrial development policies from the perspective of trade unions, a just transition in the Republic of Armenia, the situation and problems were discussed. Those present were interested in the work being done in France in the context of the issues being discussed, as well as the work being done to improve the working conditions of individual employees. The discussion was particularly noteworthy in the context of today's climate change.

At the end of the event, the President of the Confederation of Trade Unions of Armenia, Elen Manaseryan, thanked the guests for visiting Armenia, for sharing their successful experience with those present during the discussion, and for the work that will continue in the future.

Interview on Sputnik Armenia about the gaps and problems in implementing a comprehensive health insurance system



The Confederation of Trade Unions of Armenia has thoroughly studied the draft law of the Republic of Armenia “On Comprehensive Health Insurance” and presented its recommendations. However, as Tiruhi Nazaretyan, Vice president of the Confederation of Trade Unions of Armenia, noted on Sputnik Armenia, a number of concerns still remain.

The Confederation of Trade Unions of Armenia emphasizes that such extensive reforms should be implemented within the framework of social dialogue, with the participation of the government, workers and employers.

In particular, the Confederation raises issues related to the fair distribution of the financial burden, the responsibility of employers and the imposition of additional financial burdens on employees.

To read the full material, please visit the following website: <https://rb.gy/lswsr>

April 28 – World Day for Safety and Health at Work



By the initiative of the International Labor Organization, April 28 is celebrated annually as the World Day for Safety and Health at Work to promote the prevention of accidents and occupational diseases in the workplace.

The theme of the World Day for Safety and Health at Work 2025 is “The Occupational Health and Safety Revolution: The Role of Artificial Intelligence and Digitalization in the Workplace.”

Artificial intelligence and digitalization have become part of the workplace, rapidly changing the work environment, processes, and labor market requirements. These technologies create new opportunities that can improve working conditions and reduce risks.

Therefore, regardless of the type of work, working conditions should be as safe and risk-free as possible.

To ensure healthy and safe working conditions in the Republic of Armenia, it is necessary to form a comprehensive regulatory framework and develop control mechanisms aimed at preventing violations before accidents and incidents occur in the workplace.

Only with a comprehensive, systematic and practical approach can a healthy and safe working environment be created. Today, our goal is to emphasize the importance of healthy and safe work and remind that every worker deserves decent and safe working conditions.

**President of the Confederation
of Trade Unions of Armenia**

Elen Manaseryan



TRADE UNIONS EVENTS

**STATEMENT OF THE CONFEDERATION OF TRADE UNIONS OF ARMENIA ON THE OCCASION OF MAY 1,
INTERNATIONAL WORKERS' DAY**



May 1, International Labor Day, is an important day in the calendar, when the world speaks out about fair wages, safe and dignified labor rights, and social justice.

Today, the Confederation of Trade Unions of Armenia, as an organization protecting the interests of workers, once again emphasizes the importance of the role of the worker in the socio-economic development of the state.

The working person is the real pillar of society, who builds the economy, maintains state systems, and ensures all the links of the country's existence.

Meanwhile, the working person in the Republic of Armenia continues to remain one of the vulnerable groups.

The worker mostly finds himself/herself in:

- **unequal conditions,**
- **with violated rights,**
- **in a dangerous working environment,**
- **with an uncertain future.**

The Confederation of Trade Unions of Armenia, being the largest and most representative body protecting the interests of labor in Armenia, speaks out that the violations occurring in labor relations today are unacceptable.

We are not talking about the need for improvement: we are demanding real transformation.

The CTUA calls on the RA government and demands:

- **to apply the principles of decent work in all sectors of the economy,**
 - **to ensure social protection of workers, especially in the fields of minimum wage, wage indexation, occupational safety and health.**
- The worker should not be poor, his work should be a source of a prosperous life,**
- **develop social partnership in the field of labor between trade unions, employers and the government for the implementation of a balanced and fair socio-economic policy, promoting the development of the system of collective agreements and expanding the functions of trade unions,**
 - **take decisive steps towards the elimination of the shadow economy, exploitation and discriminatory manifestations in the labor market,**
 - **develop and implement a national strategy "Decent Work" within the framework of social partnership, the goal of which is to create a fair, safe and human-centered labor market,**
 - **implement wage indexation in accordance with the procedure established by the labor legislation of the Republic of Armenia, setting the minimum wage at no less than 100,000 AMD, based on current inflation,**
 - **recognize and respect the right of workers to join a trade union without pressure, obstruction, interference or discrimination,**
 - **establish by legislation the mandatory application of collective bargaining,**
 - **introduce by legislation modern norms and rules for ensuring a healthy and safe working environment.**

The Confederation of Trade Unions of Armenia demands:

Decent work,

Fair wages,

Social protection

without protected workers there is no developing economy

without fair wages there is no social stability.

**Executive Committee
Confederation of Trade Unions of Armenia
30 April 2025**

**"Set the minimum wage at no less than 100,000 drams" – President of the Confederation of Trade Unions of Armenia
(video by Factor Information Center)**



***To watch the video, please follow this link:
<https://www.youtube.com/watch?v=J--pcbJ9ZEw>***

**Demand to sign labor contracts – a call made during the May Day parade
(Video by Factor Information Center)**



***To watch the video, please follow this link:
<https://www.youtube.com/watch?v=168bxnbcGfE>***

The guest of the Public Television program "Aravot Luso" was the President of the Confederation of Trade Unions of Armenia, Elen Manaseryan



***To watch the video, visit the following website:
<https://www.youtube.com/watch?v=Qa2nU2A4cBA>***

Tiruhi Nazaretyan, Vice President of the Confederation of Trade Unions of Armenia, was the guest on the “Kentron Aravot” program series aired by Kentron TV.



To watch the video, visit the following website:
<https://www.youtube.com/watch?v=HGc75yFzRx8>

The May Day march is in the spotlight of the media



«Ամեն օր գրանցվող գևաճի պայմաններում ունենում ենք աշխատող աղքատներ». Էլե...

«ՀՀ-ում ամեն օր գրանցվող գևաճը, սպառողական զամբյուղի ոչ բավարար լինելը բերում են այնպիսի սոցիալ-տնտեսական...

 ՄԱՍՈՒԼ.ամ / May 1, 2025



2024թ. աշխատանքային իրավունքի խախտման 650 դիմում ենք ստացել...

Նազարեթյանը նշեց, որ աշխատանքից ազատումը պետք է հիմնավորված լինի, օրինակ, եթե կառուցվածքային...

 168.am / May 1, 2025





«Արհմիությունները թաղման պսակ առնող եւ օգնություն բաժանող կառույցներ չեն»....

«Պատերազմ» հայտարարվեց զարգացող տեխնոլոգիաներին, արհեստական բանականությանը եւ որպեսզի «ռոբոտները մե...

aravot.am / May 1, 2025



ՀՀ-ում խախտվում են աշխատանքային օրենսդրությամբ սահմանված բոլոր...

Հայաստանում աշխատողների իրավունքները ոչ միշտ են պաշտպանվում: Այդ մասին են վկայում թե՛ աշխատողները, թե՛...

Sputnik Արմենիա



Երեւանում մայիսմեկյան երթ է կայացել՝ «Արժանապատիվ աշխատանք» կոչով

Հայաստանի արհմիությունների կոնֆեդերացիայի նախագահ Էլեն...



Հայաստանի արհմիությունների կոնֆեդերացիան մայիսմեկյան երթ է...

Էլեն Մանասերյանի խոսքով՝ աշխատանքային խնդիրները երկուստեք են ծագում՝ և՛ աշխատողների...

Sputnik Արմենիա



Հայաստանի արհմիությունների կոնֆեդերացիան նախորդ տարի...

Հայաստանի արհմիությունների կոնֆեդերացիան Աշխատանքի և աշխատավորների համերաշխության...

Armenpress / May 1, 2025



ԱՇԽԱՏԱՎՈՐՆԵՐԻ ՄԱՅԻՍՄԵԿՅԱՆ ՇՆԵՐԹԸ

<https://www.youtube.com/watch?v=RXBj5BR4IAC>



«Արժանապատիվ աշխատանք» խորագրով երթ՝ աշխատավորներ...

Հայաստանի արհմիությունների կոնֆեդերացիան մայիսի 1-ի՝ Աշխատանքի և աշխատավորների...

 factor.am /



«Արժանապատիվ աշխատանք» խորագրով երթ՝ Երևանում

Մայիսի 1-ին՝ Աշխատավորների միջազգային օրվա կապակցությամբ, Երևանի Արվյան պուրակից մեկնարկել է...

 ՓԱՍՏԻՆՖՈ / May 1, 2025



Երևանում մայիսմեկյան երթ Է անցկացվել

Երևանում մայիսմեկյան երթ Է անցկացվել - 1 Մայիսի, 2025

 Alphanews / May 1, 2025



<https://www.youtube.com/watch?v=Qu5hED3DPOk>

The guest of the program "Herankar" was the President of the Confederation of Trade Unions of Armenia , Elen Manaseryan



On the occasion of the International Day of Labor and Workers, program "Herankar" hosted the President of the Confederation of Trade Unions of Armenia Elen Manaseryan. They touched upon statistical data on registered jobs and unemployment in Armenia, the protection of workers' rights, the results of the "Minimum Wage and Socio-Economic Realities in the Republic of Armenia" study, the unequal distribution of the labor market, in particular the fact that almost the entire economy, institutions and enterprises are concentrated in Yerevan.

"This is a problem for the Republic of Armenia, this is a strategic, security problem, because if we centralize everything in Yerevan, we are emptying our villages, especially those villages that are of vital importance to us," said Elen Manaseryan.

Source: <https://www.youtube.com/watch?v=OMCtIQCyRDA>



TRADE UNIONS

EVENTS

A Rare Victory in the Court of Appeals



With the support of the Confederation of Trade Unions of Armenia (CTUA), the trade union organization of “Plant of Pure Iron” OJSC won a legal case in the First Instance Court of Yerevan against actions that restricted the rights of the trade union president.

Since 2023, the company's management had been prohibiting the president of the trade union from entering the company, thereby obstructing the exercise of the president’s rights and duties.

The Civil Court of General Jurisdiction of Yerevan ruled in favor of the trade union, obliging “Plant of Pure Iron” OJSC to allow the president of the trade union organization unhindered access to the company from Monday to Friday, between 09:00 and 18:00.

This decision was appealed by the company, but on May 6, 2025, the Court of Appeals rejected the appeal, leaving the original decision in force.

This victory is the first of its kind concerning the exercise of the rights and powers of a trade union president.

Elen Manaseryan, President of the Confederation of Trade Unions of Armenia, was hosted in the studio of Oragir.News's "Ըստ Էնթյան" program



During the "Ըստ Էնթյան" program of Oragir.News, the President of the Confederation of Trade Unions of Armenia, Elen Manaseryan, spoke about social justice, the strike of workers at the Zangezur Copper and Molybdenum Combine, its legal right, the restoration of the labor rights of the dismissed workers, the large sum demanded by the combine from the dismissed workers, and a number of other issues.

Source: Oragir.News

*You can watch the video by following this link:
<https://www.youtube.com/watch?v=TXEGDdvrReM>*

Participation of Elen Manaseryan, President of the Confederation of Trade Unions of Armenia, in the 113th Session of the International Labour Conference (ILC)



On June 10–12, 2025, the Armenian delegation, headed by Minister of Labour and Social Affairs Narek Mkrtychyan, participated in the 113th Session of the International Labour Conference (ILC) held in Geneva. The delegation included Deputy Minister Ruben Sargsyan, President of the Republican Union of Employers of Armenia Vahagn Hambardzumyan, and President of the Confederation of Trade Unions of Armenia (CTUA) Elen Manaseryan.

The agenda of this year's conference included the discussion of a new convention on biological hazards at work. The active involvement of social partners and professional discussions during the conference contributed to the development and advancement of this important document.

On June 12, the Global Coalition for Social Justice Forum was held, which highlighted current trends and challenges. The forum reaffirmed that ensuring social justice is more important than ever for all workers, regardless of sector or employment status.

CTUA President Elen Manaseryan held meetings with ILO Director-General Gilbert F. Houngbo, Director of the ILO Bureau for Workers' Activities Maria Helena André, and Sergejus Glovackas, Desk Officer for Central and Eastern Europe.

During these meetings, Armenia's labour and socio-economic situation was presented in detail, along with legislative reforms concerning the protection of workers' rights and existing challenges. Special attention was paid to the issues of ensuring safe and healthy working conditions, the exercise of the right to strike, and the circumstances of the strike at the Zangezur Copper Molybdenum Combine (ZCMC). The outcomes of ILO-implemented programs in Armenia and the importance of their continued implementation were also discussed.

This visit emphasized the important role of the CTUA in ensuring the protection of workers' rights and the development of social dialogue, both on national and international platforms.

Vice President of the Confederation of Trade Unions of Armenia Tiruhi Nazaretyan spoke about labor law violations and vulnerable sectors



*To watch the video, visit the following link:
<https://www.youtube.com/watch?v=VX0JM8Jv7zQ>*

President of the Confederation of Trade Unions of Armenia, Elen Manaseryan, hosted ILO Assistant Director-General and Regional Director for Europe and Central Asia, Beate Andrees



During the meeting, they discussed gaps in the legislation concerning the right to strike, safe and healthy working conditions, ILO Conventions No. 135, 122, and 81, as well as issues related to the conclusion of a national-level collective agreement on social partnership and the effective functioning of the tripartite commission. Ms. Andrees positively assessed the cooperation between the CTUA and the ILO Office and noted that the active work of Armenian trade unions is also visible on international platforms.



3rd International Conference on Social Justice



On June 20, 2025, the Third Annual International Conference on Social Justice was held in Yerevan under the theme “Unifying for Social Justice”. The event brought together representatives of state institutions, international organizations, civil society and social partners to discuss the issues of social justice and ways to ensure decent work.

The conference was attended by the Deputy Prime Minister of the Czech Republic, Minister of Labor and Social Affairs Marian Jurečka, Minister of Internally Displaced Persons from the Occupied Territories, Labor, Health and Social Affairs of the Republic of Georgia Mikheil Sarjveladze, Minister of Disability Affairs of the Italian Republic Alessandra Locatelli, Secretary-General of the Supreme Committee for Human Fraternity of the United Arab Emirates Khalid Ghanim Al-Ghait, ILO Assistant Director-General and Regional Director for Europe and Central Asia Beata Andrees, and a number of other high-ranking officials, policymakers, experts, and social partners.

Within the framework of the conference, a Davos-style panel discussion was held under the theme “Global Partnerships for a Fair and Inclusive Labor Market”, moderated by Elen Manaseryan, President of the Confederation of Trade Unions of Armenia.

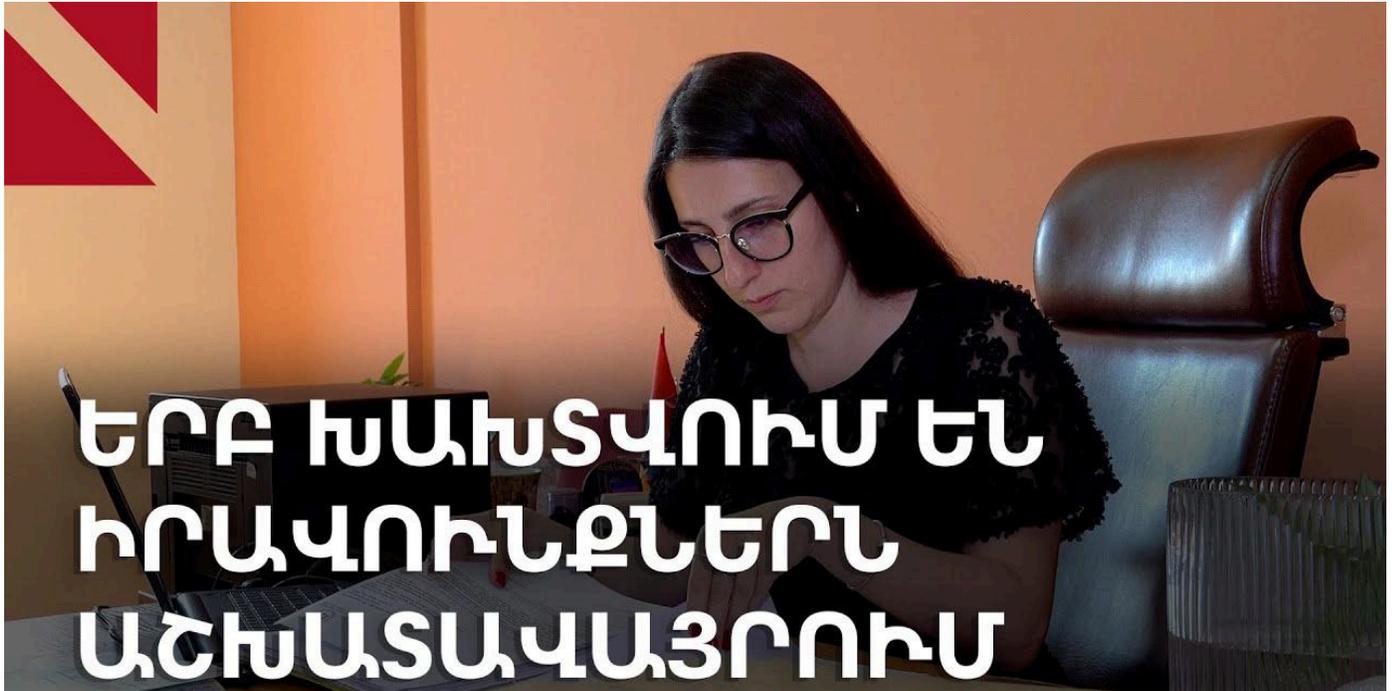
The discussion was attended by Narek Mkrtchyan, Minister of Labor and Social Affairs of the Republic of Armenia, Heriknaz Tigranyan, Chairwoman of the Standing Committee on Labor and Social Affairs of the National Assembly of the Republic of Armenia, Marian Jurecka, Deputy Prime Minister of the Czech Republic, and Beata Andrees, Regional Director for Europe and Central Asia of the ILO.

The speakers highlighted the role of global partnerships in the process of forming an inclusive labor market, presenting the experience of their countries, pointing out current challenges and opportunities. Effective tools for protecting labor rights, as well as policies aimed at ensuring decent work, were also discussed.



Source: <https://www.mlsa.am/news/954>

Tiruhi Nazaretyan, Vice President of the Confederation of Trade Unions of Armenia, on Labor Rights (Reportage)



*To watch the video, visit the following link:
<https://www.youtube.com/watch?v=HyxoMXeRXao>*

President of the Confederation of Trade Unions of Armenia Elen Manaseryan met with President of the Armenian Caucus of SEIU 721 Local Organization Silva Kechichian



The President of the Armenian Trade Unions, Elen Manaseryan, hosted Silva Kechichian, President of the Armenian Caucus of the Service Employees International Union (SEIU) 721 Local Organization, which unites service employees in Southern California.

During the meeting, topics related to the activities of trade unions in Armenia, social dialogue in Armenia and the United States, and cooperation between trade unions were discussed.

Welcoming the guest, Elen Manaseryan, President of the CTUA, expressed hope that that continuous and cooperative relations will be established in the future between unions.



2025 ITUC GLOBAL RIGHTS INDEX

THE WORLD'S WORST
COUNTRIES FOR
WORKERS

TRADE UNIONS

EVENTS

Branch Republican Trade Union Organizations of Workers of Agroindustrial Division of Republic of Armenia met with workers of forestry and agriculture sectors



On July 5-6, 2025, the Branch Republican Union of Trade Unions of Workers of Agroindustrial Division met with workers in the forestry and agricultural sectors in Aghveran.



Current Challenges of Trade Unions and Paths for Development



Within the framework of cooperation between the Confederation of Trade Unions of Armenia and the International Labour Organization, seminars on the topic “Current Challenges of Trade Unions” were organized on July 12–13 and 19–20, 2025.

During the seminars, participants discussed the main issues and challenges facing modern trade unions, as well as possible solutions to them.

The discussions covered topics related to the protection of workers’ rights, effective mechanisms of social dialogue, the impact of new economic and technological changes, and the importance of involving youth and women in trade union activities.

Kemal Özkan, Assistant General Secretary of IndustriALL Global Union, visited Armenia



On July 16–17, 2025, Kemal Özkan, Assistant General Secretary of IndustriALL Global Union, paid a working visit to the Republic of Armenia. As part of the visit, a seminar was held on July 16 on the topic “Developing the Potential of IndustriALL Global Union Member Organizations in Armenia.” The seminar was intended for representatives of about 16 organizations affiliated with the Republican Branch Union of Trade Union Organizations of Industry Workers of Armenia.

The event was attended by the President of the Confederation of Trade Unions of Armenia, Elen Manaseryan, who delivered an opening speech emphasizing the importance of meetings in such a format and encouraging the active involvement of participants in the discussions.

During the seminar, comprehensive discussions were held on existing challenges in the industry, the development of social partnership, and ensuring a healthy and safe working environment.

All participants highly appreciated the effective and long-term cooperation established between IndustriALL Global Union and Armenian trade unions. The parties confirmed their readiness to continue and further strengthen this cooperation.

Karine Aloyan, Chairwoman of the Republican Branch Association “Electrotradeunion” of the Trade Union Organizations of Armenia, a member of IndustriALL Global Union, and Eduard Pakhlevanyan, Chairman of the Branch Union of Trade Union Organizations of Miners, Metallurgists and Jewelers of Republic of Armenia, also took part in the discussions.

At the conclusion of the event, Aristakes Danielyan, Chairman of the Republican Branch Union of Trade Union Organizations of Industry Workers of Armenia, delivered the closing remarks, thanking all participants for their active engagement and effective cooperation.



Meeting with the Assistant General Secretary of the IndustriALL Global Trade Union



On July 17, 2025, Elen Manaseryan, President of the Confederation of Trade Unions of Armenia, and Tiruhi Nazaretyan, Vice President, hosted Kemal Özkan, Assistant General Secretary of IndustriALL Global Union.

During the meeting, the CTUA President presented the priorities of the trade union movement in Armenia, the existing challenges, as well as the work and programs implemented in recent years. Kemal Özkan outlined the programs carried out by IndustriALL Global Union and those planned to be implemented in Armenia in the future.

The President of the Confederation particularly emphasized the importance of the July 16 meeting with the trade union activists of CTUA member branch republican unions affiliated with IndustriALL Global Union, and highly appreciated the continuous support provided to these branch republican unions.

The Role of Trade Unions in Corporate Governance



On July 24, 2025, a workshop organized by the Branch Republican Union of Banks, Financial Institutions Employees and Professional Employees of Trade of Armenia was held on the topic “The Role of Trade Unions in Corporate Governance.”

The event was attended by Vice President of the Confederation of Trade Unions of Armenia, Tiruhi Nazaretyan; members of the Branch Republican Union Executive Committee; newly elected trade union presidents; Head of Staff of the Union of Banks of Armenia, Kristine Beglaryan; Chief Accountant Anna Yeganyan; Executive Director of the Union of Credit Organizations of Armenia, Khoren Kerobyan; Corporate Governance Specialist of the Central Bank of Armenia, Mariam Khachatryan; lawyer Kaghtsrik Avagyan; Deputy of the Financial System Mediator, Piruz Sargsyan; Independent expert Ligia Ghazaryan; and Head of the Armenia Editorial Office, Tigran Nikoghosyan.

In her welcoming speech, Vice President of the Confederation of Trade Unions of Armenia, Tiruhi Nazaretyan, emphasized the importance of legislative changes and labor issues, noting that a trade union is not only a structure that represents and defends rights, but also an expression of the idea and value system of solidarity .

Chairwoman of the Branch Union, Laura Hakobyan, in her speech, presented international experience, stressing that the involvement of trade unions in corporate governance processes is of great importance.

During the workshop, there was a free exchange of ideas, within which participants presented their issues and proposals.



First Channel News reported on the “ Global Rights Index 2025” prepared by the International Trade Union Confederation



To watch the video, visit the following link:
<https://www.youtube.com/watch?v=Yv64jISzPCE>

The Global Rights Index is the only comprehensive, annually published global report on violations of workers' rights, compiled by the International Trade Union Confederation (ITUC). The 2025 report shows that violations of workers' and trade union rights are deepening in different countries around the world, creating a global crisis.

This year, the report examined 151 countries, and only 7 of them received the highest rating of 1. According to the ITUC, this indicator is concerning and is linked to the rise of authoritarian governments worldwide. The report also highlighted the top 10 worst countries in terms of workers' rights violations, which include Belarus and Turkey.

In his statement, ITUC General Secretary Luc Triangle emphasized that there is a visible ongoing deterioration of workers' rights globally. He noted that this constitutes an attack not only on democracy but also on workers' rights, a trend particularly characteristic of the growth of authoritarian regimes.

The Republic of Armenia received a rating of 3 this year, indicating shortcomings in both legislative and practical areas. The report specifically highlighted limitations in the exercise of the right to strike.

The report was addressed by Ruben Sargsyan, Deputy Minister of Labor and Social Affairs of Armenia, while Elen Manaseryan, President of the Confederation of Trade Unions of Armenia, presented her position and discussed the difficult procedures for exercising the right to strike in Armenia.

“Rise of Leadership” : A New Phase of Women’s Empowerment in Armenia



July 29, 2025, marked the successful completion of the second phase of the “ Rise of Leadership” initiative and the launch of its new phase. This unique program, implemented by the United Nations Development Programme (UNDP) with the support of the Austrian Development Agency as part of the Platform #5: Strengthening Women’s Economic Opportunities in Armenia program, has already yielded significant results. Over several months, the participating women successfully advanced family-friendly policies within their organizations.

At the event, participants were inspired by speeches from Tatevik Stepanyan, Deputy Minister of Labor and Social Affairs of Armenia; Heriknaz Tigranyan, Member of the National Assembly of Armenia; and Elen Manaseryan, President of the Confederation of Trade Unions of Armenia.

For the first time, the UNDP placed the development of women’s leadership on a model that not only strengthens the leadership capacities of women at mid-career levels through the “radical humility” model, but also creates opportunities for the practical application of leadership skills by promoting family-friendly practices. The program also included boosting participants’ motivation by supporting the implementation of solutions and initiatives developed by them.

The results of the initiative are already evident: the capacities of 100 women from the public and private sectors, as well as local self-government bodies, have been strengthened. More than 55 participants introduced family-friendly policies in their organizations for the first time and raised awareness among colleagues. The program is designed to be continuous.



TRADE UNIONS

EVENTS

The Impact of Inflation on Workers' Incomes and Living Standards in the Republic of Armenia



According to the RA Statistical Committee, in June 2025, compared to June 2024, inflation in the Republic of Armenia was recorded at 3.9%. Prices for food and non-alcoholic beverages increased by 6.2%.

In particular, the prices of bread rose by 3.9%, butter by 14%, pasta by 5.3%, meat products by 1.6%, fruits by 3.7%, vegetables by 25%, and potatoes by 67.3%.

At the same time, the prices of some goods have decreased, while the prices of cheese and cottage cheese increased by 1.5%, and eggs by 6.2%.

Such inflationary trends, especially in relation to essential goods, further worsen the situation of socially vulnerable groups.

According to the report “Armenia’s Social Picture and Poverty, 2024” published by the RA Statistical Committee, in 2023, 42.9% of average monthly household spending per capita was directed to food, and 32.8% to services.

The share of non-food products was 19.4%, cigarettes 4.5%, and alcoholic beverages 0.4%. These figures indicate that most of the population’s income is spent on basic necessities, while the amounts allocated to education, entertainment, or savings remain limited.

When almost half of the population’s income is spent on food, even minor inflation has a direct impact on their quality of life.

In January–June 2025, the average monthly nominal salary in the Republic of Armenia amounted to 294,621 drams, which is 5.6% higher than in the same period of the previous year. In June 2025, it reached 297,624 drams.

The salary level in some sectors is significantly lower than the national average. In particular, the average salary amounted to 148,014 drams in accommodation and catering, 150,351 drams in other services, 159,520 drams in culture and art, and 166,118 drams in education.

The lowest average monthly nominal salary was registered in the Gegharkunik region at 146,355 drams, while the highest was in the Syunik region at 306,283 drams. In Yerevan, it amounted to 298,879 drams.

Although an increase in the average monthly nominal salary was recorded in Armenia during January–June 2025, rising prices for goods and services continue to keep the real incomes of workers at a low level.

In 2023, the poverty rate in the Republic of Armenia was estimated at 23.7%, which is 1.1 percentage points lower than in 2022. The extreme poverty rate stood at 1.1%, a decrease of 0.1 percentage points. The poverty rate among employees was 19.4%.

The prevalence of poverty varies by locality: it was 21.5% in urban areas and 27.0% in rural areas. In Yerevan, the poverty rate stood at 17.9%.

The highest poverty rate was recorded in the Shirak region at 43.1%, while the lowest was in the Syunik region at 7.0%.

In the second quarter of 2025, the cost of the minimum consumer basket, calculated according to the methodology of the Ministry of Health of the Republic of Armenia, amounted to 81,680.9 drams, which is higher than the minimum wage.

According to the World Bank methodology, the cost of the minimum consumer basket was 64,713.9 drams.

The values of minimum consumer baskets have not been officially established in the Republic of Armenia by any law or other legal act.

To reduce poverty, improve the standard of living of workers and their families, and ensure decent work in the country, it is necessary to officially establish the cost of the minimum consumer basket. Additionally, a wage indexation procedure should be adopted, as defined by Article 182 of the RA Labor Code, which was adopted in 2004.

Regional Workshop in Armenia



Confederation of Trade Unions of Armenia organized two days Regional workshop on 5-6 August, 2025 in Yerevan, Armenia, with the financial support of ILO ACTRAV.

Trade Union leaders and activists were participating from Armenia, Georgia, Moldova, Ukraine, Kazakhstan, Kyrgyzstan, Tajikistan, Uzbekistan.

The workshop was on the theme on "Trade Unions and transition: shaping the future of workers".

The opening remarks were made by Sergejus Glovackas -Desk officer for Europe and Central Asia ILO/ACTRAV, Elen Manaseryan -CTUA president, Ruben Sargsyan- Deputy Minister of Labor and Social Affairs of the Republic of Armenia, Igor Zubcu-PERC President.

In their opening speech all speakers emphasized that digitalization, platform work and AI became part of everyday life and no one can escape of it as the workers cannot live in other reality than now. So the trade unions should be modernized and use the opportunities of AI and digitalization.

The Deputy Minister introduced the reforms made in the Armenian legislation concerning the digitalization especially the electronic labor contracts which will come into force in 2026.

The participants of all countries introduced Trade Union experience and the situation in their countries.

Unlike other countries where the Unions are trying to work in the digitalized work, the Ukraine Trade Unions have to survive in the situation of war and everyday battles.

Micheal Watt-ILO ACTRAV economist and workers' specialist had presentations on New technologies and business models: platform workers, where the participants also showed their experience on work with platform workers. During the session the participants were informed also the ILO approach on platform workers and the opportunity of having new standard on it. PERC president Igor Zubcu and ITUC representative Anna Salnikova presented the approach of International Trade Union Confederation and the steps ahead. On the second day the participants were introduced the AI influence on the labor market. The session was moderated by Gocha Aleksandria, who shared international experience. Later the session was continued by Micheal Watt who presented the workers' rights on data collecting and data protection. Each delegation shared their own experience. After every session active discussions were held. In the last session the participants worked in the groups where developed their own plans of activities and had relevant and useful proposals.



The Presidents of the Trade Unions of Armenia and Kyrgyzstan signed a Memorandum of Cooperation



On August 6, 2025, the Confederation of Trade Unions of Armenia and the Federation of Trade Unions of Kyrgyzstan signed a memorandum of cooperation. This document marks a new chapter in the relationship between the trade union organizations of the two countries, promoting the exchange of experience and the implementation of joint initiatives.

Under the memorandum, the parties agreed to closely cooperate in several key areas, particularly in the protection of workers' social and economic rights and interests. The main areas of cooperation between the trade union organizations include: developing forms and methods of social partnership; regulating social and labor relations through collective bargaining; exchanging experience in the fields of occupational health, safety, and environmental protection; advancing trade union education; and implementing joint educational initiatives such as training courses, seminars, forums, and conferences.

This initiative highlights the parties' commitment to defending workers' rights and strengthening the trade union movement. The memorandum will serve as a foundation for long-term and effective cooperation.



Offsite Meeting of the Confederation of Trade Unions of Armenia: On Current Challenges and International Experience



On August 7–8, 2025, the Confederation of Trade Unions of Armenia organized an offsite meeting, attended by the Chairpersons and representatives of branch republican unions affiliated with the Confederation. The meeting also included the chairpersons of the Confederation’s Standing Committees on Equality in Labour Relations and Youth, as well as representatives of the Confederation’s staff.

The special guest of the offsite meeting was Sergejus GLOVACKAS, Desk Officer for Central and Eastern Europe of the Bureau for Workers’ Activities at the International Labour Organization (ILO). His participation provided a valuable opportunity for Armenian trade unions to directly familiarize themselves with international experience and the ILO’s new initiatives.

The agenda of the meeting included current challenges facing trade unions, as well as emerging trends observed at the international level. The presentations were followed by active discussions, during which participants exchanged views on the protection of workers’ rights, the development of social dialogue, and the potential application of global best practices.

Seminar on Drivers of Youth Engagement in the Civil Society Platform

From August 22–24, 2025, the Confederation of Trade Unions of Armenia, in collaboration with the Armenian office of the Solidarity Center, organized a seminar for young trade unionists at the Tufenkian Avan Dzoraget Hotel on the topic “Drivers of Youth Engagement in the Civil Society Platform.”

During the three-day seminar, participants discussed the challenges present in the civil society sector and explored various forms of youth engagement. Special attention was given to the current challenges facing trade union activities.





TRADE UNIONS

EVENTS

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.

Source: Official website of the Union of State, Local Government and Public Service Employees of Armenia
<https://arhmiutyun.org/2025/09/08/youth-board-weekend-meeting-september-20258/>

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"

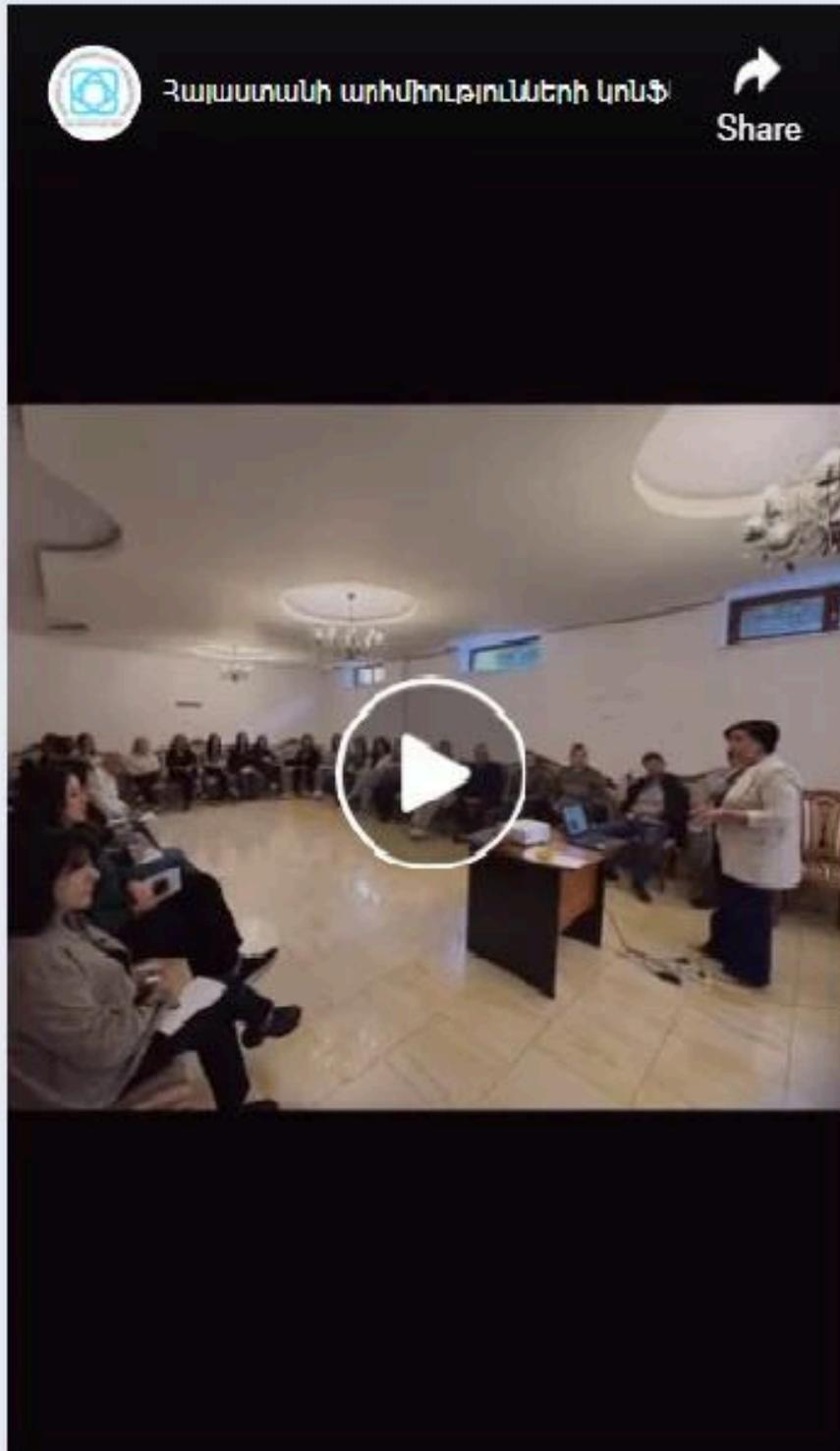


From September 13 to 14, 2025, the Confederation of Trade Unions of Armenia, in cooperation with the Armenian branch of the Solidarity Center, organized a two-day seminar entitled "Motivation for Trade Union Membership." The aim of the seminar was to examine the factors that encourage and promote workers' 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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0010, Երևան, Վ. Սարգսյան 26/3, հեռ.՝ (010) 54 52 37, էլ. փոստ՝ hamk@hamk.am

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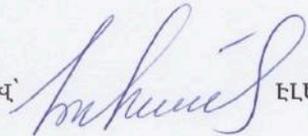
Հարգելի՛ տիկին Տիգրանյան,

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:

ՀԱՐԳԱՆՔՈՎ՝  ԷԼԵՆ ՄԱՆԱՍԵՐՅԱՆ

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.





TRADE UNIONS

EVENTS

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.



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.



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-yndunelutyam-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-am yakin-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/gegharquniq-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 զխնամիր 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 (ՃՇՀԱՀ ամբիոնի դասախոս Աշոտ Մխիթարյան), շինարարական կադրերի պատրաստման և որակավորման բարձրացման խնդիրներ (ՃՇՀԱՀ դեկան Արամ Սահակյան), շինուղղորտում սոցիալական փաթեթներ և ապահովագրական մեխանիզմներ (Հովսեփ Բեգյան, Սոնա Պետրոսյան, «Լիզա 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, ՃՇՀԱՀ պրոֆեսորներ Վարդգես Գրիգորյանը և Սարգիս Թովմասյանը:

Վերջում թուր 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>



TRADE UNIONS

EVENTS

Study Visit of the Armenian Delegation to the Kingdom of the Netherlands on VET

From November 2 to 7, a delegation from the Republic of Armenia, consisting of representatives of the Ministry of Education, Science, Culture and Sports, the Confederation of Trade Unions of Armenia, the Republican Union of Employers of Armenia, VET policy development and quality assurance bodies, VET institutions, and partner organizations, visited the Kingdom of the Netherlands.



As part of the experience exchange, the delegation visited the Dutch Education Inspectorate, MBO Raad, SBB, ROC Mondriaan, Summa College, and CINOP, as well as The Chocolate Factory company, gaining firsthand insight into successful examples of cooperation between education and the labor market.

The knowledge gained will provide important support for ongoing reforms in Armenia's VET sector, contributing to the improvement of the licensing system, the development of management and quality assurance mechanisms, and the alignment of education with labor market demands.

The visit was organized within the framework of the VET program of the German Government, implemented by the German Agency for International Cooperation (GIZ).

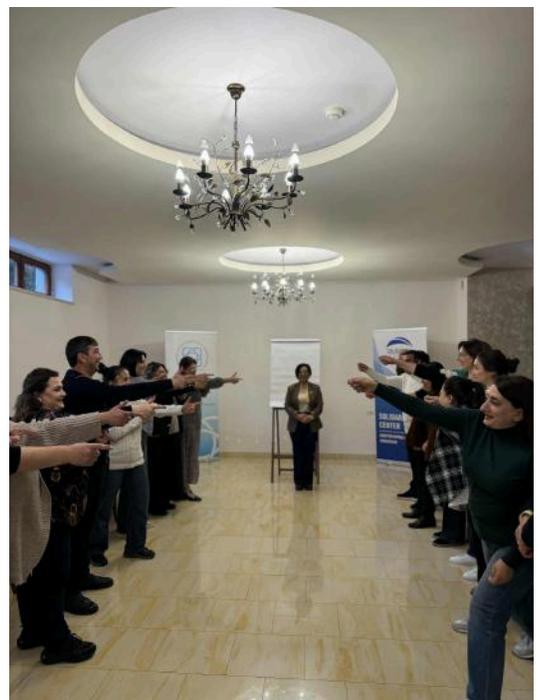
Seminar on "What is a Trade Union? The Role of Trade Unions in Collective Labor Relations"



From November 8 to 9, 2025, the Branch Republican Union of Professional Organizations of Transport and Communication Workers of Armenia organized a seminar on "What is a Trade Union? The Role of Trade Unions in Collective Labor Relations" at the "Russia" Hotel in Tsaghkadzor.

Training for trainers

From November 14 to 16, the Confederation of Trade Unions of Armenia, in cooperation with the Armenian office of the Solidarity Centre organization, organized a seminar for trainers, aiming to include more trade union members in the pool of trade union trainers.



Trade union collectives participated in the Tennis Tournament

The Union of State, Local Government and Public Service Employees of Armenia held a table tennis team tournament on November 16 at the Erebuni Children's and Youth Creative Center, dedicated to the Day of Local Self-Government.

Teams from the state and community sectors competed.

The trade union team of the State Revenue Committee of the Republic of Armenia won the branch trade union cup, taking first place.

The trade union team of the Erebuni Children's and Youth Creative Center took second place, and the trade union team of the Kharberd Specialized Orphanage took third place.

The trade union team of the Kond Private Houses SNCO took an honorable 4th place. In the individual standings, the first place was taken by Alla Shakhkulyan (SRC), the second place by Irina Markaryan (Erebuni Children's and Youth Creative Center), and the third by Eduard Tonyan (Kharberd Specialized Orphanage).

Source: Official website of the Union of State, Local Government and Public Service Employees of Armenia

<https://arhmiutyun.org/2025/11/17/staffs-compete-in-ping-pong-tournament-2025/>



The CTUA Standing Committee on Equality in Labor Relations joined the 16 Days of Activism against Gender-Based Violence campaign

Ahead of the 16 Days of Activism Against Gender-Based Violence in Armenia, on November 22-23, the Standing Committee on Equality in Labor Relations of the Confederation of Trade Unions of Armenia organized a two-day workshop on "Trade Unions for Equal Opportunities and Against Gender Discrimination."

During the workshop, discussions were held, analyses and research on gender sensitivity in the labor market were presented, in particular, the research prepared by the committee on "Cases of Discrimination in the RA Employment Platforms" was presented.

The UNDP Seal of Excellence methodology and the gender equality assessment of state institutions were also presented. The participants of the workshop had the opportunity to listen to lectures on the topics of "Equality and Anti-Discrimination in the Labor Code of the Republic of Armenia and in the Workplace" and "Trade Union Approaches to Eliminating Harassment and Violence".



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Within the framework of cooperation between the Confederation of Trade Unions of Armenia and the Friedrich Ebert Foundation in Armenia, on November 25, 2025, the results of the research "Minimum Wage and Socio-Economic Realities in the Republic of Armenia" were presented, conducted by Public and Social Policy Expert Ruben Markosyan.

The event was attended by the Chairwoman of the Standing Committee on Labor and Social Affairs of the National Assembly of the Republic of Armenia Heriknaz Tigranyan, the Acting Director of the National Institute of Labor and Social Research SNCO Ruben Sargsyan, representatives of the Ministry of Labor and Social Affairs of the Republic of Armenia, the Ministry of Health of the Republic of Armenia, the Ministry of Economy of the Republic of Armenia, and the presidents of the branch republican unions of the Armenian Trade Union Confederation.

Elen Manaseryan, President of the Confederation of Trade Unions of Armenia, noted in her welcoming speech that the research was conducted at the initiative of the Confederation of Trade Unions of Armenia, with the aim of revealing the discrepancy between inflation and workers' incomes in the Republic of Armenia, the problems of calculating the Minimum Living Wage Basket and the absence of a wage indexation procedure.

The presentation of the research was followed by an exchange of opinions and discussion.

The research is available at the following link:

<https://hamk.am/en/minimum-wage-and-socio-economic-realities-in-the-republic-of-armenia-research>



The issue of increasing the minimum wage in Armenia is again on the agenda

"FREE NEWS" TV Company has prepared a video about the results of the "Minimum Wage and Socio-Economic Realities in the Republic of Armenia" research and its presentation event.



*You can watch the video by following the link:
<https://tinyurl.com/5n7f5f98>*

Meeting with the chairpersons of the Gyumri Trade Union Committees of the Light Industry of the Republic of Armenia, a group of production and trade union veterans



On October 16, 2025, at the initiative of Srapion Arakelyan, Chairperson of the Republican Branch Union of Trade Union Organizations of Light Industry Workers of Armenia, a seminar-meeting was held in Gyumri with the chairpersons of the trade unions of the Republican Branch Union of Trade Union Organizations of Light Industry Workers of Armenia and with a group of production and trade union veterans. The President of the Confederation of Trade Unions of Armenia, Elen Manaseryan, was invited.

The opening speech was delivered by the Chairman of the Republican Branch Union of Trade Union Organizations of Light Industry Workers of Armenia, S. Arakelyan. The seminar was chaired by the President of the Confederation of Trade Unions of Armenia, E. Manaseryan.

The legislation regulating labor relations in Armenia, upcoming amendments to the laws on Trade Unions and Employers' Associations, the activities and accomplishments of the CTUA, cooperation with the Government of the Republic of Armenia and the committees of the National Assembly, the role of trade union committees and union activists in monitoring the implementation of collective agreements, and the process of concluding the tripartite agreement between the Government, the CTUA, and the RUEA were presented during the seminar -meeting.

Questions and speeches were delivered by the chairpersons and members of the trade union committees of "Arshaluys" OJSC, "Lentex", "Nelli", "Zakaryan Jeans", "Artenia" LLC, "Gyulbekyan" CJSC, and "Galstyan" individual entrepreneur.

The Technical process of the digital system for concluding labor contracts was presented at the CTUA



At the initiative of the President of the Confederation of Trade Unions of Armenia, Elen Manaseryan, a meeting was held on November 28, 2025, during which the technical process for using the digital system for concluding labor contracts was presented.

The event, attended by representatives of the branch republican unions of the CTUA, began with welcoming remarks by Tiruhi Nazaretyan, Vice President of the CTUA.

The capabilities, usage stages, and practical application features of the digital system for concluding employment contracts were presented by analysts Anna Poghosyan and Mariam Makaryan from the Digital Projects Management Department of the "G Solutions" State Non-Commercial Organization of the State Revenue Committee of the Republic of Armenia.

During the meeting, the technical details of the system were discussed, and participants had the opportunity to direct their questions regarding the presented functions and application features to the specialists.



TRADE UNIONS

EVENTS

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.



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

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.

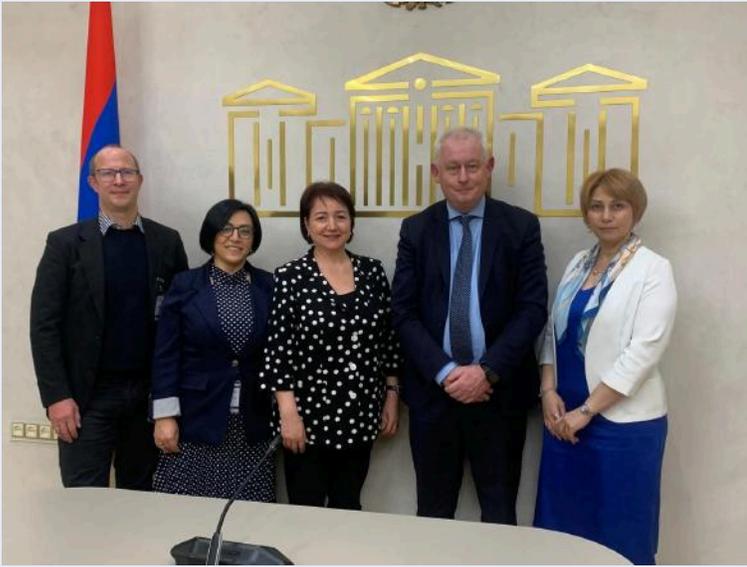


Conference in France on “Extractivism in France and Worldwide: Social Needs, Environmental Concerns, and the Appetite of Capitalism”



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

SUMMARY

Legal Consultations 2025

No	Questions	Quantity
1	Labor contract (conclusion, amendment, termination)	47
2	Leave (annual, additional, maternity, unpaid)	34
3	Compensation for damage	2
4	Salary	23
5	Payment of sick leave	15
6	Labor discipline	28
7	Working hours	11
8	Forced idle time	4
9	Pension calculation, preferential pension	5
10	Work experience	9
11	Final settlement	26
12	Discrimination	3
13	Questions related to trade union activities: membership, termination of membership, and membership fees	25
14	Other	42
Total		274

2 court cases

The labor rights of workers were restored in the Civil Court of Appeal.

SUMMARY

Video views in numbers



Video views: 16000



686 views



230000 views



SUMMARY



14 international outing events:

- 1. 8 participations from staff,**
- 2. 17 participations from Branch Republican Unions.**

6 meetings of the Executive Committee of the Confederation of Trade Unions of Armenia were convened in 2025.

18 seminars were held in 2025.



Participants: 625



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