

# MATHEW ZEIN

**EDITOR'S LETTER** 

What started out of passion over 100 days ago has now become the center of my life and everything I do. This magazine is my way of expressing my feelings about digital nomadism and showing my gratitude to Armenia, which has become my home away from home.

Words have turned into actions, and for the past few weeks, I have been traveling across various cities in Armenia, meeting new people, embracing the Armenian way of life, and immersing myself in the rich culture of each city. Life has taken me to unexpected places, and most recently, the mountains and villages of Ijevan city in the Armenian Tavush province, a charming place I invite everyone to visit to witness its natural landscapes.

I hope the magazine provides answers to all your questions about Life in Armenia, and I sincerely wish to see you here in the country, fully enjoying the Armenian experience in your digital nomad journey.



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The tranquil mountains surrounding the city remain undisturbed, untouched by anything other than occasional rainy clouds that intermittently cast shadows and reveal glimpses of sunlight. It's a breathtaking sight that words fail to capture adequately. Find out more as I walk you through Ijevan City, where rents start from \$60 monthly and digital nomads can enjoy a simple life in nature.

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#### WHAT IF THE TITANIC WAS ARMENIA?

# A DYNAMIC SCENE FOR ENTREPRENEURSHIP IN ARMENIA THROUGH CANADIAN EYES

Uncover the secrets of Armenia's business etiquette, accessibility, and its unique advantage of being a fertile ground for innovation and change. Discover the story of Armenia's rise as a dynamic scene for entrepreneurship through the eyes of Christopher Dedeyan, a Canadian Armenian professional speaker, peak performance coach and learning disability advocate on a global scale.

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Don't fall for rental scams! Stay one step ahead as a digital nomad renting an apartment or a residential unit in Armenia. Nerses Isajanyan, a holder of an LL.M. from Georgetown University, explains the legal requirements, essential tips, and expert advice to protect yourself from fraud while renting property anywhere in Armenia.

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In Armenia, success is not handed to you on a silver platter. Still, Hayk Mnatsakanyan, the founder of rBlox, decided to embrace a new chapter in Yerevan after a decade of time in France and Switzerland. From entrepreneurship to personal growth, discover why this daring move became the best decision Hayk has ever made.

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# HOW HARD IS IT FOR DIGITAL NOMADS TO VISIT ARMENIA?

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Discover why Armenia is a top choice for digital nomads seeking a vibrant and welcoming destination to work remotely. With no income restrictions, an easy visa process, favorable taxation policies, and an affordable cost of living, Armenia provides a compelling environment for the nomadic lifestyle.

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# A CLOSER LOOK AT EDUCATION IN ARMENIA

# HOW SAFE ARE ARMENIAN SCHOOLS FOR DIGITAL NOMADS RELOCATING?



# GRACHIA MARGARIAN

FOUNDER AND CHIEF EXECUTIVE OFFICER AT THE NATIONAL CENTER FOUNDATION



#### A CLOSER LOOK AT EDUCATION IN ARMENIA

# HOW SAFE ARE ARMENIAN SCHOOLS FOR DIGITAL NOMADS RELOCATING?

The development of education and science in Armenia is foreseen as a priority because it contributes to the formation of responsible citizens who represent the future of the country.

To evaluate the safety of Armenian schools for digital nomads, it is important to delve into various aspects, such as the overall security measures implemented in schools, the availability and quality of modern infrastructure, and the level of support for international students. Understanding these factors will provide valuable insights into the suitability of Armenian schools for digital nomad children traveling with their parents.

First, it is important to spotlight the educational environment and both public and private schooling projects in Armenia.

# **Bridging the Gap Towards International Education Recognition**

Several state programs have been initiated to renovate and construct 300 schools 500 preschool institutions. The biggest reform in the university sphere is also planned to increase the number of state universities to 8, emphasizing the strong research importance of а component. Creating an Academic City intended to provide modern infrastructure for quality higher education scientific research. As a result. approximately 4 Armenian universities are expected to enter the top 500 of international university rankings.

The most important national task now is accelerating the educational base's improvement and providing it in a universal context. A key aspect of these ongoing changes is aligning the training framework with the requirements of the "information economy."

Knowledge-based industries such

as telecommunications, software development, data analytics, research and development, and information services play a significant role in the information economy. These industries rely heavily on skilled labor and intellectual capital.

The pivotal focus of the reforms, in line with expert guidelines, is to integrate Armenia into the broader European educational landscape and compliance with the requirements of the Bologna process. This entails implementing quality assurance enhancing measures, the national qualifications framework, and adopting the European Credit Transfer System (ECTS).

chese Within ten years, the state advanced ining and sanctioned an entire set of of the laws and regularizing reports, which have been serving as groundwork for the advancement of the instruction such framework.

## **TUMO Centers, COAF, and Ayb School**

TUMO Centers for Creative Technologies in Armenia encourage teens to explore various creative fields, such as animation, game development, programming, design, graphic robotics, filmmaking, music, and more. provides a free of - charge educational program that empowers teens to control their learning. The program consists of self-learning activities, workshops, and project labs centered around 14 learning targets.

COAF, which stands for Children of Armenian Fund, is an organization dedicated to improving the lives of children and youth in Armenia. COAF works closely with village schools in rural Armenia to create a nurturing and supportive environment that enables students to unlock their full potential. One of the primary goals of COAF is to foster a culture of creativity, critical thinking, and curiosity among students. organization recognizes the The importance of these skills in the holistic development of individuals and their ability to thrive in a rapidly changing world.

Ayb School is a pioneering educational institution that embraces innovation and draws inspiration from national ideas to shape its unique approach to learning. The school is committed to developing and implementing cuttingedge educational technologies to provide students with an exceptional learning experience.





### **How Safe Are Armenian Schools?**

educational institutions, it approach to resolving plan involves a set of measures them. Additionally, strong discussions, games, and aimed at preserving the social bonds and an active exercises. The lives and health of students public stance are vital in themselves have been and employees, as well as preventing bullying and involved in establishing the physical assets of the conflicts within educational rules for their own classes institution, from potential institutions. accidents, fires, and other emergencies.

Research indicates that Ministry of fatal incidents of a criminal Science, Culture, and All school staff members nature are minimal in Sports, has launched a new have received training on Armenia, and occurrences program of school shootings, as violence among school- response mechanisms, commonly seen in many age children. This initiative and a school bullying recountries, have not been has been implemented in sponse policy has been reported. However, like in several schools in the developed. Numerous any country, cases of Syunik, Gegharkunik, Tavush, awareness-raising events bullying are observed in and Aragatsotn regions. on the topic of bullying Armenia, which can have long-term physical and As part of this program, community, involving various psychological consequences. students in the middle stakeholders such as local

To address these issues, schools existing programs and educated on recognizing organizations, and the police. initiatives aim to combat bullying and responding Furthermore, Armenia such

World Vision Armenia, in acceptable ways to address with the violations. collaboration Education. to

grades of the participating governments, cultural and have phenomena and appropriately to it. Each ratified the "Declaration on

Regarding the safety of establish a systematic lesson follows a structured with interactive and the entire school, as well determining as

> prevent bullying prevention and have been organized in the been sports centers, other public

School Safety" back in 2017, joining 115 other countries in committing to protecting education for children even during times of armed conflict.

Significant efforts are being made in collaboration with military-patriotic organizations to organize summer military sports camps, aligning with the new general educational standard that focuses on developing knowledge and practical skills in the subject of "Basic Military Training." The curriculum now includes mountain and psychological training components, which are of paramount importance.

Considering all these positive factors within the educational environment of Armenia and the ongoing programs aimed at student safety, it is important to highlight the need for improving institutional mechanisms to develop the educational ecosystem further. Therefore, systemic solutions supported by public initiatives are crucial.

# National Center Development Foundation

There is a useful information website on education in Armenia (www.education. am) which is engaged in the publication of literature and periodicals in the field of education, created by Araks publishing house. Moreover, The National Center Development Foundation is developing and launching the online platform AM.EDUCATION (am.education) that will institutionally support education in Armenia.

In addition to providing comprehensive information and coordination of education in Armenia, the platform will offer several effective tools for students.

It aims to promote education in Armenia among foreigners by offering accurate, comprehensive, and up-to-date information about study opportunities at schools and universities.

AM.EDUCATION will have a professional consulting structure that will cater to the needs of international students and their families. The consultants will provide a wide range of in-person and virtual services to students and their families, offering step-bystep guidelines on the application process for any form of education in Armenia

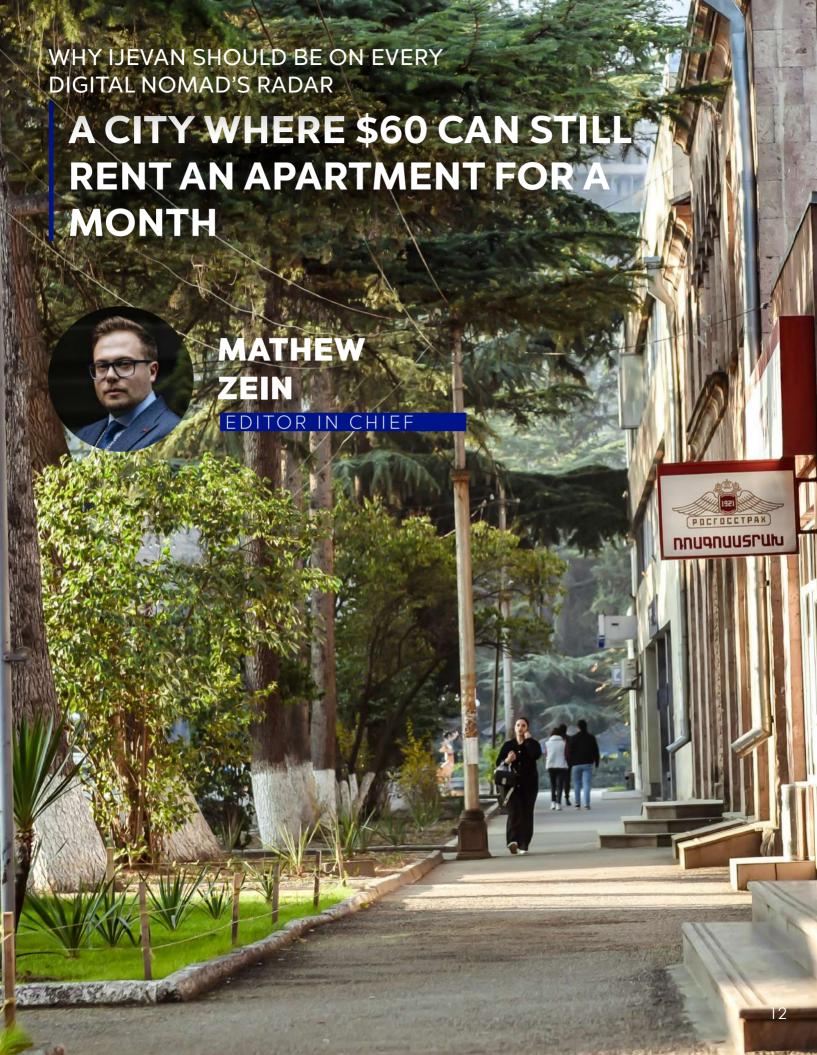
# Education in Armenia for Digital Nomad Children

Armenia has become a welcoming destination for digital nomad children moving with their families. The country recognizes the gaps in its educational system and has made significant efforts to bridge them. With ongoing reforms and initiatives, Armenia aims to integrate itself into the broader European educational landscape, aligning its training framework with the requirements of the information economy. Moreover, Armenia boasts institutions like TUMO Centers for Creative Technologies, COAF, and Ayb School, which provide high-quality education internationally.

Safety is a priority in Armenian educational institutions, with measures in place to protect students and employees. While incidents of a criminal nature are minimal, cases of bullying are observed. However, initiatives led by organizations like World Vision Armenia and the governmental authorities aim to combat bullying and establish a systematic approach to resolving such issues.

For digital nomad parents considering relocating to Armenia during the schooling seasons, rest assured their kids are in a safe and empowering educational environment.





#### WHY IJEVAN SHOULD BE ON EVERY DIGITAL NOMAD'S RADAR A CITY WHERE \$60 CAN STILL RENT AN APARTMENT FOR A **MONTH**

it has been nearly seven the same things under other than occasional rainy years since my wife and the same subheadings, clouds that intermittently I first arrived in Armenia. Instead, I will share what cast shadows and reveal However, I must confess I have witnessed with my glimpses of sunlight. It's that during all this time, I own eyes and heard with a breathtaking sight that exploring the charming provide interested readers adequately. I'm city of lievan. Perhaps it with a better and more embellishing the descripwas because other Armenian authentic experience. cities received more attention from foreigners My time in lievan has been conveying the awe-inspiring and international communities, an incredible source of reality I have witnessed. or maybe it was simply my inspiration, revitalizing my oversight in not thoroughly creativity and boosting my To further enhance the researching and discovering productivity. Each day, I captivating scenery, the hidden wonders of find myself naturally couldn't help but notice a Armenia myself.

become a sought-after genuinely excited about It's simply my way of destination for digital what lies ahead. The tranquil conveying the profound nomads. Moreover, I will mountains surrounding the emotions evoked by this not follow the regular city remain undisturbed, remarkable place.

It's hard to believe that article structure and discuss untouched by anything never considered my own ears, aiming to words fail to capture

tion to make it sound more beautiful: I'm simply

waking up around 5 am, particular mountain peak even after just a few hours resembling the iconic In this article, I will recount of sleep, feeling completely Sugarloaf Mountain in Rio my personal experiences energized and eager to de Janeiro. It may sound and shed light on why embrace the possibilities surreal, but I assure you, lievan has the potential to of a fresh day. It's as if I'm I'm not imagining things.



Despite its small size, the city center of Ijevan is charming and lively. It boasts a vibrant atmosphere with several cafes, supermarkets, and many small shops catering to different needs. Additionally, essential services such as telecom companies and banks are available. Strolling through the streets is a delightful experience, as the entire area is adorned with lush trees, creating a pleasant ambiance. Contrary to my preconceived notion of a rural setting, Ijevan surprises me with its modern and lively character, albeit in its own unique way. Moreover, the city is blessed with a river that traverses its

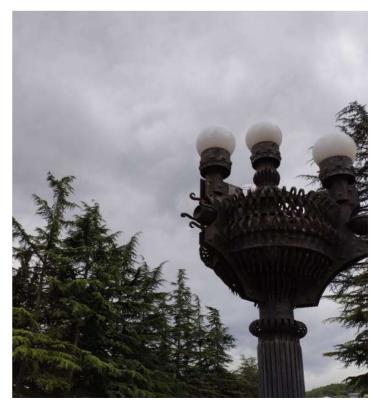
landscape, allowing visitors to relish a cup of coffee in a local café while enjoying a scenic view of the water.

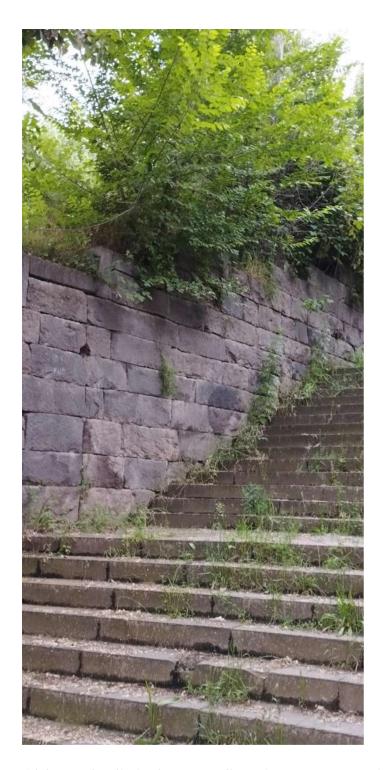
One notable aspect that sets Ijevan apart from Yerevan is the constant melody of birdsong that fills the air. And unlike Yerevan, where the presence of cats is scarce, and dogs tend to dominate, Ijevan is teeming with feline companions. The reasons behind this disparity remain unknown to me, but it's possible that these cats migrated to Ijevan years ago and discovered the city's inherent charm before I did

During my time in Ijevan, I enjoyed a delightful meal at a small restaurant while listening to Western music. Despite being outside the capital, the atmosphere never made me feel disconnected from the modern world. In fact, the ambiance was even calmer than what I experienced in Yerevan. To add to the moment's charm, I was accompanied by a friendly cat that shared my meal from beginning to end—an endearing presence that I had truly missed in Yerevan.

Regarding safety, I felt comfortable leaving my laptop and backpack unattended in various coffee shops and locations throughout Ijevan. However, exercising caution and taking necessary precautions to protect your belongings is always wise. Take it from someone who has already lost 2 laptops around the world.

I embarked on long walks, spending hours wandering the streets to explore various aspects of the city. Despite the city not being a popular destination for foreigners, the residents were hospitable and friendly. Other cities may have a longstanding reputation as tourist attractions, drawing more





attention from foreigners. However, I couldn't pinpoint a specific reason why ljevan should be any less attractive, and in some aspects, it even surpassed those more renowned destinations.

One remarkable aspect that caught my attention in lievan was the incredibly Rentina affordable prices. apartment in the city is inexpensive, with prices ranging from as low as a maximum of \$300. Even \$60 to more astonishing the is availability of complete residential units with a backyard, all for no more than \$400 per month. This stark contrast with the recent surge in rent prices in Yerevan was truly surprising and refreshing.

Furthermore, the architectural charm of Ijevan added to its appeal. The city's unique topography, nestled in a valley surrounded by mountains, gives rise to multiple buildings interconnected by old stone walls and staircases. These historic elements provide a sense of character and intrigue as you can ascend to higher levels of the city using these ancient stairs. This captivating blend of natural beauty and architectural heritage added to the overall charm and atmosphere of Ijevan.

Although digital nomadism is not yet widespread in Ijevan, there are increasing efforts, both on an international and local level, to attract more professionals worldwide. I had a meeting with Syuzanna Petrosyan, Svetlana Yegikyan, Sveta Safaryan, and Anna Mardanyan at Tavush Tourism Development Agency, who introduced the work they're doing and walked me through all the details about the city and its potential. Moreover, they invited me to join a FAM trip to explore Tavush Province in Armenia. This province encompasses Ijevan and 3 more cities, and I'll be talking about the FAM trip and what I've seen in later editions of the magazine.

Moreover, I was lucky to meet Anahit Budaghyan and Mane Arakelyan from UATE, the Union of Advanced Technology Enterprises in Armenia, who shared details about a new innovation hub in Ijevan, called "Innoljevan," under development as a joint effort between the Ijevan Municipality, UATE, and COWO, funded by the EU. It's a two-layered ecosystem comprising a business accelerator and Armath engineering laboratories along with the "Real School" vocational education operating in the Ijevan, serving as community development hubs for promoting innovative entrepreneurship. The hub has also a capacity to host companies and freelancers in its co-working space, and the potential to develop public-private partnership in the region.









During my stay in lievan, pleasant experienced а dynamic weather pattern. The temperature was cool, creating a atmosphere comfortable exploring the city. The weather seemed to alternate between sunny and rainy conditions within minutes. It's advisable to check the weather forecast in advance and be prepared for these sudden changes in weather by carrying appropriate clothing or an umbrella to adapt to the shifting conditions.

experience, I Based my recommend lievan not only to digital nomads but to anyone visiting or living in Armenia. The city offers a unique and inspiring environment that can serve as a rejuvenating getaway. Spending a couple of days in lievan allows you to fully immerse yourself in the beauty of nature and explore the streets at your own pace. It's a place that can recharge your inspiration and offer a refreshing change of scenery. Don't expect skyscrapers, beaches, or modern amenities all over the place; instead, expect a simple experience in a lively atmosphere.







As I am on the brink of leaving Ijevan and preparing to venture toward Yerevan in just a few days, I feel like Ross from the beloved TV series Friends. Do I have strong feelings for Yerevan? Undoubtedly. So, what seems to be the issue? It's simply that I'm not ready to bid farewell to Ijevan just yet; It's not Rachel, Ross said, and it's not Ijevan, I would say.

# A DYNAMIC SCENE FOR ENTREPRENEURSHIP IN ARMENIA THROUGH CANADIAN EYES



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#### WHAT IF THE TITANIC WAS ARMENIA?

# A DYNAMIC SCENE FOR ENTREPRENEURSHIP IN ARMENIA THROUGH CANADIAN EYES

Armenia has undergone a remarkable transformation in recent years, leveraging its highly educated workforce and thriving tech sector to foster a fertile ground for startups and entrepreneurial endeavors. The country's commitment to technology and innovation has propelled it onto the global stage, attracting local and international talents and investors eager to leave their mark on the burgeoning startup scene.

Over the past few years, I have been asked the same questions by foreigners and members of the Armenian diaspora, mostly in the United States and Canada. They are often curious about the appropriate protocol for engaging with Armenian companies for collaborations, and they are interested in the country's entrepreneurial landscape, particularly its openness to foreign participation. Understandably, individuals outside the country may have questions that seem obvious to those familiar with the local context. So, I sought someone who could answer these inquiries clearly; still, from a foreigner's point of view.

Dedeyan Christopher is a Canadian Armenian friend of mine who has visited Armenia multiple times. He has actively participated in local tech entrepreneurship events throughout the few years, giving him a unique understanding of the dynamic Armenian scene. It's interesting to note Christopher is a professional speaker, peak performance coach and learning disability advocate on a global scale. Moreover, his Canadian background influences perspective, and that's what I wanted in the first place.



# What Makes The Tech Scene in **Armenia Special?**

Per Christopher's opinion, Armenian tech entrepreneurs are destined for success because they have no other choice. The country lacks a seaport and is not rich in natural resources like oil-dependent nations. Therefore, it's only their talented minds that can help put Armenia on the map. In fact, Christopher has been working with an Armenian company for the past five years, managing his online platforms with a level of professionalism comparable to that of the companies in North America.

One crucial aspect of the tech scene's

success is the education of the youth. Armenia can cultivate a generation of professionals knowledgeable providing comprehensive technological education. He sees this as the only path for the country to establish itself as a global player and achieve higher rankings. exceptional educational an initiative Christ visited in Armenia, plays a significant role in equipping young individuals with the necessary skills and knowledge in technology free of charge, preparing them for a bright future in the tech sector

# What is The Business Etiquette for **Working with Armenians?**

sional settings. It includes So, I wanted to know his when how people interact, com- thoughts on this matter. municate, and conduct lated situations.

Sometimes people in the West may think that communicating with Armenians is challenging and requires a specific attitude approach. or

the Western world may that's not municating with countries in Western countries.

First and foremost, we Christopher works in the in the East. However, the should identify that busi- communications industry communication style in ness etiquette refers to the and has experience com- Armenia is generally similar accepted norms and prac- municating with people to other regions. With all tices of behavior in profes- inside and outside Armenia. due respect to everyone, communicating with white-collar workers in Armenia, the approach themselves in business-re- When working with Arme- is similar to that in North nians, it's best to approach America or Europe. On them the same way as the other hand, blue-colanyone else worldwide. lar workers may require a Sometimes, individuals in different approach, but specific be concerned about com- Armenia; it's also applicable



There are numerous initiatives aimed at helping Armenians develop communication skills. These initiatives focus on improving communication with Western partners and enhancing the understanding of the Western mentality by Armenian tech companies. Christopher mentioned that while in Armenia. he was approached by an Armenian association seeking professional improving young collaboration in entrepreneurs' communication skills.

# How Accessible Are People in Armenia?

In certain countries, reaching decision-makers, politicians, company directors, and other authoritative figures can be challenging. This can lead people from North America and sometimes Europe to assume that Armenia might face similar difficulties. However, this is not the case.

Being on stage in front of a crowd of around 1000 allowed Christopher to engage with and connect with many individuals. Therefore, for this specific answer, I quote Christopher's words:

During my 8-day visit to Armenia, where I delivered a speech and conducted workshops, I had the opportunity to meet and interact with various individuals. I encountered blue-collar workers, students pursuing education both locally and internationally, members of the Armenian diaspora who had moved to Armenia from Montreal and other parts of Canada, and successful entrepreneurs born and currently residing in Armenia, earning 6-figures incomes. I also had the privilege of meeting politicians and influential individuals who showed great interest in the country and its thriving scene."

Based on Christopher's experience and observations, he is confident in the potential of Armenia. In his opinion, within the next 5 to 10 years, Armenia has the potential to become a global leader in technology and innovation.

# What Makes the Tech Scene in Armenia a Stable One?

I wanted to know Christopher's answer to this question, especially since he was born and raised in Canada, and his point of view was impressive. Below, I'll explain his words in detail.

Countries in North America represent giant ships like the Titanic. These big countries face challenges when maneuvering and avoiding obstacles, much like encountering an iceberg. Due to their size and complex systems, it becomes difficult for them to change course and navigate smoothly. They often end up colliding with the obstacles they encounter along the way.

Now, picture another boat, a small and nimble one. This boat represents Armenia. Unlike Titanic-like countries, Armenia has the advantage of being small and agile. It can swiftly change direction and avoid obstacles like a small boat maneuvering around icebergs effortlessly.

Armenia has certain advantages regarding ideology within the entrepreneurial and political world. It is easier to bring about change in Armenia because access to people is simpler, allowing for new laws and reforms. In other countries, bringing about change requires going through numerous steps and facing various obstacles, unlike in Armenia.



Like the Wild West era, where people from Europe and the East moved to the western parts of the United States, such as California, Washington, Texas, and others, Armenia is experiencing a similar phase. It can be seen as a wild and rapidly developing region. People are moving to Armenia to contribute to its growth and development.

It's worth mentioning that by the time Christopher was in Armenia for a speech, he did a series of Vlogs titled "Chris in Armenia" about his 4 days' experience there, which is a valuable resource for those interested. Additionally, many peak performance coaching tips can be found on Christopher's YouTube channel.

From a professional standpoint, Armenia offers a thriving startup ecosystem that continues to gain recognition on the global stage. The country has seen significant growth in recent years, with companies numerous tech innovative startups emerging. Yerevan, the capital city, has become a hub for technology entrepreneurship, and attracting talented individuals fostering a collaborative environment. The government has implemented various initiatives to support and promote the startup ecosystem, providing resources, funding opportunities, and regulations. This favorable business supportive ecosystem creates an ideal environment for digital nomad entrepreneurs to turn their creative ideas into reality.





#### **HEELS ON, HEADS UP**

# WHAT ROLE DO ARMENIAN WOMEN PLAY IN THE BUISNESS LANDSCAPE?

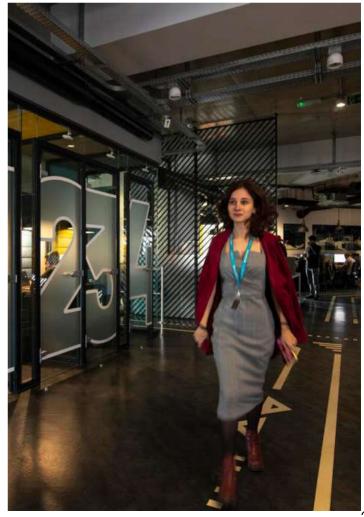
As an English writer in Armenia, I've entered many IT companies and startups. One thing I have always noticed and admired is the female power and the role women play in the Armenian technology market. Women in Armenia are sophisticated, highly educated, hard-working, and confidently charming.

In recent years, the representation of Armenian women in senior positions within the IT sector has been on the rise. Many companies have recognized the valuable contributions that women bring to the table, and as a result, they have actively sought to promote gender diversity and inclusivity within their organizations. This has led to an increase in the number of women holding influential roles such as senior developers, project managers, and technology leaders.

# Beyond **Expectations**

While specific statistics regarding the number of Armenian women in top positions within international companies may be limited, anecdotal evidence and industry observations indicate a significant presence. Numerous success stories highlight Armenian women who have reached executive levels and hold leadership roles in renowned companies worldwide. These women have not only shattered glass ceilings but have also become role models for aspiring female professionals in Armenia and beyond.

For that reason, I was eager to delve deeper and conduct research on the topic. I began reaching out to my Armenian network, seeking interviews with Armenian women in leadership positions within the IT sector. Initially, I anticipated conducting no more than ten interviews. However, to my astonishment, the response was overwhelming,





and I soon found myself scheduled for an incredible 55 interviews so far in the upcoming weeks. Among the interviewees are CEOs of international branches in Armenia, researchers, data scientists, professional developers, AI scientists, and many more accomplished professionals.

The insights gathered from these interviews will form the basis of an article that will be published on an internationally reputable media platform. Additionally, selected stories will be featured in Life in Armenia, providing a glimpse into the remarkable success Armenian women have achieved and the vibrant environment that awaits digital nomads considering relocating to this dynamic country.

Although I would have loved to publish such a rich article in my magazine, I made the decision to prioritize an internationally reputable platform with greater exposure. My aim was to reach a wider audience and educate more people about what to expect in Armenia, showcasing the achievements of Armenian women to both local and international audiences.

## **The Empowered Reality**

It is unfortunate that sometimes people and apply them to the entire population. form misconceptions about Armenian Armenia, as a nation, is evolving and women based on misleading information progressing in terms of gender equality found on the internet. These miscon- and women's empowerment. ceptions may wrongly portray Armenian women as being abused, weak, or obe- Armenian women have been actively dient. However, it is important to participating in various sectors of society, emphasize that such stereotypes are including politics, business, academia, not representative of Armenian women and the arts. They have proven themselves as a whole.

countries, there may be cases of gender significantly inequality in certain rural areas. However, it development and have been recognized is crucial not to generalize these instances internationally for their achievements.

be resilient, independent, and capable of taking on leadership roles. Like in any country, even first world Armenian women have contributed the to country's

# **A Promising Destination**

Armenia offers a favorable environment for digital nomads, with a burgeoning tech industry, innovative startups, and a supportive community. The presence of highly skilled accomplished and Armenian women in leadership roles inclusivity demonstrates the diversity of the workforce, signaling that individuals from all backgrounds can thrive in this vibrant ecosystem.

The success stories of Armenian women highlight the potential for career growth and advancement within the country. It showcases the availability of challenging and fulfilling job opportunities in the IT sector, with companies that value talent and provide avenues for professional development.





# A DIGITAL NOMAD'S GUIDE TO RENTING AN APARTMENT IN ARMENIA



# NERSES ISAJANYAN

MANAGING ATTORNEY CO-FOUNDER OF VARDANYAN & PARTNERS



#### **HOW TO PROTECT YOURSELF FROM FRAUD?**

#### A DIGITAL NOMAD'S GUIDE TO RENTING AN APARTMENT IN **ARMENIA**

As a digital nomad, renting an apartment in a foreign country can be guite challenging. There are many things to consider, including the language barrier, cultural differences, and the risk of falling prey to rental scams. Armenia is no exception, and it's important to take the necessary precautions to protect yourself from rental scams.

# **Legal Requirements of Renting in Armenia**

In Armenia, it is crucial to es caused to neighbors adhere to certain legal during the lease, frequency requirements when renting of landlord inspections, an apartment. According and the conditions for to Armenian law, rental returning or forfeiting the registered in the Cadas- other relevant aspects. To ter. If the tenant does not avoid future speak Armenian, it is nec-regarding contract termiessary to sign the lease nation, it is also advisable agreement at a notary with to formalize its resolution the assistance of followed translator. by registration in the Cadaster. As for the government The notary will also request fees, the fees for the increase the rent arbitrarily. a joint reference from the registration in the Cadaster lessor, verify the lessor's are AMD 26,000 (around Nevertheless, it should be ownership or authorization, USD 65). The government noted that many lessors in and confirm spousal consent fee paid in the notary Armenia prefer not to sign to the transaction.

responsibilities, termination procedures, lessor, liability for damag- ly necessary for short-term not registered.

should be advance payment, among disputes a through a notary.

early (around USD 25 - 65).

leases, they are important for long-term agreements because failure to register the right to lease (such as having an oral or unofficially written agreement, or a notarized agreement not registered in the Cadaster) implies that the agreement does not legally exist, thus, tenants will have no legal means to protect themselves and landlords can demand eviction at any time or

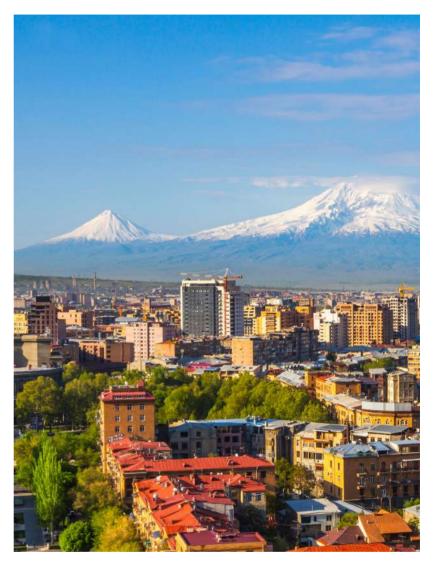
in case of verification of contracts with a notary to lease agreements is AMD avoid paying a 10% tax on Regarding the contents of 1,000 (around USD 3) and rent. In some cases, if the the contract itself, it is the service fees charged lessor agrees to register important to clarify matters by the notary can vary in the Cadaster, they may such as utility payment from AMD 8,000 - 25,000 increase the rent by the same percentage. It is important to acknowledge repair responsibilities for While some of these for- that, in practice, most lease both the tenant and the malities may not be strict- contracts in Armenia are

# **Tips for Renting an Apartment in Armenia**

Before you rent an apartment in Armenia, there are several things you should consider.

First, utilize resources available for finding secure apartments in Armenia. Reliable platforms like Airbnb and Booking.com offer secure payment options and provide a review system where you can access feedback from previous guests.

Additionally, local real estate agents can be valuable allies in your search for a secure apartment, guiding you through the rental process and ensuring your safety. Please note that in Armenia, real estate agents do not require licenses, which increases the risk of fraud. Therefore, it is wise to work exclusively with reputable agencies to minimize the chances of encountering fraudulent practices.



Second, recording the initial condition of the apartment through photographs or videos is recommended to prevent disagreements about the property's condition upon acceptance and return.

Lastly, it should be noted that after July 1st, 2023, cash payments for real estate related transactions will no longer be permissible. Consequently, the landlord is obligated to accept non-cash payment methods. Additionally, it is important to mention that lessors can only accept payments in the local currency.

Although it might sound daunting, renting an apartment in Armenia is no different than renting an apartment anywhere else. You just have to ensure that you're covered by the law so no one can scam you. For better practice, find a reputable real estate agent or a lawyer to help you through the process.





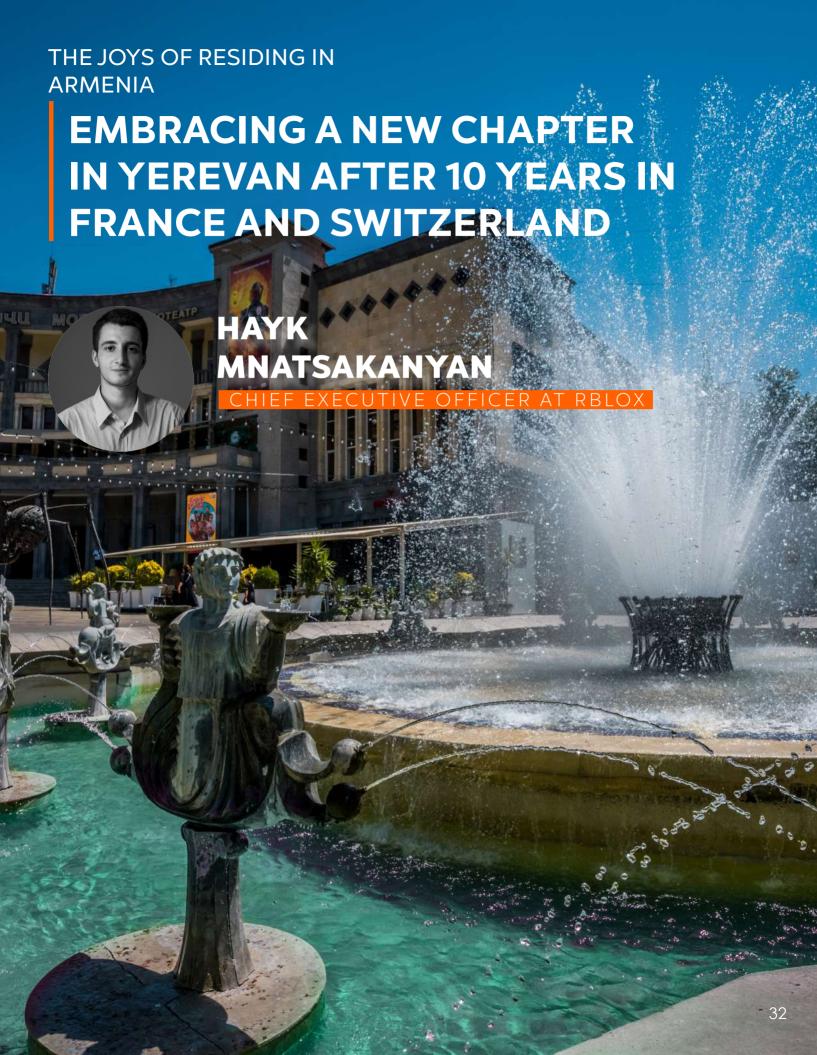
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#### THE JOYS OF RESIDING IN ARMENIA

# EMBRACING A NEW CHAPTER IN YEREVAN AFTER 10 YEARS IN FRANCE AND SWITZERLAND

Moving back to Armenia after spending 10 years between France and Switzerland significantly impacted my life a few years ago. While there are undeniable advantages to living in Europe, the unique challenges and opportunities presented in Armenia have brought me a sense of purpose I never felt elsewhere.



First of all, allow me to introduce myself and share the life journey that led me to embrace the joys of residing in Armenia. I was born in London, and then my family moved to Yerevan, where I spent my formative years between the ages of 3 and 8. Later, my family relocated to France, so I spent the next 10 years immersed in the European lifestyle, traveling between France and Switzerland.

By the time I turned 18, I had decided to return to Armenia, driven by a desire to reconnect with my roots and build a life there. The contrast between the stability, comfort, and social security I had experienced in Europe, and the challenges and opportunities that awaited me in Armenia ignited a sense of adventure and purpose. Therefore, without hesitation, I relocated to Yerevan.

Little did I know when I arrived in Armenia that my journey from one country to another would become a journey of self-discovery and utmost challenge. It was a new chapter in my life that I had never thought of before and would never regret.

# **A Challenging Yet Rewarding Life**

When it comes to the differences The absence of certain comforts and net and support system in various a heightened sense of responsibility. aspects of their lives. The strong social security systems in countries like France Surrounded by equally competitive and find new employment.

deep understanding of my capabilities. possible.

between the European Union and amenities pushed me to find innovative Armenia, it's essential to acknowledge solutions, make a difference, and conthe advantages of both. In the EU, tribute to the betterment of society. In stability, comfort, and social security are this dynamic environment, I discovered prevalent, offering individuals a safety my ambition, courage, fearlessness, and

provide a sense of assurance, where driven individuals. I found myself individuals facing difficult circumstances continuously striving to outperform not receive compensation salaries until they only others but also my expectations. Armenia became the canvas upon which I could reinvent myself, driven by While challenging, life in Armenia a desire to create a positive impact and opened doors for personal growth and a accomplish feats I had never thought

# **Embracing the Spirit of Entrepreneurship**

ware company providing Paris and Yerevan. a fully modular network stack with unparalleled In Armenia, success is not configured to best suite through hard work, dedi- in Armenia is its emphaenterprise needs. There-cation, and perseverance. sis on contributing to the fore, based on my per- The challenging environ- common good. It goes sonal experience, what ment fosters a sense of re-beyond personal success sets Armenia apart is the silience and resourceful- and extends to positivesatisfaction of creating ness, forcing individuals ly impacting society as a something within its bor- to think outside the box whole. Entrepreneurs in ders and sharing it with and find innovative solu- Armenia are driven by a the world. Moreover, rBlox tions to overcome obsta- sense of purpose and a is constituted of both cles. This mindset shapes desire to create some-French and Armenian ex- entrepreneurs who are thing meaningful.

rBlox, a B2B Network Soft- with office spaces in both but view them as oppor-

In Armenia, I founded perts and co-founders not deterred by setbacks tunities for growth and improvement.

performance handed to you on a sil- One of the defining assecurity benefits, ver platter. It is earned pects of entrepreneurship

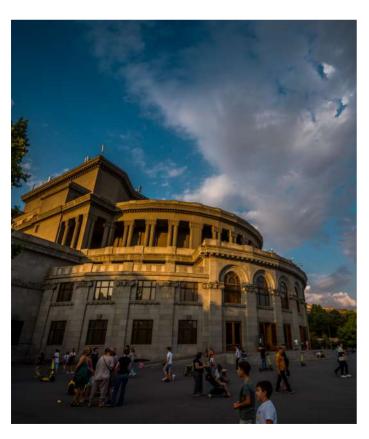
## **Accessibility and Support**

One advantage of residing in Armenia is achieve remarkable results. the accessibility to resources and support Although Armenia may not offer the systems for those willing to work hard, same level of accessibility as the EU, the While launching and scaling up a startup rewards of personal growth, resilience, may objectively be easier in the European and adaptability gained from embracing Union, the subjective experience in the challenges of this country far surpass Armenia is no less rewarding.

what can be achieved elsewhere

Armenia offers an ecosystem that Overcoming obstacles in Armenia equips encourages individuals to be their individuals with a skill set that can be apbiggest critics and constantly strive for plied to any situation, making them caimprovement. Here, the mirror effect be-pable of excelling anywhere in the world. tween business and personal lives drives. In Armenia, the value of what one learns individuals to surpass their limits and surpasses what one achieves elsewhere.

# **Raising a Child** in Armenia

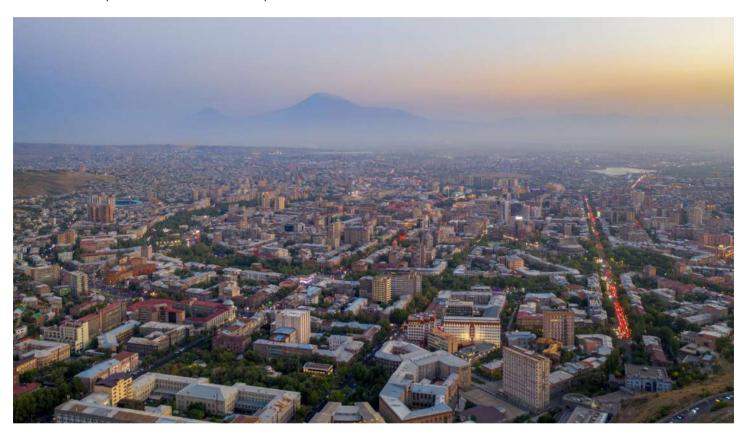


My wife and I are expecting our first child in 2 months. Armenia may not offer the same cultural diversity as countries like France and Switzerland. which have enriched my experience growing up in Europe, surrounded by kids from every corner of the world. However, the Armenian people are open and welcoming to others, and living in Yerevan opens the doors for its own share of diversity, especially with professionals who relocated with their families and are also seeking international communities to provide a wider experience for their kids.

Raising a child in Armenia comes with its own set of challenges. However, it is the responsibility of parents to their children's development and a better future. success. By recognizing that education must keep pace with innovation, I am Do I regret relocating to Armenia? Abensure my child can compete inter- no regrets.

create the necessary conditions for nationally and contribute to shaping

motivated to challenge myself and solutely not. I can confidently say that provide the best opportunities for my moving to Armenia has been the best child. This global issue pushes me to decision I have ever made, and I have





# UNIQUE SMARTCENTRES IN RURAL AREAS FOR RESPONSIBLE SMART CITIZENSHIP



#### **HEAD, HAND, AND HEART**

## UNIQUE SMARTCENTRES IN RURAL AREAS FOR RESPONSIBLE SMART CITIZENSHIP

Digital nomads and remote workers relocating with their children significantly emphasize education and the learning methods available to their kids in different countries. When they travel to rural areas, their focus shifts toward the quality and diversity of education, ensuring their children do not miss out on educational opportunities.

So, what kind of advanced education is available in rural regions of Armenia? And how much does it cost to enroll in these programs within the country? To answer these questions, I met with Nana Mardoyan, the Communications Manager at COAF, and we reviewed all the details.

For those who may not be familiar with it, COAF, which stands for Children of Armenia Fund, is a non-profit organization committed to advancing the quality of life for children and their families in rural Armenian regions through holistic, community-led programs. COAF does not merely provide short-term aid but focuses on sustainable solutions that empower individuals to become agents of change within their own communities.

#### **COAF Smart Centers**

One of the most impactful initiatives has been the establishment of COAF Smart Centres, innovative hubs that serve as catalysts for education, healthcare, social and economic development, and overall community empowerment.

In 2018, COAF inaugurated the COAF Smart Center in Lori Province, providing an innovative educational setting for over 2000 children from 28 nearby communities, free of charge, including free transportation to and from the facility. By 2025, COAF aims to replicate this successful model in four



additional Smart Centers in Armavir, Gyumri, Goris, and Kapan.

During our conversation, Nana provided a comprehensive overview of the curriculum implemented at the COAF Smart Center, which prioritizes three key aspects: the head, the hand, and the heart. The Smart Center in Lori offers a wide range of subjects and activities designed to foster holistic development in children.

From language classes in Chinese and English to music, engineering, entrepreneurship, arts, and athletics, the center aims to equip children with a diverse skill set. Over the course of 2-3 years, the

Smart Center prepares children to become knowledgeable and well-rounded individuals eligible for smart scholarships to pursue higher education at Armenian universities.

The COAF Smart Center in Lori is a continuation of nature and a leading model on a global scale for promoting smart citizenship in rural areas."

Nana Mardoyan

Communications Manager at COAF





#### **Beyond Education**

COAF recently made its initiative more financially sustainable by launching the COAF Concept hotel and visitor center. This new venture aims to generate profits that can be reinvested into their educational programs. Additionally, COAF is currently in the process of developing a conference center and sports complex.





The COAF Smart Center in Lori Province has caught my attention as an enticing destination for digital nomads seeking to experience the rural side of Armenia. This modern, state-of-the-art facility offers a unique opportunity to explore the country while enjoying the amenities and educational resources available at the center. It provides a genuine reflection of Armenia's true nature, blending innovation with the rich rural environment, making it an appealing choice for those seeking an immersive experience in a picturesque setting.











Co-Founder and Chief Business Development Officer at Hexact Helping over 100,000 users stay one step ahead of their market



## **Top Myths About Startups Getting Rich by Having a Startup is Easy**

That's a common misperception. People think that when you have a good idea, you put something together on your website, collect users, drive traffic, collect funding and more funding and become a millionaire!

Having a startup is super super super hard and it's just like any other business with ups and downs and a lot of sacrifice. A lot of friends and family members will say don't do it; they will not believe in your idea; they will not believe in your cause; they will not believe you can make any money.

Having a startup is a constant struggle, and unlike 9 to 5 jobs, you have to be available all the time; you have to have a lot of determination and will power, and lots of discipline.



INTERCULTURAL MARRIAGE IN ARMENIA

# WHAT DOES MARRYING AN ARMENIAN WOMAN BRING TO YOUR LIFE?



#### INTERCULTURAL MARRIAGE IN ARMENIA

### WHAT DOES MARRYING AN ARMENIAN WOMAN BRING TO YOUR LIFE?

Initially, I considered calling this article "Dating an Armenian Woman." But as I dated only one Armenian woman, who later became my wife, my experience was limited. However, as I have also talked to many people about their experiences, I still hope to share insights with people who come to Armenia and want to meet someone.

I hope some parts of the article will be interesting for female readers as well, but of course, I will write it from a man's perspective. I also highlight that I present here in this article solely my own opinion, and beauty is in the eye of the beholder.

#### **Heartfelt Connections**

I met Juri in 2013 at a seminar. After some beers, he shared a "secret of life, universe, and everything" with me, which later became crucial for my life.

Armenian women are the best women. Believe me, in the former Soviet countries, everyone knows it. You can ask anyone you want, and he will confirm it. And the moment you have an Armenian girlfriend, you never want another woman. They are empathic. If you think of a towel, they bring you one."

Juri

Juri had some theories connecting the superiority of Armenian women to Armenia as the first Christian country, and he also shared other ideas related to ancient culture. Many might now say that Juri's opinion is one of many, but I concur with him. And I met an Armenian woman at that Seminar, where I also met Juri, and this woman became my wife.

#### **Hear it From the Horse's Mouth**

If you want to date an Armenian woman, I recommend being realistic. Especially since women in Armenia may not be interested in just a quick affair; most may desire something more durable.

However, you arouse interest as someone from outside who moves to Armenia or stays a long time. So be present, go to events, visit places, and talk with people. As a foreigner, you are often the center of attention. It is better to be naturally oneself than show off as the big star, especially Armenian women who might be tired of these parades anyway.

Seek a topic that interests you and the people around you; just be careful when selecting politics. Although many Armenians feel grateful if you sympathize with them and their complicated history, talking about this is a romance killer. However, if your relationship evolves, it can be essential that you express your knowledge and understanding about difficult times in order not to be seen as ignorant. Talk about your life in your home country and encourage others to talk about themselves.



# Big, Brown, and Dark Eyes

There are many stereotypes about the looks of Armenian women. For example, many people outside of Armenia might ask me if Armenian women look like Kim Kardashian (My standard answer is that most women in Armenia are more beautiful). Still, Armenian women should not be reduced to stereotypes.

It is, of course, true that there are familiar looks that you will often find in Armenia. Armenian women's typical big brown eyes and long thick black hair are most apparent to me. For many women I know in Armenia, beauty is essential. After being well dressed, taking selfies at places like the Cascade seems vital to life for some of them. I also often hear from other women visiting Armenia that they perceive how much more Armenian women care for their looks than in most other countries.

#### **Respecting Boundaries**

Recently, two female Armenian expat friends living in Austria asked me how I see the difference between Armenian and European women. The significant striking difference I perceived was decency. After living in Yerevan for years, I can tell that relationships, particularly matters related to sexuality, are considered private in Armenian culture. There is no need to discuss one's exploration of sexual fantasies in public settings.

#### **Hnazandes**

I went to an Armenian wedding of a friend, and I heard the wedding vow. But, interestingly, after the priest asked him if "he would take care of her," she got a different question. The question was "Hnazandes?" which you can translate as "Will you obey him?"

So, are Armenian women obedient? This is a dangerous question that, if I answer it wrongly, I might have a problem with my wife. Armenia is quite diverse. It is a small country, and especially in the cities like Yerevan, you feel the influence of the Diaspora Armenians, who also brought values from outside the country. I met many strong female business leaders in Armenia who are confident and would not see women's role as serving men.

But this form of equality might be relatively new to Armenia, and the older people are in Armenia, the more likely they grew up in a society where the focus was more on men than women. I also have to admit, though, that I have heard stories, especially about the countryside, where it is evident that also a different culture exists in Armenia and where the man's word still counts more.

Dominating patriarchs and obedient women may exist in Armenia, but it is not like it is written in many travel guides that Armenia, in general, is a male-dominated society. Instead, Armenia is diverse; as usual, culture consists of individuals who differ in their details.



#### **Expectations and Behaviors**

This article is about intercultural rela- I also met the archetype of an Armenian has different people and behavior.

ble. I also saw that emotions could stir carry their luggage themselves. Also, my up quickly when their pride is hurt. Many father-in-law is a typical example who other things in Armenia.

tionships, and I also want to talk about gentleman. Many of my male friends what an international woman might ex- always showed more respect toward pect from an Armenian man. Having met women than I experienced in Europe. many male colleagues and friends in Ar- One friend told me once that for him, it is menia over the years and also experienc- common to open the doors for women ing how they behave towards their wives and to treat them nicely. He even conor female colleagues, I have to repeat fessed that some women found this bewhat I wrote about women: Every culture havior patronizing in Europe. I also remember a work colleague who traveled with three female colleagues and how Many Armenians I met had great pride he took care of everything. It was hard for and were overconfident rather than hum- the women to convince him they could men I met rather accept pain than hurt ensures that others - especially women pride, which would also explain many - feel well around him; only then can he relax properly.

#### **Rainbows**

As a final question, one might ask about same-sex relationships. Armenians do not focus on liberal views - some might call it "wokeness" - as many Western countries do. But as there are no rainbow parades in Yerevan, it might not be that automatically; everyone opposes liberalism. I highlighted that the public display of intimacy is uncommon in Armenia. If a same-sex couple shows intense affection in public, this could be perceived not so well in Armenia.

As a closing note on a very personal level, I can only close by repeating the words that my friend Juri said: "If you marry an Armenian, you never want someone else."



#### HOW HARD IS IT FOR DIGITAL NOMADS TO VISIT ARMENIA?

#### TO BEGIN WITH, THERE ARE NO INCOME RESTRICTIONS

In recent years, a growing number of individuals have embraced the digital nomad lifestyle, taking advantage of remote work opportunities to explore new destinations while maintaining their careers. While many countries have recognized the potential of this global trend and introduced digital nomad visas and programs, Armenia, although lacking a specific program, offers a highly attractive environment for digital nomads. With no income restrictions, easy visa processes, and favorable taxation policies, Armenia has become an increasingly popular choice for those seeking a vibrant and welcoming destination to settle and work remotely.

#### **No Income Restrictions**

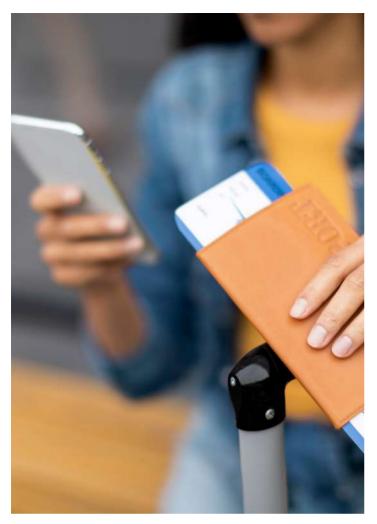
Estonia's digital nomad visa program requires applicants to prove a monthly income of €4,500 gross of tax, during the six months preceding the application, while Georgia's program sets the income threshold at \$2,000 per month. Croatia's digital nomad visa program also has an income requirement of approximately €2,500 per month. These programs often come with specific tax requirements and limitations on the duration of stays.

From a neutral standpoint, it is impossible for me to underestimate the benefits and beauty of living in Croatia, Estonia, Georgia, and many other countries offering

digital nomad programs worldwide. However, I can confidently assert that Armenia offers an equally compelling experience.

Unlike other countries that require proof of a certain income level or a specific employment arrangement, Armenia stands out by imposing no income restrictions on digital nomads. This means that anyone with a remote job or freelance work can relocate to Armenia and enjoy its many benefits. Whether you're a web developer, graphic designer, writer, or any other professional, as long as you have a source of income, you can make Armenia your digital nomad base without any financial barriers.





# Favorable Taxation Policies

According to Armenian tax laws, individuals are considered tax residents if they spend 183 days or more in a consecutive 12-month period in the country. This means that digital nomads can enjoy the benefits of residing in Armenia without immediately becoming tax residents. They have the flexibility to work and explore the country for up to 183 days without being subjected to tax obligations, making it an attractive option for digital nomads seeking a more relaxed approach to tax residency.

#### **Easy Visa Process**

Armenia offers a streamlined visa process, simplifying the journey for digital nomads seeking residency. Citizens of numerous countries, including many European nations, the United States, Canada, Australia, and others, can enter Armenia visa-free for up to 180 days per year. For extended stays, digital nomads can easily apply for a temporary residence permit, enabling them to live and work in Armenia for up to one year. The application process is straightforward and can be completed within a reasonable timeframe.

In contrast, some countries with digital nomad programs may impose stringent income requirements or limited visa options, hindering the freedom and flexibility digital nomads seek in their relocation plans.



Moreover, Armenia's favorable tax regime is a significant draw for digital nomads. This means that digital nomads can benefit from working in a country with a reasonable cost of living while enjoying a fair and transparent tax system. Furthermore, Armenia has double tax treaties with many nations, ensuring that digital nomads are not subjected to double taxation.

Although several countries offer a tax-free stay for up to 183 days, Armenia distinguishes itself by providing a flexible and advantageous tax regime for various types of businesses. For example, Armenia offers a simplified tax scheme for small businesses with an annual turnover below AMD 115 million (approximately \$290,000). This turnover tax applies a flat rate ranging from 1.5% to 5%, depending on the business sector.

#### **Affordable Cost of Living**

Armenia offers a relatively affordable cost of living, making it an attractive destination for digital nomads seeking a balance between quality of life and living expenses. Housing costs, including rent and property prices, are generally lower compared to many other countries. It is possible to find comfortable and well-equipped apartments at affordable rates, especially in areas outside the city center. Recently, the rents surged in Yerevan's city center; however, many other Armenian cities are still very affordable and charming in their own way.

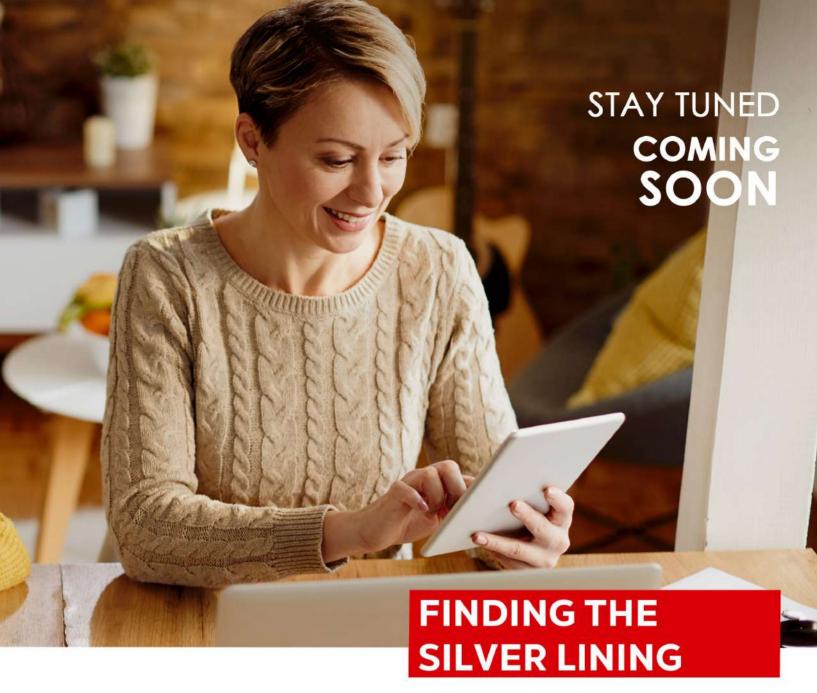
Daily expenses, such as groceries, dining out, and transportation, are also reasonably priced. Local markets and supermarkets offer a wide range of fresh and affordable produce, allowing digital nomads to enjoy a varied and healthy diet without breaking the bank. Public transportation is cost-effective and convenient for getting around. Additionally, services like healthcare, utilities, and entertainment are generally more affordable compared to many Western countries, contributing to a lower overall cost of living.

Are you considering starting your digital nomadic lifestyle? If so, then Armenia should be at the top of your list. And if you've already begun your journey, make sure to add Armenia to your list. Don't miss the opportunity to experience living in this incredible country and all that it has to offer.





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HOW AMERICAN
DIGITAL NOMADS CAN
BENEFIT FROM THE
US-ARMENIA TAX TREATY
AMIDST DOUBLE TAXATION
CHALLENGES

Our upcoming article in July 2023 edition delves into the US-Armenia Tax Treaty and how American digital nomads can benefit from it to overcome double taxation challenges. Stay tuned for exclusive insights and tips from American and Armenian tax experts to help you save money and boost your bottom line. Don't miss out on this game-changing information!











ArMENIA The Hidden **Track** 



SPECIAL THANKS TO THE TOURISM COMMITTEE AT THE MINISTRY OF **ECONOMY OF THE REPUBLIC OF ARMENIA** FOR BEING COLLABORATIVE AND PROVIDING THE DIGITAL MEDIA (PHOTOS AND VIDEOS) TO USE IN THE MAGAZINE.

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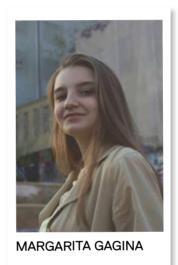
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FOR DIGITAL NOMAD FAMILIES

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