

Legal Alert

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Contact:

Igor Makarov
+7 495 787 27 09
igor.makarov@
bakermckenzie.com

Elena Kukushkina
+7 495 787 28 13
elena.kukushkina@
bakermckenzie.com

Evgeny Reyzman
+7 495 787 27 21
evgeny.reyzman@
bakermckenzie.com

Alexander Korkin
+7 812 303 90 00
alexander.korkin
@bakermckenzie.com

www.bakermckenzie.com

Baker & McKenzie – CIS, Limited

White Gardens, 10th Floor
9 Lesnaya Street
Moscow 125196, Russia
Tel: +7 495 787 27 00
Fax: +7 495 787 27 01

BolshoyCenter, 2nd Floor
4a Gritsova Lane
St. Petersburg 190000, Russia
Tel.: +7 812 303 90 00
Fax: +7 812 325 60 13

Russia improves benefits for women working in rural areas

Companies employing women in rural areas in Russia will face new requirements when amendments to the Labor Code enter into force on 23 November 2019¹.

Employers will be required to guarantee:

- a) a reduced working week of no more than 36 hours, with the same salary as for a full-time working week.
- b) a pay increase for jobs where the working day is divided into parts. It will be illegal to reduce the amount of increased remuneration established on the date the law enters into force.

Previously, these benefits were established by an old Soviet decree². However, they were not always enforced.

There is no uniform legal definition of a rural area, and the status of the territory where women work should be checked based on regional legislation. As a rule, all territories outside cities and urban settlements are considered rural.

Violation of the new standards by employers may result in administrative fines of up to RUB 50,000 for legal entities, and up to RUB 5,000 for officials. For repeated violations, the fine will be up to RUB 70,000 for a legal entity and up to RUB 20,000 for officials, and officials may also be disqualified for a period of one to three years.

Employers operating in rural areas are advised to ensure that they are in compliance with the new requirements and to allocate funding for implementation costs.

We will be pleased to assist you in assessing the applicability of the new requirements and in preparing amendments to company policies and labor contracts.

This LEGAL ALERT is issued to inform Baker McKenzie clients and other interested parties of legal developments that may affect or otherwise be of interest to them. The comments above do not constitute legal or other advice and should not be regarded as a substitute for specific advice in individual cases.

¹ Federal Law of 12 November 2019 No 372-FZ.

² Decree of the Supreme Council of the RSFSR dated 1 November 1990 N 298/3-1 "On Urgent Measures to Improve the Position of Women, Family, and Protection of Motherhood and Childhood in the Countryside"