



REPUBLIC OF ARMENIA  
DEPUTY MINISTER  
OF LABOR AND SOCIAL AFFAIRS

«28» 04 2026

Mr. JAN WILLEM GOUDRIAAN,  
EPSU GENERAL SECRETARY

**Dear Mr. Goudriaan,**

Let me express my sincere gratitude for your letter addressed to the Prime Minister of the Republic of Armenia.

On behalf of the Ministry of Labor and Social Affairs, I would like to thank you for addressing several issues related to the empowerment of trade unions and the enhancement of their substantive contribution to public life. The Government stands ready to advance cooperation with EPSU, including in partnership with the International Labor Organization, to further develop the system of social dialogue and collective bargaining based on international best practices and incorporating them into national legislation and strategies.

Please find attached additional information on the legal and institutional framework currently in force in the Republic of Armenia for your reference.

Encl.: 2 pages

SINCERELY,

LUSINE KOCHARYAN

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## Information

The labor legislation of the Republic of Armenia already enshrines fundamental guarantees of freedom and independence in the functioning of trade unions. In particular, the Labor Code of the Republic of Armenia establishes the right of workers and employers to freedom of association, including the possibility of establishing and joining trade unions. The Law “On Trade Unions” clearly defines the independence of trade unions from state bodies and employers, and prohibits any interference in or obstruction of in their activities, except in cases provided for by law.

In addition, the legislation provides for legal protection mechanisms that ensure the effective protection of the rights of trade unions and employees. In particular, according to the Point 6 of Part 1 of the Article 25 of the Labor Code, employee representatives have the right to appeal in court the decisions and actions of the employer and his authorized persons that contradict the legislation of the Republic of Armenia, collective and labor agreements or violate the rights of employees or employees' representatives. In this context, under the current legislation, trade unions are endowed with a sufficient set of tools to protect their rights.

It is necessary to emphasize that one of the main principles of the labor legislation of the Republic of Armenia is the freedom of collective bargaining. This principle implies that the implementation of negotiations cannot be imposed on any of the parties, which stems from the principle of freedom of association.

At the same time, currently the draft amendments to the Law "On Trade Unions" are being finalized, which, among others, address a number of issues raised in your letter, with the aim of continuously improving the legal regulations in the sphere.

Social dialogue in the Republic of Armenia is also developing in practical multilateral formats. The Republican Collective Agreement signed on January 23, 2026 between the Government of the Republic of Armenia, the Confederation of Trade Unions of Armenia and the Republican Union of Employers of Armenia is an important step towards strengthening tripartite cooperation. It defines the priorities of cooperation between social partners aimed at developing social-labor relations, ensuring social justice, promoting employment and strengthening the protection of labor rights.

Within the framework of the aforementioned agreement, the Republican Tripartite Commission was formed by agreement of the parties to conduct collective negotiations at the Republican level, ensure the fulfillment of contractual obligations, as well as to develop an action plan to ensure the implementation of the agreement and discuss issues arising during its implementation. The Commission is composed of representatives of the parties (five members from each party). The Government of the Republic of Armenia involves representatives of the Ministries of Labor and Social Affairs, Justice, Health, Economy, Education, Science, Culture and Sports in the Commission.

It is planned to convene the first session of the Commission in the near future. The agenda of the session will be formed by the consent of the parties, ensuring the full and meaningful involvement of social partners.

In practice, the participation of social partners is also ensured in the process of developing policies. Draft legal acts developed by the Ministry of Labor and Social Affairs that relate to the rights and interests of employees and employers are submitted for discussion by relevant stakeholder organizations, including the Confederation of Trade Unions of Armenia and the Republican Union of Employers of Armenia. Representatives of these organizations are also involved in thematic discussions and working meetings..

The aforementioned indicates that mechanisms for ensuring and developing social dialogue are in place in the Republic of Armenia, and are subject to continuous improvement.