

LEGAL BASIS FOR TERMINATION	ADVANCE NOTICE	SEVERANCE PAY
Dissolution of the Company (Employer)	Two months	One month's wages
Layoffs caused by “production necessity” (i.e. urgent and unpredictable circumstances) or changes in 1) volumes of production; 2) economic conditions; 3) technological conditions; 4) conditions of labor organization		
Employee does not meet the requirements for the position to be held or the work to be performed (due to health issues or incompetence)	Employment duration:	
Long-term disability of the employee (120 consecutive days or 140 days in a year)	Less than 1 year	14 days 10 days' wages
Employee reaching the age of retirement (63 or 65 years), if provided by employment agreement	One to five years	35 days 25 days' wages
	Five to ten years	42 days 30 days' wages
	Ten to fifteen years	49 days 35 days' wages
	More than fifteen years	69 days 44 day's wages

## LEGAL STATUS IN ARMENIA



### OBTAINING RESIDENCY

As a foreign citizen in Armenia, there are many things one is entitled to. There are also many things expected of you. You may work in Armenia (provided you have a work permit, which leads to temporary residency), own a business in Armenia, as well as rent or own property. You are, however, expected to still pay taxes and state duties, as well as any other payments specified by the law, while respecting and following the country's constitution and regulations. You may not, however, enter the country without a visa unless otherwise specified by the law, be elected to state bodies of any kind or work in public services, own land, vote, or create/ become a member of a local party.

#### ► TYPES OF RESIDENCE PERMITS

There are two types of residency statuses in Armenia: Temporary and Permanent. There is also special residency. Foreigners who wish to obtain residency could qualify for either, depending on the circumstances. Normally, if you are not of Armenian descent, the best way would be through education, business or investment.

**Temporary:** 1 year and extendable – 105,000 AMD

**Permanent:** 5 year and extendable – 140,000 AMD

**Special:** 10 year and extendable – 150,000 AMD

Families of Armenian citizens may also receive permits based on their current status. Those with a temporary status may apply for their spouse, parent or child. Permanent residents may apply for spouse, parent, child, siblings, grandparents or grandchildren to receive a temporary residency. Special residents and citizens may apply for spouse, parents, children, siblings, grandparents, grandchildren, with permanent residency options available after three years.

**NOTE:** When applying for both one and five-year residencies, a medical checkup is necessary. It can be done in any polyclinic or medical center.

For a temporary and permanent residency card (size 8x12cm), you will need:

- An application (includes types of residency, name/surname/patronym, citizenship, birth date, birth country, ethnicity, reason for visit/work, family status, information about chil-