



# EUROPEAN EMPLOYMENT LAW UPDATE

2018 EDITION

## INTRODUCTION

2017 has seen immense changes to employment law throughout Europe, and the coming year looks to bring more of the same. The 2018 edition of our annual Employment Law Update aims to assist organisations with a pan-European presence in keeping up to date with changes to legislation and best practice.

A total of 31 leading law firms across the continent have collaborated to create this guide, summarising recent amendments to labour laws across Europe and highlighting key anticipated reforms.

This year, a key theme is variety, with many jurisdictions making a number of incremental changes to their practices and procedures. Many countries are grappling with the 'gig economy' and how to protect individuals from being exploited by companies who try to avoid the

usual employee or worker protections. A common theme throughout is preparation for the General Data Protection Regulation in May 2018, which will have an enormous impact, particularly on Human Resources departments processing large quantities of employees' personal and sensitive data. We also continue to see increases to family leave provisions in many countries, and some further protection for whistleblowers has been introduced in a few jurisdictions.

Contact details for all of the contributor firms are provided within the Guide, so please get in touch if you have any questions.

*This brochure contains a summary of general principles of law. It is not a substitute for specific legal advice, which should be sought in relation to any application of the subject matter of this brochure.*

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## RUSSIA

### Less stringent rules for micro-enterprises

Starting from 1 January 2017, micro-enterprises (legal entities with an average of fewer than 15 employees and annual earnings of less than 120 million Roubles (approx. EUR 1.7 million); quite often start-ups) are not obliged to implement the full set of mandatory HR policies. Until they maintain the status of microenterprise, they are allowed not to adopt Internal Labour Regulations (main workplace policy of an entity), Compensations and Benefits Policy and some other policies required by the law.

### Sick leave digitalisation

Starting from 1 July 2017, instead of a hard copy document, employees may be provided (subject to their consent in writing) with a sick leave certificate in a digital form. However, in order to do this, the employer and medical institution have to be registered in a special electronic information system of the Social Insurance Fund of Russia.

### Training on civil defence

Starting from 2 May 2017, organisations have been obliged to provide employees with Civil Defence Instructions within one month from the date of their hiring. Specifically, the organisation has to plan and organise training about this topic as well as to inform new employees about the evacuation procedure, forms of notification about the danger, etc. Moreover, it is

necessary to arrange ongoing training for employees (16 hours per year).

### Part-time work arrangements

Starting from 29 June 2017, part-time work may include both a part-time working day (shift) and working only certain days of the week including split working days. No such opportunity existed before – employees had to choose between only working certain days of the week, or else working for limited hours each day.

Certain categories of employees are entitled to request any mix of part-time working arrangements for as long as they hold the relevant status. For example, this includes pregnant women or women on childcare leave until the child reaches the age of three.

### Open-ended working day restrictions

Starting from 29 June 2017, open-ended working days can be set out to employees working part-time only if the employee works more than eight hours per day.

### Migration law

Due to the 2018 FIFA World Cup that will be held in Russia, all foreign citizens who arrive to Volgograd, Ekaterinburg, Kazan, Kaliningrad, Moscow, Nizhny Novgorod, Samara, St. Petersburg, Saransk and Sochi during the period from 25 May to 25 July 2018 will be obliged to register for migration within one day of crossing the Russian border. All foreign citizens who arrive

for a temporary stay are included in this requirement. It is possible to register for migration only in the territorial units of the Ministry of Internal Affairs via the hosting party.



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