

Geneva, 30 January 2026

H.E. Mr. Nikol Pashinyan
Prime Minister of the Republic of Armenia
Government of the Republic of Armenia
Republic Square
Yerevan 0010
Armenia

Sent by email: chiefofstaff@gov.am

Labour Rights and occupational safety concerns at Akhtala Mining and Processing Plant CJSC

Dear Prime Minister,

I am writing to you as general secretary of IndustriALL Global Union, which has 550 affiliates in 130 countries, including Armenia, representing over 50 million workers in the mining, energy and manufacturing sectors to draw your attention to the labor situation at Akhtala Mining and Processing Plant CJSC. Please know that the Branch Union of Trade Union Organizations of Miners, Metallurgists And Jewellers of Republic of Armenia (TUMMJRA) is affiliated with IndustriALL Global Union.

According to numerous complaints from employees and information gathered on site, current labour situation at the enterprise appears to violate the Armenian labour legislation. Workers report the absence of safe and healthy workplaces, serious breaches of technical safety rules, high risks to life and health incompatible with a safe working environment, and a lack of social guarantees, resulting in their constitutional rights not being fully realised.

Article 82 of the Constitution of the Republic of Armenia states that “Every employee, in accordance with the law, has the right to healthy, safe and dignified working conditions, limitation of maximum working hours, daily and weekly rest, as well as annual paid leave.”

Furthermore, we have been reported that on 22 January of this year, 52 miners from Akhtala Mining and Processing Plant CJSC applied to our affiliate TUMMJRA requesting representation and protection of their social, economic and professional rights and interests.

According to the miners, a request for a salary increase was submitted to the employer on 10 January 2026. However, the employer refused to address the request, which led to the suspension of mining operations beginning on 15 January.

Following receipt of the miners' application, and given the urgency of the situation, our affiliate TUMMJRA has submitted a written request to the General Director of Akhtala Mining and Processing Plant CJSC to discuss the situation. It is unfortunate that this request remains unanswered.

Taking into account the above, we respectfully request that your office conducts a comprehensive investigation and inspection at Akhtala Mining and Processing Plant CJSC to assess the compliance with the Armenian legislation, and subsequently require the employer to eliminate identified violations in order to ensure safe and dignified working conditions for employees, along with decent wages.

We are confident that your intervention will contribute to the restoration of social justice in the sector and the protection of workers' lawful rights.

We anticipate your swift action and response.

Sincerely,



Atle Høie
General secretary

Cc: Mr. Eduard Pakhlevanyan, President, TUMMJRA (tummjra@mail.ru)