

# accountor

**Russian labor market regulation under Covid-19  
outbreak, legal aspects**

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1. Key regulatory measures introduced by the government
2. COVID-19 measures in Moscow and St. Petersburg
3. Key opportunities and challenges for employers and employees
4. How labor market regulation is expected to develop in 2021-2022

# 1. Key regulatory measures introduced by the government

## 1.1. Sanitary measures according to Rospotrebnadzor requirements:

- Measuring employees' body temperature;
- Employees' vaccination against flu;
- Prohibiting sick employees to access their workplaces;
- Providing employees with masks, respirators, and gloves;
- Keeping safe distance (social distancing).

Employers should warn employees who travel abroad that they must take a mandatory COVID-19 test.

If an employee gets infected with coronavirus, his/her employer should:

- Immediately inform Rospotrebnadzor about all known contacts of that employee at the workplace;
- Arrange for disinfection of the premises which the infected employee attended.

# 1. Key regulatory measures introduced by the government

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## 1.2. Organization of work when the risks of further coronavirus spread remain:

- Adoption of appropriate internal policies and procedures;
- Limited contacts with employees who have arrived from abroad;
- Suspension of employees with elevated body temperature;
- Disinfection and ventilation of the office space;
- Recommendation to refrain from traveling abroad and contacts with foreigners;
- Switching the majority of employees to remote work & training;
- Other actions recommended by Rospotrebnadzor as a prevention of coronavirus spread in the office.

## 2. Regional COVID-19 measures

### 2.1. St. Petersburg

- It is recommended to switch to remote work employees who are not required for business continuity and keep the employees who already work remotely working the same way;
- Submit to St. Petersburg Committee for Industrial Policy, Innovations and Trade the phone numbers of employees over the age of 65 who cannot be switched to remote work, specifying the reason why it is impossible to switch them to remote work.

## 2. Regional COVID-19 measures

- All operating companies must obtain a unique QR code that confirms that the organization complies with statutory standards.

Once received, the QR code should be displayed in visible places at each business address of the company.

- All organizations, regardless of their types of activities, must comply with safety standards as set out by Rospotrebnadzor.

## 2. Regional COVID-19 measures

### 2.2. Moscow

- People arriving from abroad as well as people living with them must self-isolate;
- At least 30% of all employees, as well as all employees over the age of 65 and employees suffering from one of the diseases listed by the government, should be switched to remote work;
- Mandatory COVID-19 testing of at least 10% of the employees who do not work remotely every 15 calendar days.

# 3. Key opportunities and challenges for employers&employees <sup>a+</sup>

## Opportunities

- Hiring staff from the regions → possible decrease in labor costs;
- Lower demand for office spaces → possible cost cutting.

## Challenges

- Investments in equipment/tools required to comply with COVID-19 regulations;
- Internal documentation needs to be significantly updated to reflect all anti-COVID-19 measures/requirements;
- Complicated rules for the offline part of business and fines for non-compliance with COVID-19 regulations.



## 4. How labor market regulation is expected to develop in 2021-2022

### The following amendments to the Labor Code will become effective in 2021:

- Employers will be able to offer the following types of remote work to their employees: permanent remote work, temporary remote work (for up to 6 months) and a combination of both office and remote work;
- Possibility of exchanging legally binding messages between employers and employees in electronic form (via email and use of electronic signature – simple or qualified (protected) type, depending on the nature of the documents to be signed);
- In case of remote work, employment contracts could be adjusted to reflect the rules and obligations for remote work (reporting, online presence, etc.);
- Employers should provide employees with all equipment necessary for remote work (or compensate the cost of use of employee's personal devices).

## 4. How labor market regulation is expected to develop in 2021-2022

- Employers will have additional grounds to terminate employment with employees who (i) is have not been in touch for more than 2 days, (ii) have moved to another region with no remote work opportunity;
- Employers are entitled to temporarily switch all their employees to remote work in case of circumstances of force majeure (epidemic, etc.)

# Thank you for your time!



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