

Newsletter

Increasing the minimum monthly wage and other guarantees for certain categories of employees

December 8th, 2021

Dear Ladies and Gentlemen,

Minimum monthly wage

On 6 December 2021, the Russian President signed a law on increasing the minimum monthly wage in 2022. Starting from **1 January 2022**, the minimum monthly wage will be **RUB 13,890** per month.

The minimum monthly wage is used to regulate remuneration, determine the amount of temporary incapacity allowance, maternity allowance, as well as for other compulsory social insurance purposes. In this regard, organizations shall consider the minimum monthly wage set for 2022 when planning and approving the budget for the coming year in order to **ensure guarantees for employees' remuneration, including salary indexation.**

In addition, when providing these guarantees, organizations should consider the **minimum salary amount in each Russian region**, as prescribed by the relevant regional agreement. For instance, in 2022, the minimum salary amount will be **RUB 21,371** in Moscow and **RUB 21,500** in St. Petersburg.

Additional guarantees for certain categories of employees

On 30 November 2021, amendments to the Russian Labour Code on the **providing of guarantees to certain categories of employees** came into force. In this regard, it is advisable for organizations to review local policies to bring them in line with **the new provisions** of the Russian Labour Code.

1) Restrictions on the performance of work

New provisions **expanded the list of employees** who can be sent to business trips or involved in overtime work, night work, as well as work on weekends and non-working holidays, only with their **written consent** and under the condition that they are **not prohibited** from this work in accordance a **medical report**:

- mothers and fathers raising children under the age of 14 without a spouse;
- guardians of children under the age of 14;
- a parent with a child under the age of 14, if the other parent works on a rotational schedule;
- employees with three or more children under the age of 18 until the youngest of the children reaches the age of 14.

These categories of employees shall be informed in writing about their right to refuse to perform such a work. In addition, **the guarantee on business trips also applies to disabled employees.**

2) Unpaid leave

In accordance with the amendments, a collective bargaining agreement may provide for **additional unpaid leave** for an employee who take care of a family member or other relative with the **I group of disability**. This additional unpaid leave for a period of **up to 14 calendar days** may be provided to the employee of this category at a convenient time.

Guarantees and compensations for employees working in the Far North and equivalent areas

According to the **Decree No. 651 of the Russian President** dated 12 November 2021, the provisions of the Russian legislation that categorized and equated certain Russian cities and regions as living conditions in the **Far North** will become invalid starting from 1 January 2022.

On 16 November 2021, by **Resolution No. 1946, the Russian Government** approved an **updated list** of the Far North regions and equivalent areas.

Basically, the indicated document **did not introduce geographical changes** since all previously specified territories are reflected in the new list. Thus, the guarantees and compensations prescribed by the Russian

legislation remain in force for employees working and living in these areas and localities.

The respective Decree No. 651 of the Russian President, as well as Resolution No. 1946 of the

Russian Government, will come into force on **1 January 2022**.

ALRUD Labour and Employment Team will be glad to provide necessary legal assistance with amending **the local policies**.

We hope that the information provided herein will be useful for you. 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 would like to learn more about our **Labour and Employment Practice**, please let us know in reply to this email. We will be glad to provide you with our materials.

Note: Please be aware that all information provided in this letter was taken from open sources. Neither ALRUD Law Firm, nor the author of this letter, bear any liability for consequences of any decisions made in reliance upon this information.

If you have any questions, please, do not hesitate to contact ALRUD Partner



Irina Anyukhina

Partner

Labour and Employment

E: ianyukhina@alrud.com

Sincerely,
ALRUD Law Firm