

July 10, 2015

Russian Labour Code established the timeframe for provision of clarifications by employers on refusal of hiring to job applicants

Dear Sirs,

We would like to inform you of new requirements of the Russian employment law. We are referring to the amendments introduced to the Article 64 of the Russian Labour Code, which come into force on July 11, 2015. Under these amendments, employers shall clarify reasons of refusal to conclude employment contract with a job applicant within seven (7) business days as of receipt of the respective request submitted by a job applicant.

The obligation of an employer to clarify reasons of its refusal to conclude employment contract upon request of a job applicant is not a new provision of Russian employment legislation. However, under previous version of the Russian Labour Code the particular timeframe for performance of this obligation was not specified.

In light of high attention to the new requirements it might be reasonably expected that the number of requests of explanations of reasons of refusal in hiring on the part of the job applicants will increase.

Please note that a job applicant may challenge refusal to conclude employment contract with him/her in the court. Therefore, such refusal shall be justified what means that it shall relate exclusively to the professional capabilities of a job applicant.

In this context, special attention shall be paid to the wording of written explanations to the applicants, as well as to job advertisement posted by a company and eligibility requirements to the applicants indicated in it. This would enable the company to mitigate the risks of challenging refusal of hiring by a job applicant in the court.

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We hope you will find this information helpful. Should you have any questions, please do not hesitate to contact **Irina Anyukhina** (ianyukhina@alrud.com), Partner of ALRUD Labour&Employment practice.

Yours faithfully,

ALRUD Law Firm

Please note that this Newsletter should not be considered as a ground for making any decision regarding a particular issue. All the information for this Newsletter was taken from the public sources.