

The average salary fluctuates by month, however the general ball park is between 180,000 AMD and 400,000 AMD. Over the past ten years, the average wage has increased exponentially.

Higher rates of compensation can be expected for:

- ▶ Overtime = 50%
- ▶ Night shift (10pm-6am) = 30%
- ▶ Public holidays = 100% or day off
- ▶ Hard/dangerous labor = 30%



► CITIZEN/RESIDENT VS FOREIGN WORKER

As a citizen or resident, it is recommended to apply for your social security number as soon as you obtain your residential registration (grantsoum). You will need this as well a Social Security Number (SSN) to be legally hired to work. Foreign workers will generally not have a SSN and thus technically would be impossible to register them. A contract thus serves as enough protection, just in case. Make sure a work permit has been obtained, unless you're eligible for an exemption.

► WORK PERMITS

If you are a foreigner (meaning a non-citizen and non-resident), you will be required to apply for a work permit as of January 1, 2019. Work permits must be obtained before a company may hire a foreign employee; however, for highly skilled specialists, business owners, and executives, a work permit may not be necessary. Transferred staff (skilled or not) will need to obtain a permit and, where necessary, a temporary residence permit. There are no distinctions between work permits for intra-company transfers, local hires, or subcontracting employment.

The legal employer must apply for the permit [Work Permit website](#) on your behalf unless you hold permanent or temporary residency; are either founder or representative of a foreign investment; a specialist in certain area required for training or installation of machinery; highly qualified in a government-mandated sector such as agriculture, natural sciences, IT, finance, food technology, or management; family of diplomatic staff; university lecturer; accredited foreign media representative; refugee; or a student in an accepted exchange program. **Permits cost 25,000 AMD**, which can be paid by either party. The permits are fixed term and renewable on request. A temporary residence permit costs 105,000 AMD.



There are exemptions for workers employed by non-Armenian employers. Foreigners working in border regions and those arriving due to international agreements are also exempt.

Failure to obtain a work permit is punishable by a fine of up to 150,000 AMD. If the employer fails to employ the foreigner after obtaining the work permit, all travel expenses, transportation and living expenses must be paid by him/ her for the foreigner. For more information, please click [here](#).

► WORK SCHEDULE

Labor laws state that the work week consists of five days, Monday to Friday. As an exception, the employer can opt for a 6-day work week, with Sundays normally off. However, the hours worked per week shall not exceed 40h, irrespective of days worked. A maximum of 12h a day are allowed in cases where there are two positions held, or 24-hour shifts for educational and medical institutions, energy suppliers, etc. Few jobs are allowed to hire for 24h shifts and must provide a minimum of 48h rest afterward. That means 1 day work, 2 days off.

Overtime is only allowed in emergency situations. Maximum overtime is 4h a day every 2 days, for a maximum of 180h in a year or 48h in a given week.

► EMPLOYMENT AGREEMENT

An employment agreement takes the form of a contract. It is available in two copies, one for the employer and one for the employee, complying with all labor laws. Amendments to one's nature of work will require an amendment to the contract. All employees must be registered electronically no later than the first day of work. The following information must be included:

- ▶ Full names of both parties
- ▶ Employee ID document number and SSN
- ▶ Position/job description*
- ▶ Place of work* + department/unit
- ▶ Date of signature
- ▶ Place of signature
- ▶ Terms of agreement*
- ▶ Start and end date, as well as probation period, if any
- ▶ Salary, bonuses and other compensation*
- ▶ Working hours*
- ▶ Annual leave
- ▶ Information on whether the employee is concurrently employed
- ▶ Transportation to and from Armenia
- ▶ Place of signature
- ▶ Accommodation
- ▶ Insurance and social assistance
- ▶ Address registration