

of, similar to the appeal of a Starbucks in most Western countries. They offer unlimited internet and the perfect environment to make money while enjoying delicious coffee. Places you should consider:

- ▶ [Achajour Cafe](#)
- ▶ [Mirzoyan Library](#)
- ▶ [The Loft Coworking Space](#)
- ▶ [Aeon](#)
- ▶ [Library Anticafe](#)
- ▶ [Impact Hub Coworking Space](#)
- ▶ [Hero House Coworking Space](#)
- ▶ [256 Hub](#)
- ▶ [BÜRO work'n'roll](#)
- ▶ [cowo.academy](#)
- ▶ [ReCoworking Armenia](#)
- ▶ [Fabula Coworking](#)

Please remember that there are always new spaces opening up. Check more spaces via this [link](#).

## ▶ TERMINATION OF EMPLOYMENT

Leaving your place of work can happen in two main ways: the decision of the employee or that of the employer. Both parties can come to a mutual agreement as well, or face the end of a contract term. No one can be terminated based on illness, work-related injuries, or pregnancy/ caring for children up to three years of age. These are state guarantees, whether included in the contract or not. The party that receives the offer for termination has 7 days to accept or reject it. If not action is taken, it's considered rejected. Termination of employment should be documented as an agreement with the conditions defined – compensation, end date, etc. In a fixed term contract, it is expected that the parties give at least 10-days' notice before the date specified in the contract. However, if the employee simply doesn't show up to work the day after the final date specified, the employment is considered terminated. If he/she does, then it automatically converts to an indefinite-term agreement instead. An employer has the right to terminate the employment contract in either a fixed or indefinite-term agreement by giving a 30-day notice. In cases where an employee's situation will make it impossible to return, a 5-day notice is sufficient. This is also the case if the agreement is violated. A "cooling-off period" of 3 days is provided to allow for the withdrawal of



a termination notice from either party. A 3-day notice is also required when terminating employment during the probationary period, and a 2-month notice when "mass lay-offs" of more than 10 employees occur – more than 20% of the workforce.

In most cases of termination, notice and remuneration is expected. However, in some cases, such as a regular failure by the employee to perform duties without valid reason (having already received at least two disciplinary measures), an employer's loss of confidence in the employee due to damage caused or similar circumstances, working under the influence of drugs or alcohol, absence for a full day without valid reason, and/or the employee's refusal to undergo mandatory medical examinations would result in getting fired without notice or compensation. Other reasons this might occur are:

- ▶ Employee dies
- ▶ Employee is incarcerated
- ▶ Employee is conscripted
- ▶ Misrepresentation at time of hire

Outside of the conditions already outlined, the only way employment can be terminated would be if another position was offered in its stead but rejected. Employment cannot be terminated while an employee is on leave, pregnant, or on strike.

In case of disputes, there is a three-year statute of limitations; this does not apply to an employee's claims for unpaid wages, protection of honor and dignity, or compensation for wrongful death and injury. The termination of employment can be challenged over a 2-month period, while a 1-year statute is in force for the individual's claim that their employment was indeed one that qualifies to be called employment.

The following chart has been prepared by the director of [Vardanyan & Partners Law Firm](#). For more information on law enforcement, penalties, discrimination, disputes, discipline, and the like, please read more on the [website](#).

