

## RECENT UPDATES IN RUSSIAN LABOUR LAW

January 9, 2018

Contacts

Dear Ladies and Gentlemen,

This is to update you on key developments in Russian labour law:

### 1. New grounds for unscheduled checks by State Labour Inspectorate

On December 29, 2017 the Russian President has signed the Draft law **No. 1181957-6 “On amending Article 360 of the Labour Code of the Russian Federation”** (the “**Law**”). The amendments entered into force on January 11, 2018.

The Draft Law proposes the following new grounds for unscheduled checks by the State Labour Inspectorate:

- intentional evasion of entering into an employment contract with an employee;
- conclusion of an employment contract with an employee in the improper form;
- entering into a civil law contract (services, consulting, etc.), which in fact regulates employment relations between an employer and employee.

Crucial novelty of the Draft Law is that the employer will not be notified in advance about check initiated on the above grounds.

### 2. Protection of whistleblowers who have reported corruption offences

On December 13, 2017 Russian State Duma completed the first reading of the Draft Law **No. 286313-7 “On amending the Federal Law on Corruption Counteraction”** (the “**Draft Law**”).

According to the Draft Law, the employees (whistleblowers) who have reported corruption offences:

- (1) shall be protected from dismissal, unilateral transfer to another position, disciplinary sanction within 2 years from the date of submission of a whistleblowing report;
- (2) may be dismissed/transferred/disciplined only subject to approval of such actions by a special committee to be formed in the company (e.g. compliance committee);
- (3) information on the whistleblower shall be kept confidential.

In case the whistleblower reported false information, he/she may be denied protection and even brought to administrative, disciplinary, civil and/or criminal liability.

The Draft Law shall be approved after passing the remaining two readings. We will keep you informed about further developments.

### 3. Federal minimum wage has been increased from January 1, 2018

Starting from January 1, 2018 the amount of the federal minimum wage has been increased up to 9 489 Rubles.

Hope that the information provided herein would be useful for you. If you would like to learn more about our [Labour and Employment practice](#), please let us know about it in reply to this email. We will be glad to provide you with our materials.

If any of your colleagues would also like to receive our newsletters, please let us know by sending us his/her email address in response to this message. If you have any questions, please, do not hesitate to contact [Irina Anyukhina](#), Partner of ALRUD Law Firm at [IAnyukhina@alrud.com](mailto:IAnyukhina@alrud.com).

Kind regards,  
**ALRUD Law Firm**

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