

# EMPLOYMENT IN ARMENIA



One of the most important things you'll have to do in Armenia, if you're not a retiree or with your own business, is finding a job. Fortunately, there are a number of resources you can use to ease this process. There is an [NGO](#) that provides free seminars in Armenian on employment rights. If you feel something is not right in the workplace and need free legal assistance, contact:

## [Employment Rights' Protection Office](#)

22 Hanrapetutyun St., Yerevan 0010, 041 18 90 03, 096 996604

When searching for a job, start with the "[Careers](#)" section on Repat Armenia's website. We make an effort to post quality jobs with reasonable pay of over \$500.

Second, join [Jobs for Repats and Expats](#) Facebook group, where HRs can post jobs themselves and we will share things we see on FB. Most positions in the group start from 150,000–200,000 AMD. Sites outside ours we recommend using to find work include:

- |                                    |                              |                                 |
|------------------------------------|------------------------------|---------------------------------|
| ▶ <a href="#">Staff.am</a>         | ▶ <a href="#">Hire.am</a>    | ▶ <a href="#">Job.banks.am</a>  |
| ▶ <a href="#">Careercenter.am</a>  | ▶ <a href="#">Job.am</a>     | ▶ <a href="#">Accountant.am</a> |
| ▶ <a href="#">Jobfinder.am</a>     | ▶ <a href="#">Jobs.am</a>    | ▶ <a href="#">Myjob.am</a>      |
| ▶ <a href="#">Professionals.am</a> | ▶ <a href="#">Hr.am</a>      | ▶ <a href="#">iJob.am</a>       |
| ▶ <a href="#">Rezume.am</a>        | ▶ <a href="#">Worknet.am</a> |                                 |

We highly recommend taking a look at specific company sites who might not use most of these aggregators and instead pick up applicants directly through their own means. These often [include embassies, the UN branches, and some international organizations](#).

Finally, talk to people! It helps to reach out to business owners, organization heads, and employees to see what's available out there. As everywhere else in the world, not every job is advertised and, sometimes, the person you're talking to won't realize they can use your skill-set until you

**NOTE:** Full list of job sites is available [here](#).

**NOTE:** Job fairs occur throughout the year, but you need to stand out in HUNDREDS of applicants. Make sure your resume is up to par and you dress to impress.

**NOTE:** There are multiple employment agencies that you pay to find you a job. Be careful with whom you deal as not every organization has your best interest at heart. Most will take a small registration fee (1,000–3,000 AMD) and later ask for 25–50% of your first salary. This is in line with how many service providers work in Armenia. If you are expected to pay more than the nominal fee, we recommend walking away. Also, try to negotiate, if you can.

communicate your intentions. Armenia is a social-oriented country and you'll be surprised at how helpful the relationships you have will be in getting you your dream job.

**PRO TIP:** Armenia uses American style resumes for the most part. Single page, concise information, focus on what you can give the company. It's not an autobiography, but proving you're the right one for the job. [Google the "dos and don'ts"](#) for writing the best CV/resume.

## ► VOLUNTEER WORK

On June 14, 2023 the National Assembly of Armenia adopted [the new law "On Volunteer Work"](#) developed by the Ministry of Labor and Social Affairs. According to the law, only a person that has signed a volunteer work agreement with the organisation can be considered a volunteer. Moreover, the provisions set out that in case of voluntary work that is performed without an agreement, this work is considered illegal, and the organisation can be subject to fines.

## ► INCOME TAX

The average person, when applying to a position, will talk in Net salaries vs Gross, unless it's an international organization. You will also talk about monthly salaries vs annual. However, it is important to know that nearly 28% of the average gross salary is withheld for three reasons:

- ▶ Personal income tax (PIT): flat for all levels at 20%
- ▶ Social Security Payments (SSP): 5% for salaries up to 500,000 AMD, 10% for over that
- ▶ Military Tax for the Insurance Foundation for Servicemen:
  - ▶ 1,500 AMD with a salary up to 100,000 AMD
  - ▶ 3,000 AMD with a salary from 100,000 to 200,000 AMD
  - ▶ 5,500 AMD with a salary from 201,000 to 500,000 AMD
  - ▶ 8,500 AMD with a salary from 501,000 to 1,000,000 AMD.
  - ▶ 15,000 AMD with a salary exceeding 1,000,000 AMD

The PIT is expected to drop to 18% over the next few years, however a tax going to universal health insurance may be introduced in the future. Always do your research and keep up to date.

## ► WAGES

According to the law, all should be paid the same wage, irrespective of sex. Minimum salary in Armenia was revised last time in January 2023 and set at 75,000 AMD. All wages should be paid in AMD; any other currencies are considered illegal for this process. Any bonuses, supplementary pays, etc., should be on top of the minimum wage. Pay for work on rest days is legally expected to equal double the average daily wage, all of which are paid at least once a month, [by the 15th of the following month](#). Late wages are penalized by a 0.15% daily interest rate. Advance payments are allowed by law.

