



# TERMINATION OF EMPLOYMENT

The employer and the employee can mutually agree to break a written employment agreement at any time, in which case there is no payment for damages or entitlements.

However, in situations where one party breaks the contract, the injured party is entitled to seek compensation. If the employee was dismissed without notice period, he should be compensated for the notice period he's entitled to, according to the following:

| DURATION OF SERVICE | DURATION OF NOTICE PERIOD |
|---------------------|---------------------------|
| Less than 3 years   | 1 month                   |
| 3-6 years           | 2 months                  |
| 6-12 years          | 3 months                  |
| More than 12 years  | 4 months                  |

The employer may rescind the contract without indemnity or prior notice in the following cases:

- *If the employee who engaged in the work as a trainee on probation has not satisfied the employer within the first three months of employment;*
- *If the employee has committed a proven deliberate act or negligence that may cause damage to the employer's material interests. (the employer is required to inform in writing the Social Affairs Department of such infringement within three days as of the verification of the act); If the salaried employee has committed*

- *If the employee has committed three times in the course of a single year, a serious infringement to the internal regulations, despite written repeated notices served on him in this respect;*
- *If the employee has assumed spurious nationality;*
- *If the employee was absent with no legal excuse or valid reason, for more than fifteen days in a single year or more than seven consecutive days;*

The employee is entitled to quit the job before the end of the contract and without prior notice in the following cases:

- *If the employer or a representative has deceived the employee regarding working conditions at the time of concluding the contract.*

The employee may not avail himself of this right after the expiry of thirty days from the start of his engagement in work;

- *If the employer has not fulfilled his obligations towards the employee as per the Labor Laws;*
- *If the employer or his/her representative has committed a moral crime against the employee personally or a member of his/her family;*
- *If the employer or his/her representative has committed assault and battery on the employee.*

In situations where either party terminates the work contract for reasons of misconduct, the party seeking compensation must file a lawsuit within one month as of the day such party is notified of the termination of employment.

Dismissal of an employee is considered abusive if based on unjustified or personal reasons, and the employee will be entitled to a compensation that may vary between /2/ and /12/ months' salary.