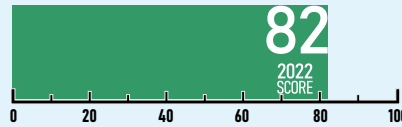
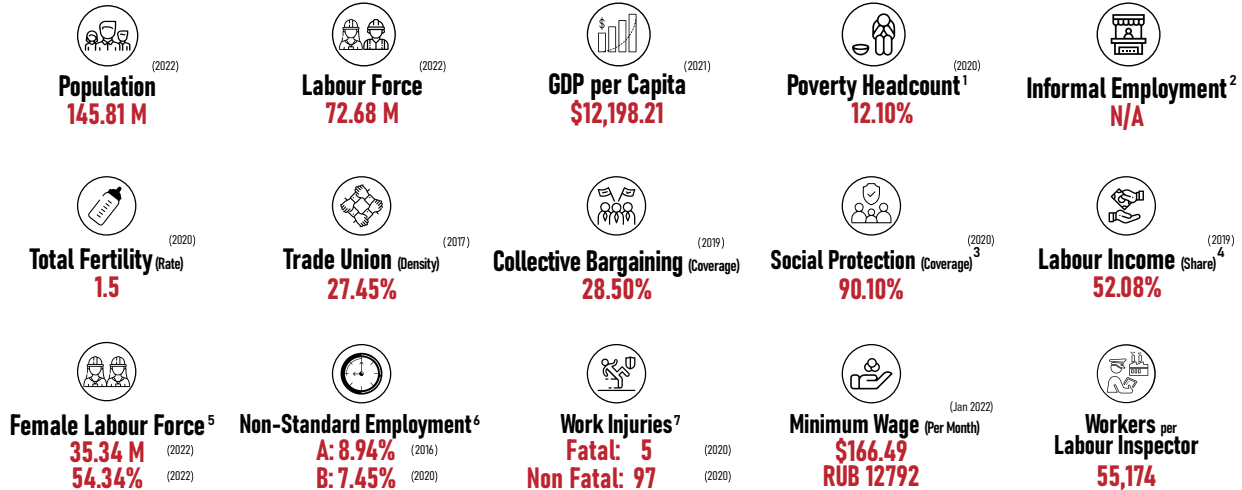


Russian Federation



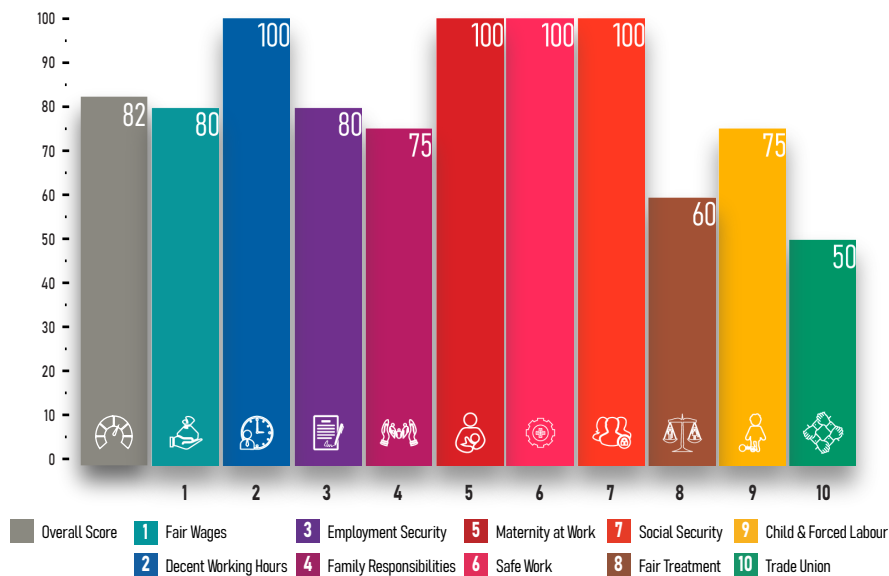
80 2020 SCORE
Eastern Europe
Upper Middle Income
Approaching Decent Work
LRI RATING

Contextual Indicators



Sources: World Bank
International Labour Organization
WageIndicator Minimum Wages and Living Wages Database
M = Million

Legislative Performance Indicators



Introduction

The Labour Rights Index 2022 (LRI 2022) is a de-jure index covering 135 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Decent Work" to "Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Index is based on national labour legislation, applicable on 1 January 2022. The Index does not take into account COVID-19 related labour market measures in its scoring.

The Russian Federation's overall score is 82 out of 100. The overall score for the Russian Federation is lower than the regional average observed across Eastern Europe (88). Within the Eastern European region, the highest score is observed for Greece (96).

¹ Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1

² Share of informal employment in total employment (%), as measured under SDG 8.3.1

³ Proportion of the country population covered by social protection floors, as measured under SDG 1.3.1

⁴ Labour income (income of employees + partly income of the self-employed) as a percentage of GDP, as measured under SDG 10.4.1

⁵ The female labour force is shown in absolute number along with the female labour force participation rate

⁶ Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)

⁷ Rate of fatal and non-fatal injuries per 100,000 workers, as measured under SDG 8.8.1

The country rating is based on the overall score of 0-100, with the following coding:

(90.5-100) Decent Work | (80.5-90) Approaching Decent Work | (70.5-80) Reasonable Access to Decent Work | (60.5-70) Limited Access to Decent Work | (50.5-60) Basic Access to Decent Work | (0-50) Total Lack of Decent Work

LABOUR RIGHTS INDEX 2022

	Question ⁹	Answer	Legal Basis	Trend ¹²
1. Fair Wages	Does the law prescribe minimum wage rates in the country?	Yes	§129, 133-133.1, 392 of the Labour Code, 2001; Federal law 'About minimum wage' 19.06.2000 № 82-ФЗ	●
	Does the law require regular payment of wages?	Yes	§136-148 and 236 of the Labour Code, 2001	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	Yes	§152 of the Labour Code, 2001	●
	Does the law require additional compensation for working on a weekly rest day?	No	§153 of the Labour Code, 2001	●
2. Decent Working hours	Does the law require additional compensation for night work?	Yes	§96 and 154 of the Labour Code, 2001; Resolution of the Government 22.07.2008 № 554	●
	Does the law stipulate general working hours as 48 hours or lower?	Yes	§92, 99, 152, 203, 264 of the Labour Code, 2001	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	Yes	§99 of the Labour Code, 2001	●
	Does the law require a weekly rest of at least 24 hours?	Yes	§108-111 of the Labour Code, 2001	●
	Does the law require paid public holidays?	Yes	§112 and 153 of the Labour Code, 2001; §4 of the Federal Law 26.09.1997 № 125-ФЗ	●
3. Employment Security	Does the law require at least three working weeks of paid annual leave?	Yes	§114-115, 121-126, 267, 334 of the Labour Code, 2001; Resolution of the Government 14.05.2015 № 466	●
	Does the law require written employment contracts or at least written employment particulars?	Yes	§56-60 and 67 of the Labour Code, 2001	●
	Does the law restrict the hiring of fixed-term contract workers?	Yes	§58-59 of the Labour Code, 2001	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	Yes	§70-71, 207 of the Labour Code, 2001	●
	Does the law require a 30-day notice before contract termination?	Yes	§61, 77-80, 180, 269, 280, 292, 307, 348.12 of the Labour Code, 2001	●
4. Family Responsibilities	Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service?	No	§178, 180-181.1, 318, 327.7 of the Labour Code, 2001	●
	Does the law require parental leave for parents?	Yes	§256 of the Labour Code, 2001; §13-15 of the Federal law № 81-ФЗ of 1995; Federal law № 255-ФЗ of 2006	●
	Does the law require at least one week of paid paternity leave for fathers?	No	§128 and 256 of the Labour Code, 2001	●
	Does the law require flexible work arrangements for workers with family responsibilities?	Yes	§93, 96, 99, 122, 258, 259, 262-264 of the Labour Code, 2001	●
5. Maternity at Work	Does the law require paid nursing breaks?	Yes	§258 of the Labour Code, 2001	●
	Does the law prohibit inquiring about pregnancy during recruitment?	Yes	§64 of the Labour Code, 2001	●
	Does the law require paid maternity leave of at least 14 weeks?	Yes	§255 and 257 of the Labour Code, 2001	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	§2.1-2.2, 10-11 of the Federal law № 255-ФЗ of 2006	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	Yes	§2.1-2.2, 10-11 of the Federal law № 255-ФЗ of 2006	●
6. Safe Work	Does the law protect workers from dismissals during or on account of pregnancy?	Yes	§261 of the Labour Code, 2001	●
	Does the law require provision of free personal protective equipment to workers from employer?	Yes	§221 of the Labour Code, 2001; Order of the Public Health Ministry № 290H of 2009	●
	Does the law require the employer to train workers on health and safety issues?	Yes	§225 of the Labour Code, 2001; Resolution of the Ministry of Labour № 1/29, 2003	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	Yes	§96, 99, 125-126, 253-254, 259, 298 of the Labour Code, 2001; Order of the Ministry of Labor № 512H, 2019	●
	Does the law provide for employment injury benefit?	Yes	§184 of the Labour Code, 2001; §9 and 15 of the Federal law № 400-ФЗ, 2013; §8-9, 11-12 of the Federal law № 125-ФЗ, 1998	●
	Does the law provide for an old age pension?	Yes	§8, 15-16, 30-32, 35 and appendix 3 - 5 of the Federal law 'About insurance pensions' 28.12.2013 № 400-ФЗ	●
7. Social Security	Does the law provide for a dependants/survivors' pension?	Yes	§10 and 15 of the Federal law 'About insurance pensions' 28.12.2013 № 400-ФЗ	●
	Does the law provide for unemployment benefit?	Yes	§2-3, 30-34 of the Law of the Russian Federation 'About employment of the population' 19.04.1991 № 1032-1	●
	Does the law require paid sick leave for the first 6 months of sickness?	Yes	§81 and 183 of the Labour Code, 2001; §6-7 of the Federal law № 255-ФЗ of 2006	●
	Does the law provide for invalidity benefit?	Yes	§9 and 15 of the Federal law 'About insurance pensions' 28.12.2013 № 400-ФЗ	●
	Does the law require equal remuneration for work of equal value?	Yes	§37 of the Constitution, 1993; §2-3, 132, 419 of the Labour Code, 2001	●
8. Fair Treatment	Does the law prohibit sexual harassment in employment?	No	§21-22 of the Constitution, 1993; §3 of the Labour Code, 2001; §133 of the Criminal Code, 1996	●
	Does the law prohibit discrimination in employment matters? ¹⁰	Yes	§37 of the Constitution, 1993; §3 of the Labour Code, 2001; §9 of the Federal law № 10-ФЗ, 1996	●
	Does the law allow women to do the same jobs as men?	No	§19 of the Constitution, 1993; §3 and 253 of the Labour Code, 2001	●
	Does the law guarantee basic labour protections for gig economy workers?	Yes	Federal Law No. 400-FZ of 28 December, on insurance pensions, 2013; ISSA Country Profile for the Russian Federation	●
	Does the law prohibit employment of children?	Yes	§20 and 63 of the Labour Code, 2001	●
9. Child and Forced Labour	Does the law set employment entry age equal to or higher than the compulsory schooling age?	No	§19 of Federal Law No. 3266-1 on Education, 1992	●
	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	Yes	§96, 99, 265, 268 of the Labour Code, 2001; Resolution 25.02.2000 № 163	●
	Does the law prohibit forced labour?	Yes	§37 of the Constitution, 1993; §4 of the Labour Code, 2001; §127.2 of the Criminal Code, 1996	●
10. Trade Union	Does the law allow workers to form and join unions of their own choice?	Yes	§30 of the Constitution, 1993; §2 and 4 of the Federal law № 10-ФЗ, 1996	●
	Does the law allow workers to bargain collectively with employers through their representative unions?	No	§13 of the Federal law № 10-ФЗ, 1996; §36-37 and 41 of the Labour Code, 2001; US DOS CRHRP 2021	●
	Does the law provide for the right to strike?	No	§14 of the Federal law № 10-ФЗ, 1996; §409-413 of the Labour Code, 2001; CEACR, C87, Obs. 2018	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	Yes	§37 of the Constitution, 1993; §14 of the Federal law № 10-ФЗ, 1996; §414 of the Labour Code, 2001	●

Covid 19 and Labour Market in Russian Federation*

Total Covid Cases	18.23 Million
Total Covid Deaths	374,223
Partial Vaccinated	57.0%
Fully Vaccinated	52.0%

Wage Subsidies	✘
Social Security Contributions (deferrals/waivers)	✔
Paid Sick Leave	✔
Add. Unemployment Benefits	✔

Protection from Dismissals	✘
Telework/flexible work	✔
Improved Health Access	✔
Training (activation measures)	✔

⁹ The Index has 10 indicators and 46 evaluation criteria or questions.

¹⁰ The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

¹¹ A country's score on LRI's Trade Union indicator must also be read together SDG indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FACB rights) and 10 the worst (indicating lower levels of compliance with FACB rights). No score is available for the Russian Federation on SDG 8.8.2. The Index uses Observations/Direct Requests from ILO CEACR and the US Department of State's Country Reports on Human Rights Practices (US DOS CRHRP) to measure a country's compliance on the Trade Union indicator.

¹² In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

- Score increase
- Score decrease
- Score adjustment
- No change