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## **EUROPEAN SOCIAL CHARTER**

5<sup>th</sup> National Report  
on the implementation  
of the European Social Charter  
submitted by

**THE GOVERNMENT OF RUSSIAN FEDERATION**

Articles 1, 9, 10, 15, 18, 20 and 24  
for the period 01/01/2011 – 31/12/2014

Report registered by the Secretariat on  
14 January 2016

**CYCLE 2016**



**The Report of  
the Russian Federation  
2015**

## 1 Article 1 – The right to work

With a view to ensuring the effective exercise of the right to work, the Parties undertake:

1. to accept as one of their primary aims and responsibilities the achievement and maintenance of as high and stable a level of employment as possible, with a view to the attainment of full employment;
2. to protect effectively the right of the worker to earn his living in an occupation freely entered upon ;
3. to establish or maintain free employment services for all workers ;
4. to provide or promote appropriate vocational guidance, training and rehabilitation .

### 1.1 Article 1§1

Article 1§1 - to accept as one of their primary aims and responsibilities the achievement and maintenance of as high and stable a level of employment as possible, with a view to the attainment of full employment.

1) We ask you to describe national employment policy and the overall regulatory framework. Please, specify the nature, causes and extent of reforms.

There have been some changes in the policy of employment promotion implemented from the beginning of the Russian statehood, after 2011. In accordance with the Federal Law of November 30, 2011 N 361-FZ "On Amending Certain Legislative Acts of the Russian Federation" there has been a redistribution of power between the federal center and the subjects of the Russian Federation. Currently, the federal center has an authority to develop public policy and legal regulation in the sphere of employment promotion, develop state program of employment in the Russian Federation (Ministry of Labor and Social Protection of the Russian Federation), supervise and control the implementation of welfare payments to unemployed citizens and expenditure of subvention funds for payments to unemployed (Federal Service for Labour and Employment). At the regional level public authorities and public employment services of subjects of the Russian Federation exercise the powers of state employment policy implementation, they finance active employment programs and provide public services. Details of authorities redistribution are set out in the material for Article 1§3.

In accordance with the Federal Law of July 2, 2013 № 162-FZ "On amending the Law of the Russian Federation "On employment of the population in the Russian Federation" and particular legislative acts of the Russian Federation» an administrative responsibility for the dissemination of information about vacancies or vacant posts containing a discriminatory restrictions was established. For details, see. material for Articles 1§2 and 20.

Federal Law of February 23, 2013 № 11-FZ "On Amending Certain Legislative Acts of the Russian Federation concerning Workplace Quotas for Disabled Persons" defines the employer's liability for violation of the rights of persons with disabilities in employment and occupation. For details, see. material for Article 15§2.

Federal Law of December 22, 2014 № 425-FZ "On Amending the Law of the Russian Federation on the employment of population in the Russian Federation improving mobility of workforce and invalidation of individual provisions of legislative acts of the Russian Federation " is aimed at creating of conditions for development of inter-regional labor mobility. In particular, this legislation introduces a new Article 16.2 of the Law "On Employment in the Russian Federation", according to which the employment service provides jobseekers and employers with free access to the information system of all-Russian base of vacancies "Work in Russia." The system accumulates information on available vacancies and jobseekers, as well as other information, the list is approved by the Government.

2) Please, indicate the measures taken (organizational and administrative activities, programs, action plans, projects, etc.) for legal documents enforcement.

The most important change in the policy of employment promotion was the adoption in 2013 of a new state program "Promotion of Employment" (Order of the Government of the Russian Federation № 2149-r of November 22, 2012), planned for 2013-2020. Its latest revision was approved by Resolution of the Government of the Russian Federation on April 15, 2014 № 298.

The adoption of this program is due to long-standing needs of a complex impact on labor market by strengthening the coordination of different areas of social and economic policy, which was not well connected before. Now the priorities of the Program are based:

- On the Concept of long-term social and economic development of the Russian Federation for the period until 2020 (Order of the Government of the Russian Federation of November 17, 2008 № 1662-r);

- On the Concept of Demographic Policy of the Russian Federation for the period until 2025 (Presidential Decree of October 9, 2007);

- On the Concept of the state migration policy of the Russian Federation for the period up to 2025 (approved by the President of the Russian Federation June 8, 2012);

- On measures to implement state social policy and population policy (Presidential Decree of May 7, 2012 № 597 and № 606).

The program aims to create legal, economic and capacity building conditions enabling the effective development of labor market. Therefore, the spectrum of its tasks is expanded.

Until 2013, the policy of employment promotion, aimed at reducing tensions in labor market and hence social tension in society, included active policy (assisting people in job searching) and passive police (social support for unemployed). Employment promotion was provided to (and is provided to) people who applied to the employment service (regional and municipal employment centers), where support is provided on the basis of a list of public services.

The new Program also includes: foreign workers in accordance with the needs of the economy; contribution to the high qualification maintenance and health protection; ensuring the protection of labor rights.

In this regard, the structure of the new Program of employment promotion includes the following sub- programs:

- active policy of employment and social support for unemployed;
- external labor migration;
- development of labor market institutions.

The sub-program "Active policy of employment and social support for unemployed" includes the following:

1. improving the regulatory framework in the field of employment promotion;
2. increase the efficiency of employment assistance for unemployed;
3. improvement of social support for unemployed.

The sub-program "External labor migration" includes:

1. Establishment of an effective mechanism of foreign workers attraction and exploitation;
2. Reduction of foreign nationals engaged in the illegal labor activities in the Russian Federation;
3. Creating of conditions for adaptation and integration of foreign citizens in the Russian society.

The sub-program "Development of labor market institutions" includes:

1. Creation of conditions for labor quality improvement and its professional mobility development;
2. Improvement of working conditions;
3. Labor rights enforcement

Ministry of Labor and Social Protection of the Russian Federation is responsible for the program "Promotion of employment" adopted in 2013, Federal Migration Service is the second responsible authority, Federal Service for Labour and Employment and Ministry of Finance of

the Russian Federation are the participants. Ministry of Labor and Social Protection of the Russian Federation is the responsible authority in the sub-program "Active policy of employment and social support for unemployed" , Federal Service for Labour and Employment and Ministry of Finance of the Russian Federation are the participants. Federal Migration Service is a responsible authority in the sub-program "External labor migration", Ministry of Labour and Social Protection of the Russian Federation is a participant. Ministry of Labor and Social Protection of the Russian Federation is the responsible authority in the sub-program "Development of labor market institutions", Federal Service for Labour and Employment is a participant.

Major activities and their financial support is planned for the whole period of validity of the program "Promotion of employment" (up to 2020) disaggregated by year. The program and its sub-programs include target indicators and indices, planned values and actual values are defined by per year. The main indicators of labor market of the Russian Federation as a whole and per regions are monitored with monthly data and their generalization per quarter and per year.

The selection of target indicators and indicators of the Program and its sub-programs is made on the basis of the following principles:

- Maximum information content with a minimum number of indicators;
- Observability and methodology permanence for calculating of indicators value during the whole period of the Program (sub-program) realization;
- Regularity of accounting data generation (once per year);
- Application of generally accepted definitions, calculation methods and measurement;
- Presence of objective information sources;
- Possibility of accounting data origination at the lowest possible cost.

The structure of the Program's target indicators includes indicators that characterize the effectiveness of its tasks implemented on a permanent basis with quantitative concept. The criterion for indicators selection is a reflection of the qualitative characteristics of specific task realization outcomes. The composition of the target indicators is subject to revision so it gives a possibility to value amendments in the regulations and Program objectives, consequently, as well as to reflect the results in a better way. Thus, according to the law of the Russian Federation of April 20, 2014 № 71-FZ "On Amending the Federal Law "On Citizenship of the Russian Federation 'and Certain Legislative Acts of the Russian Federation", when applying for a temporary residence permit, residence permit, work permit or patent, the foreign national is required to confirm command of the Russian language, history of Russia and legal framework of the Russian Federation. Requirements

fulfilment of this law was reflected in the number of target indicators of External labor migration sub-program in 2014.

All subjects of the Russian Federation on the basis of federal methodological approaches and tasks developed regional programs (disaggregated by sub-programs) to promote employment and reduce tensions on labor market specifying financial support. Regional programs to promote employment, as well as the federal program, disaggregated by year, are planned until 2020. Regions supervise the implementation of the program to promote employment. Information from the regions is summarized in an annual summary report dedicated to the implementation of the state program of the Russian Federation "Promotion of employment" made by the Ministry of Labor.

Along with the program "Promotion of Employment" there is a Program of additional measures aimed at reducing tensions on labor market of the Russian Federation. This program, or rather, a batch of regional programs as a set of anti-crisis measures in the employment sphere in connection with the financial and economic crisis was provided for 2009-2011. It included activities, partly applied in the 1990s. i.e. the period of transformational recession, but they lost its importance after the economy started to grow.

The main types of support in the anti-crisis program of 2009-2011 were as follows:

- Proactive training of workers which are under the threat of mass layoffs;
- Organization of relief works, temporary employment and internships for graduates of tertiary education in order to acquire work experience;
- Targeted support to citizens, including their transfer to another district to jobs filling;
- Promote the development of small businesses and self-employment of unemployed.

The anti-crisis program also included measures to promote the employment of workers of city forming and backbone enterprises; to employ persons with disabilities; to support self-employed from former unemployed people, who created jobs for unemployed; advanced professional training for navigating officers and flight engineers made redundant due to airline restructuring and/or adoption of modern aircrafts; advanced training for women on maternity leave with a child under 3 years old, etc.

Since 2012, following the recovery from the crisis the full effect of this Program (with some adjustments) in 2012-2013 was kept for 15 regions with the very tense situation on labor market only, and other regions was limited mainly to measures aimed at the employment of persons with disabilities and parents with disabled children. In 2014 these activities included:

- Temporary employment of workers at risk of dismissal and job seekers;
- Employment of workers at risk of dismissal by private employment agencies;
- Proactive vocational training and training of workers at risk of dismissal and job seekers;



- Promotion of youth employment in the implementation of social projects;
- Social employment of persons with disabilities.

Some activities of the anti-crisis program from 2012 are included in the structure of active policy of employment and in a corresponding list of public services for employment promotion. They include self-employment promoting; assistance to unemployed and their families in order to move to another place of employment by referral of employment services; training of women on maternity leave with a child under 3. A training of unemployed pensioners who have decided to return to work has become a new event.

Anti-crisis program of additional measures to reduce tensions on labor market in 2012-2013 was prolonged for 15 subjects of the Russian Federation with a particularly tense situation on labor market. Regions were selected according to rate of labor market tightness, when it exceeded the average over 1.5 times at least. They included: The Republic of Adygea; Altai Republic; Republic of Buryatia; Republic of Dagestan; Republic of Ingushetia; Kabardino-Balkaran Republic; Karachayevo-Cherkessian Republic; Republic of Kalmykia; Mary-El Republic; Republic of North Ossetia-Alania; Republic of Tuva; Chechen Republic; Altaiskiy kray; Zabaikaliy kray; Kurganskay oblast. The federal budget was financing programs of additional measures for these regions.

The content of the program (in comparison with the anti-crisis version) had some changes. The federal budget supports the following activities in 15 regions:

- Employment promotion of unemployed persons with disabilities, parents with children with disabilities and parents of large families (in 2013 – workplaces equipped for unemployed persons with disabilities);
  - Advanced vocational training and training of workers under threat of mass dismissals (including other regions of the Russian Federation);
  - Professional training and certification of job seekers to get the document certifying professional qualifications;
  - Training of graduates of vocational education institutions;
  - Employment promotion of unemployed for jobs created by the unemployed, who opened their own business with the help of program promoting small business;
  - Employers incentives in the Russian Federation with the level of registered unemployment rate below the national average in order to fill the vacant jobs with citizens registered as job seekers and unemployed people living in areas with a particularly tense situation on labor market;
- Employment promotion in other regions of the Russian Federation for citizens in the North Caucasus Federal District with tense situation on labor market (from 2013).

Employers incentives in the subjects of the Russian Federation with uptight labor market to fill vacancies with citizens living in regions with tight labor markets can be called new. But prolonged activities were also amended. Thus, the aspect of specially equipped workplaces was emphasized in support of persons with disabilities. Internships outside of "their" region were provided for workers under threat of mass layoffs and graduates of vocational education institutions. Vocational training covering not only registered unemployed, but also job seekers, has been amended with documented qualification.

Currently, most of the additional activities have become ongoing in the framework of the active policy of employment pursued by regional employment services. The content of active programs is presented in art. 1§3.

3) We ask you to report on relevant indicators, provide statistical data (for example Eurostat data) or other available information relevant to the case, in particular: GDP growth rate; employment trends in all sectors of economy: employment rate (number of employed persons as a percentage of the population at the ages from 15 to 64), youth employment rate; indicators of economic activity (total working-age population as a percentage of the population at the age from 15 ); unemployment rate, level of long-term unemployment, youth unemployment; employment status (labor relations, self-employed person); all indicators should be classified by sex; costs in employment policy, presented as a proportion of GDP, including the relative shares of "active" (job creation, training, etc.) and "passive" (financial compensation, etc.) measures.

A slowdown in GDP growth has started in 2011. In subsequent years, the slowdown has been increasing, alarming that Russia can enter a new economic crisis. The crisis began at the end of 2014 and clearly demonstrated itself at the beginning of 2015. According to preliminary data of Federal State Statistics Service, by the end of the first half of 2015 the country's GDP decreased compared with the same period in 2014 by 3.5% (Table 1.1). The current economic crisis is caused largely by external factors: oil prices downturn on world commodity markets to the level of 2009 crisis; related reduction in the inflow of foreign currency resulted in weakening ruble; economic blockade announced by developed countries of the West.

Table 1.1 - GDP growth in the Russian Federation from 2008 to 2nd half 2015 (fixed prices, in % to previous year/ corresponding period of the previous year)

	2008	2009	2010	2011	2012	2013	2014	1 <sup>st</sup> half of 2015
GDP	105,2	92,2	104,5	104,3	103,4	101,3	100,6	96,5

Source: [www.gks.ru](http://www.gks.ru)

However, this trend of GDP reduction had no material impact on the Russian labor market until 2015.

Employment trends. Almost throughout the whole considered period the level of economic activity of the population as a whole and as gender context has showed upward trend, it increased by 2% over this time (Table 1.2).

The dynamics of economic activity in the context of age-sex groups for the period 2008-2013 was characterized by similar trends. First of all, as you might expect, the level of economic activity of men in all age groups was higher than women. Second, for both men and women at the age of 15-19 and 20-24, this indicator was generally declining, and for men at the age of 15-19 it was more significantly, that apparently reflected the increasing duration of education. Older age groups showed a slight increase in the level of economic activity (by 1.5-2 percentage points), except for the age group of 35-39, where the level of economic activity remained relatively stable as it was a maximum one (exceeding 94% for men and 88% for women). 2013 had become a small exception; it was characterized by a slight decline in economic activity of women at the age of 30-59. Economic activity for the majority of the age groups was less than 1 percentage point (Table 1.3).

Table 1.2 — Main indicators of labor market

	2010	2011	2012	2013	2014	2015 Q2
The level of the economic activity of population, % of total population at the age of 15-72	67,7	68,3	68,7	68,5	68,9	69,2
including:						
men	73,8	74,4	74,7	74,7	75,1	75,4
women	62,2	63,0	63,3	63,0	63,3	63,4
Employment rate, % of total population at the age of 15-72	62,7	63,9	64,9	64,8	65,3	65,2
including:						
men	68,0	69,2	70,4	70,4	71,0	71,0
women	58,0	59,2	60,1	59,8	60,3	60,0
Unemployment rate,% of total economically active population at the age of 15-72	7,3	6,5	5,5	5,5	5,2	5,6
including:						
men	7,9	6,9	5,8	5,8	5,5	5,8
women	6,8	6,0	5,1	5,2	4,8	5,3

Source: Economic activity of the Russian population (based on sample surveys). 2014: Stab./Rosstat. □ M., 2014; Russia by the Numbers - 2015 St. b. Rosstat. - M.: 2015.. [www.gks.ru](http://www.gks.ru)

Table 1.3 - The level of economic activity of population by age and sex (in percentage of the population of the corresponding age-sex group)

	Age, years									
	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-72
Total										
2008	14,9	64,5	86,8	89,4	91,5	91,8	90,6	84,5	62,4	18,6
2009	13,4	64,4	86,8	88,8	91,3	91,9	90,7	84,4	62,1	19,2
2010	11,6	62,5	87,1	89,3	91,5	92,2	90,8	85,1	61,8	19,3
2011	10,6	62,1	87,6	89,5	91,4	92,4	91,2	85,4	62,7	21,0
2012	9,3	59,4	88,1	89,8	91,8	92,7	91,5	86,3	63,7	21,1
2013	9,0	60,1	87,3	89,2	91,5	92,4	91,5	85,6	63,9	21,6
men										
2008	17,4	70,5	93,4	94,0	94,4	92,7	91,5	87,3	76,3	25,0
2009	15,6	69,5	93,4	93,7	93,9	93,1	91,6	86,7	76,2	25,2
2010	13,9	68,3	93,9	94,5	94,2	93,6	91,6	87,7	76,3	25,9
2011	12,5	68,3	94,5	94,1	94,0	93,8	92,2	87,9	77,0	27,4
2012	11,0	65,5	94,5	94,8	94,7	94,2	92,6	88,7	77,8	27,7
2013	10,3	66,4	94,7	95,1	94,7	94,1	92,5	88,0	77,4	27,9
women										
2008	12,3	58,5	80,2	84,9	88,7	91,0	89,9	82,1	51,6	14,7
2009	11,2	59,3	80,2	84,1	88,9	90,8	89,8	82,5	51,2	15,4
2010	9,2	56,5	80,2	84,4	89,0	90,9	90,0	83,0	50,7	15,2
2011	8,6	55,8	80,7	85,0	88,8	91,0	90,3	83,4	51,8	16,9
2012	7,5	53,1	81,6	85,0	88,9	91,2	90,6	84,3	52,9	16,9
2013	7,6	53,6	79,9	83,4	88,5	90,7	90,5	83,7	53,6	17,6

Source: Economic activity of the Russian population (based on sample surveys). 2014: St.b./Rosstat. – M., 2014. [www.gks.ru](http://www.gks.ru)

The most significant indicator of economic activity has increased in the older age groups of 55-59 and 60-72 for both men and women, and in the age group of 60-72 and it increased by 3 percentage points over the period for these groups. This growth was not affected by even the crisis of 2009, when other age groups demonstrated stability or decline in economic activity. This trend, on the one hand, was the result of increased life expectancy and active aging of Russians, on the other, it was a result of skilled labor shortage, and it was not compensated by the influx of young people.

The employment rate also grew and even slightly faster than the level of economic activity (Table 1.4). In 2014, it increased compared with 2010 by an average of 4% for both men and women. In parallel, there was a decline in the unemployment rate at 30% for the period. However, in the first half of 2015 there was a slight decline in employment and a noticeable

increase in the unemployment rate, which was associated with the beginning of the crisis in the economy.

Table 1.4 - The employment rate of the population by age and sex ( in percentage of the population of the corresponding age-sex group)

	Age, years									
	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-72
<b>Total</b>										
2008	11,0	57,0	81,2	84,6	86,8	87,2	86,4	80,4	59,8	17,9
2009	9,3	53,8	79,0	82,3	85,0	86,1	84,8	79,0	58,4	18,3
2010	7,9	53,2	80,1	83,4	86,2	87,1	85,6	80,2	58,6	18,5
2011	7,3	53,8	81,4	84,1	86,7	87,9	86,6	80,9	59,8	20,2
2012	6,7	51,5	82,8	85,5	87,7	89,2	87,8	82,7	61,5	20,5
2013	6,7	52,5	82,1	84,8	87,5	88,6	87,7	81,9	61,5	20,9
<b>Men</b>										
2008	13,4	62,6	87,4	88,7	89,3	87,7	87,0	82,8	72,7	24,0
2009	11,3	58,0	85,0	86,2	86,6	86,5	84,9	80,6	71,0	24,1
2010	10,0	58,2	86,3	87,7	88,2	88,0	85,8	82,1	71,7	24,8
2011	9,0	59,2	87,8	88,1	88,8	88,9	87,2	82,9	72,7	26,3
2012	8,1	56,9	89,0	90,2	90,1	90,4	88,4	84,6	74,3	26,8
2013	7,9	58,2	89,1	90,2	90,2	89,9	88,4	83,7	73,9	27,0
<b>Women</b>										
2008	8,5	51,2	75,1	80,6	84,4	86,7	85,9	78,4	49,8	14,2
2009	7,2	49,6	73,0	78,5	83,3	85,7	84,7	77,7	48,7	14,8
2010	5,8	48,1	73,8	79,2	84,4	86,2	85,3	78,6	48,6	14,6
2011	5,6	48,3	75,0	80,2	84,6	87,1	86,2	79,3	49,9	16,3
2012	5,2	45,9	76,5	80,9	85,4	88,1	87,2	81,1	51,6	16,5
2013	5,3	46,6	75,0	79,4	84,9	87,3	87,1	80,3	52,0	17,1

Source: Economic activity of the Russian population (based on sample surveys). 2014: St.b./Rosstat. – M., 2014. [www.gks.ru](http://www.gks.ru).

In general, the employment rate by age and sex for 2008-2013 showed the dynamics similar to the above mentioned with respect to the economic activity indicator, with the difference that the crisis in 2009 has much more tangible impact on the level of employment, especially of men, and 2013 showed a decrease in the level of employment among women in the age group of 25 to 54 and men in the age group of 40-44 and 50-59.

In the reporting period 2008-2013 the unemployment rate by age and sex demonstrated the dynamics which was reversed to employment rate indicators and economic activity indicators in the context of age and sex (Table 1.5).

Table 1.5 - The unemployment rate of the population by age and sex (in percentage of the economically active population in the corresponding age-sex group)

	Age, year
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	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-72
Total										
2008	25,9	11,7	6,4	5,4	5,1	5,0	4,7	4,8	4,1	3,8
2009	31,0	16,4	9,0	7,3	7,0	6,3	6,5	6,4	5,9	4,5
2010	31,8	14,9	8,0	6,7	5,8	5,6	5,7	5,8	5,1	4,1
2011	30,8	13,4	7,1	6,0	5,1	4,8	5,0	5,3	4,7	3,6
2012	28,2	13,4	6,1	4,8	4,4	3,8	4,1	4,2	3,6	2,8
2013	26,1	12,6	6,0	5,0	4,4	4,1	4,1	4,4	3,8	3,2
Men										
2008	22,7	11,2	6,5	5,6	5,4	5,4	5,0	5,1	4,7	4,1
2009	27,4	16,5	9,0	8,0	7,7	7,1	7,3	7,0	6,8	4,6
2010	28,5	14,9	8,1	7,2	6,3	6,0	6,3	6,4	6,1	4,2
2011	28,1	13,4	7,1	6,4	5,5	5,3	5,4	5,8	5,5	3,8
2012	26,0	13,2	5,9	4,9	4,9	4,1	4,6	4,6	4,5	3,1
2013	23,0	12,3	5,9	5,1	4,7	4,5	4,4	4,9	4,5	3,3
Women										
2008	30,5	12,4	6,3	5,1	4,9	4,6	4,4	4,5	3,4	3,4
2009	36,1	16,3	9,0	6,7	6,2	5,6	5,7	5,9	4,9	4,3
2010	37,0	15,0	7,9	6,2	5,2	5,2	5,2	5,3	4,1	4,0
2011	34,9	13,4	7,2	5,6	4,7	4,3	4,6	4,9	3,6	3,5
2012	31,5	13,6	6,3	4,8	3,9	3,5	3,7	3,8	2,5	2,6
2013	30,4	13,1	6,1	4,8	4,1	3,7	3,8	4,0	3,0	3,0

Source: Economic activity of the Russian population (based on sample surveys). 2014: St.b./Rosstat. – M., 2014. [www.gks.ru](http://www.gks.ru)

With aging, the unemployment rate shows a clear downward trend. The highest unemployment indicators are typical for the age group 15-19, where they exceed a quarter of the economically active population, at the age of 20-24 this indicator falls by almost half. However, youth unemployment has a quite pronounced, "woman personality" because these age groups have a higher rate of female unemployment than male. In the subsequent age groups the unemployment rate is much lower and decreasing gradually, showing the lowest rates in the age group of 60-72 (age group of 50-54 is a small exception characterized by a certain increase, related to "pre-retirement" unemployment). At the same time, at the age of 30 unemployment loses so called "woman personality", and the unemployment rate among men is higher than among women.

Table 1.6 - Distribution of unemployed by duration of job search (unfinished unemployment)

	Total	Including searching for a job, months				The average job search time, months
		Less than 1	1 - 3	3 - 6	- 6 - 12 12 and more	
Total, thous. people						
2008	4697	611	916	708	809	1653
						8,0

2009	6284	795	1390	1278	1016	1806	7,2
2010	5544	625	1036	1251	966	1665	7,5
2011	4922	522	956	839	987	1618	8,0
2012	4131	473	884	774	724	1276	7,5
2013	4137	494	893	689	779	1282	7,6
Percents							
2008	100	13,0	19,5	15,1	17,2	35,2	-
2009	100	12,6	22,1	20,3	6,2	28,7	-
2010	100	11,3	18,7	22,6	17,4	30,0	-
2011	100	10,6	19,4	17,0	20,1	32,9	-
2012	100	11,4	21,4	18,7	17,5	30,9	-
2013	100	11,9	21,6	16,6	18,8	31,0	-

Source: Economic activity of the Russian population (based on sample surveys). 2014: St.b./Rosstat. – M., 2014. [www.gks.ru](http://www.gks.ru)

In general, during 2008-2013 dynamics of unemployment in all groups by duration of job search showed a downward trend with the exception of crisis in 2009 (Table 1.6). But, during the crisis and during the recovery there was the biggest group of long-term unemployed (searching for job for a year or more), it had (with variations in different years) the third part of all unemployed. The share of people seeking job more than six months was about a half. But nearly 40% represented people seeking job from 1 month to six months, and the biggest group was seeking job from 1 to 3 months (almost the fifth part of all unemployed). The smallest group represented group seeking job less than 1 month, and it represented 10% of all.

Table 1.7 - Average duration of job search by unemployed by age group and sex (months)

	Unempl oyed, total	Including job seekers at the age of										
		15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-72
Total												
2008	8,0	5,1	6,5	8,0	8,1	8,7	8,7	9,2	9,3	9,5	9,0	9,4
2009	7,2	4,9	6,5	7,1	7,2	7,2	7,8	7,9	8,2	7,9	7,8	7,5
2010	7,5	4,8	6,4	7,5	7,6	8,1	8,2	8,5	8,7	8,3	8,3	8,3
2011	8,0	4,7	6,7	8,0	8,0	8,5	8,7	8,9	9,0	9,1	8,7	9,5
2012	7,5	4,4	6,4	7,4	7,6	7,9	8,3	8,6	9,0	8,7	8,6	8,5
2013	7,6	4,8	6,4	7,5	7,6	8,0	8,4	8,6	8,9	8,3	8,6	8,3
Men												
2008	7,6	4,9	6,4	7,4	7,7	8,6	8,2	8,6	8,8	9,7	8,1	9,7
2009	7,0	5,0	6,3	6,8	6,9	6,8	7,5	7,8	8,0	8,2	7,6	7,3
2010	7,4	4,6	6,4	7,4	7,6	7,9	8,0	8,3	8,4	8,5	8,3	7,6
2011	7,9	4,8	6,6	7,9	8,0	8,3	8,5	8,8	9,0	9,4	8,7	9,2
2012	7,4	4,2	6,4	7,3	7,5	7,8	8,0	8,3	8,9	8,8	8,4	7,7
2013	7,5	4,6	6,4	7,3	7,5	7,8	8,3	8,2	8,6	8,8	8,2	8,2
Women												
2008	8,4	5,3	6,7	8,7	8,6	8,8	9,3	9,9	9,9	9,1	10,2	9,1
2009	7,4	4,8	6,8	7,5	7,6	7,7	8,3	7,9	8,4	7,5	8,1	7,6
2010	7,6	5,0	6,4	7,5	7,6	8,3	8,5	8,7	8,9	8,0	8,4	8,8

2011	8,1	4,7	6,9	8,2	8,1	8,7	8,9	8,9	9,1	8,6	8,8	9,9
2012	7,7	4,6	6,4	7,5	7,7	8,0	8,7	9,0	9,3	8,6	9,0	9,2
2013	7,7	4,9	6,3	7,7	7,7	8,3	8,5	9,1	9,1	7,5	9,1	8,3

Source: Economic activity of the Russian population (based on sample surveys). 2014: St.b./Rosstat. – M., 2014. [www.gks.ru](http://www.gks.ru)

The average duration of job search during 2008-2013. also declined at large, the lowest job search period was observed in 2009 during crisis (Table 1.7).

With aging, the duration of job search increases among both unemployed men and unemployed women. Young people up to 25 years old are looking for work for six months on average, while the peak of job search duration (8-10 months) is observed among the group of unemployed over 40 years old. With the above mentioned lower level of unemployment among women duration of the search is a little bit longer than among men on average.

Employment patterns. According to Rosstat, the share of paid employment in total employment remained relatively stable fluctuating between 92,5-93,1% (2009 - 92.5%, 2010 – 93.1%, 2011 - 92.9%, 2012 - 93.1%, and 2013 - 92.7%). The gender aspect of this indicator during the period was also stable, while among women it was 1.5 percentage points higher than among men (93,3-94,0% - women vs. 91,8-92,3% - men), it reflected the fact of more widespread employment among economically active female population (Table 1.8).

Among self-employed population the share of women, in contrast, was less than the share of men (6,0-6,6 vs. 7,7-8,2%, respectively), mainly due to employers and self-employed, because there were more women than men in this group, and for the reviewed period these gender differences tended to deepen.

**Table 1.8 - Distribution of employment in the economy by status of the main job**

	Total	Including					
		Paid employment	Freelancers	including			
				employers	self-employed	Members of industrial cooperatives	Assisting at Family household
Total, thous. people							
2008	71003	65814	5189	1058	3941	101	90
2009	69410	64266	5145	929	3890	97	228
2010	69934	65158	4776	885	3546	48	297
2011	70857	65827	5029	874	3910	41	204
2012	71545	66598	4948	836	3796	31	284
2013	71391	66197	5195	916	3988	25	265



Men							
2008	36103	33224	2879	671	2087	67	54
2009	35071	32211	2860	611	2068	61	120
2010	35566	32845	2721	566	1956	30	169
2011	36032	33182	2851	563	2153	27	107
2012	36470	33641	2830	537	2114	20	158
2013	36478	33517	2962	609	2197	15	140
Women							
2008	34901	32591	2310	387	1854	33	36
2009	34339	32055	2285	319	1823	36	108
2010	34367	32313	2055	319	1590	18	128
2011	34824	32646	2179	311	1757	14	97
2012	35075	32957	2118	299	1682	11	126
2013	34913	32680	2233	307	1791	10	125
Total, in percent							
2008	100	92,7	7,3	1,5	5,6	0,1	0,1
2009	100	92,6	7,4	1,3	5,6	0,1	0,3
2010	100	93,2	6,8	1,3	5,1	0,1	0,4
2011	100	92,9	7,1	1,2	5,5	0,1	0,3
2012	100	93,1	6,9	1,2	5,3	0,0	0,4
2013	100	92,7	7,3	1,3	5,6	0,0	0,4
Men							
2008	100	92,0	8,0	1,9	5,8	0,2	0,1
2009	100	91,8	8,2	1,7	5,9	0,2	0,3
2010	100	92,3	7,7	1,6	5,5	0,1	0,5
2011	100	92,1	7,9	1,6	6,0	0,1	0,3
2012	100	92,2	7,8	1,5	5,8	0,1	0,4
2013	100	91,9	8,1	1,7	6,0	0,0	0,4
Women							
2008	100	93,4	6,6	1,1	5,3	0,1	0,1
2009	100	93,3	6,7	0,9	5,3	0,1	0,3
2010	100	94,0	6,0	0,9	4,6	0,1	0,4
2011	100	93,7	6,3	0,9	5,0	0,0	0,3
2012	100	94,0	6,0	0,9	4,8	0,0	0,4
2013	100	93,6	6,4	0,9	5,1	0,0	0,4

Source: Economic activity of the Russian population (based on sample surveys). 2014: *St.b./Rosstat.* – M., 2014. [www.gks.ru](http://www.gks.ru)

During 2008-2013, the vast majority of employees (paid employment) in the main job were employed all the time, I.e. working according indefinite term employment agreement, and the corresponding indicator showed an upward trend, it increased over the period from 86.1% to 91.7%. The number of people working according indefinite term employment agreement increased to 2013, when their number was reduced by almost 400 thous. people, and the proportion decreased to 91.5% (Table 1.9).

Obviously, women prefer permanent employment: employment according indefinite term employment agreement among women increased more than men - from 88.6 to 93.6% vs. 83,7-89,4% for the period.

The number of people employed according to fixed-term employment contract continued to decline during the reviewed period, and this number among women was higher than among men (60% vs. 52%, respectively).

Table 1.9 – Paid employment on the main job by types of contract

	Total	including			
		permanent job (indefinite term employment agreement)	Definite term (fixed-term employment contract)	According contract of service and work contract	According oral agreement
Total, thous. people					
2008	65814	56673	4957	1446	2738
2009	64266	57546	3436	869	2414
2010	65158	59284	2929	688	2257
2011	65827	60354	2497	664	2312
2012	66598	60959	2361	788	2490
2013	66197	60563	2217	715	2702
Men					
2008	33224	27798	2872	780	1774
2009	32211	28064	2115	462	1570
2010	32845	29133	1814	375	1523
2011	33182	29730	1560	361	1530
2012	33641	30096	1468	430	1646
2013	33517	29962	1375	390	1790
Women					
2008	32591	28875	2086	666	964
2009	32055	29482	1321	407	844
2010	32313	30152	1115	313	734
2011	32646	30625	936	303	782
2012	32957	30863	893	358	844
2013	32680	30600	842	325	913
Total, in percent					
2008	100	86,1	7,5	2,2	4,2
2009	100	89,5	5,3	1,4	3,8
2010	100	91,0	4,5	1,1	3,5
2011	100	91,7	3,8	1,0	3,5
2012	100	91,5	3,5	1,2	3,7
2013	100	91,5	3,3	1,1	4,1
Men					
2008	100	83,7	8,6	2,3	5,3
2009	100	87,1	6,6	1,4	4,9
2010	100	88,7	5,5	1,1	4,6
2011	100	89,6	4,7	1,1	4,6
2012	100	89,4	4,4	1,3	4,9
2013	100	89,4	4,1	1,2	5,3
Women					
2008	100	88,6	6,4	2,0	3,0
2009	100	91,9	4,1	1,3	2,6
2010	100	93,3	3,5	1,0	2,3

2011	100	93,8	2,9	0,9	2,4
2012	100	93,6	2,7	1,1	2,6
2013	100	93,6	2,6	1,0	2,8

Source: Economic activity of the Russian population (based on sample surveys). 2014: St.b./Rosstat. – M., 2014. [www.gks.ru](http://www.gks.ru)

The number of the most socially vulnerable workers demonstrated contradictory and mixed trends. Thus, the number of workers employed according to civil law contract for 2008-2013 reduced by half as a whole, but in 2012-2013 some growth was observed both for men and women. Among the workers employed according oral agreement, i.e. without paperwork, some growth was observed in 2011, and by 2013, the number of this group almost returned to the level of 2008. Trends in these two categories of workers are observed for employed men and women, although the number of women in both groups is twice as little.

Program "Promotion of employment" implementation. The key performance indicators of the Program are its target indicators. Since their value on average per year are planned, then the tables on these indicators show the planned and actual values for 2013-2014., I.e during the years of the program implementation (Table 1.10).

Table 1.10 - Planned and actual target indicators of the Program "Promotion of Employment", %

Indicator	2013		2014	
	plan	actual	plan	actual
Unemployment rate (ILO methodology)	5,9	5,7	5,7	5,4
Registered unemployment rate	1,9	1,3	1,5	1,2
Satisfaction level of the Russian Federation economy needs in foreign workers	79,0	79,0	80,0	75,3
Share of workers employed in conditions that do not meet hygienic standards of working conditions (workers listing of monitored economic activities)	29,0	29,0	28,0	–

Source: Ministry of labor and social protection of the Russian Federation

During the reviewed period the unemployment rate by ILO methodology declined due to the relatively favourable situation on labor market, and the gap between the unemployment rate (ILO) and registered unemployment increased (Table 1.11). This happened some way due to the fact that the process of citizens' application to employment service had slowed. Satisfaction level of the Russian Federation economy needs in foreign workers reduced too. The below table represents the implementation of tasks for target indicators of active policy of employment and social support for unemployed sub- program in the same period.

Table 1.11 - Planned and actual target indicators of active policy of employment and social support for unemployed sub- program

Indicators	2013		2014	
	plan	actual	plan	actual
Ratio of unemployed registered with the Employment Service to total number of unemployed (ILO methodology)%	32,0	24,0	27,0	23,0
Share of employed in total number of citizens who applied for assistance in job seeking to employment services,%	65,0	64,2	65,0	64,3
Share of the unemployed seeking job for more than 12 months in total number of unemployed registered with the Employment Service, %	11,0	12,0	10,0	10,97
Share of citizens recognized as unemployed in the number of unemployed completed vocational training,%	8,0	5,7	7,0	2,23
Number of equipped jobs for disabled, thous. jobs	14,2	14,7	14,2	14,9
Share of unemployed employed in other areas with the help of employment services, in total number of unemployed registered with the Employment Service,%	0,5	1,25	0,7	0,3
Ratio of maximum amount of unemployment benefit to minimum subsistence level of working age population, %	61,0	61,0	64,0	56,5
Proportion of citizens satisfied with the completeness and quality of public services in the field of employment,%	–	–	78,0	75,4

*Source:* Ministry of labor and social protection of the Russian Federation

These data confirm that the plans for the coverage of unemployed by state employment promotion provided to registered contingent is not fulfilled, and this promotion has tended to decrease. At the same time, the percentage of employed persons who have applied for assistance in suitable job seeking increased slightly, although it did not reach the planned values.

Reduction of long-term (longer than 12 months) registered unemployment should be considered positive, as well as the decline in the share of unemployed completed vocational training. This indicates a better contingency of training with the demand for workers of various professions on labor market. So far, the number of equipped jobs for persons with disabilities is the only indicator demonstrating a positive dynamics and beat targets for two discussed years. The situation is not so easy with employment of unemployed in other areas, but these processes are associated not only with the work of employment services, but also with poor attitudes of citizens for territorial mobility.

Ration deterioration of maximum unemployment benefit to minimum subsistence level of working age population is due to the fact that maximum and minimum amounts of benefits were established back in 2009, they have not been changed since. A living wage in nominal terms in the context of inflation has increased. Based on planned values of the named indicator in 2014, the revision of the benefit amount was planned, but due to the deteriorating economic situation has not been implemented yet. However, the average amount of unemployment benefit tended to

increase. According to the Federal Service for Labour and Employment, in 2013 it was 3 115.9 RUB, in 2014 - 3 450.9 RUB. Such increase cannot be considered significant, especially since the number of beneficiaries has declined. There were 804, 8 thous. people in 2013 per month and 705.0 thous. people in 2014 per month. Preservation of minimum and maximum amount of benefit has become one of the reasons for reduction of unemployed applications to employment services.

Employment services' clients survey were carried out in 2014 in order to define clients' satisfaction of public services completeness and quality (before that they were carried out in the subjects of the Russian Federation only on their own initiative). Therefore, there is not any information about the dynamics.

Information on the target indicators of the external labor migration sub-program is shown in Table 1.12. Since the composition of these indicators in the reviewed years is not quite the same, data for 2013 included only indicators that were in line with indicators in 2014. All targeted indicators of the external labor migration sub-program showed the rise of planned values and positive dynamics. However, processes shown by indicators were not sufficient to cover the needs of economy in foreign labor. A mechanism for monitoring of illegal forms of labor migration is not developed well.

Table 1.12 - Planned and actual target indicator of the external labor migration sub-program

Indicator	2013		2014	
	plan	actual	plan	actual
Number of highly qualified foreign professionals with permission to work in Russia, thous. people.	11,4	21,5	22,0	24,9
Number of foreign nationals - qualified professionals attracted to the territory of the Russian Federation in accordance with the list of professions (specialties, positions) of foreign nationals - qualified professionals employed according to their profession (specialty), not subject to quotas, thous. people	31,2	119,3	120,0	147,9
Number of patents issued to foreign citizens arrived in a manner that does not require visas	1,04	1,42	1,5	2,16
Share of foreign citizens with patent in total number of foreign nationals entered the territory of the Russian Federation in a manner that does not require visas, for purpose of work and registered in the migration service,%	103,9	95,0	93,5	102,3
Ratio of number of foreign nationals with the permission to work in the Russian Federation in the current year to number of foreign nationals with permission to work in the Russian Federation in the previous year,%	103,9	95,0	93,5	102,3
Ratio of number of permits to attract and use foreign workers issued to employers in the current year to number of permits	102,0	95,0	95,5	101,4

to attract and use foreign workers issued to employers in the previous year, %				
Share of notifications received from employers on attraction and use of foreign workers in the number of work permits issued to foreign nationals arrived to the Russian Federation in a manner that does not require visas, %	85,0	85,4	86,0	89,1
Ratio of number of detected cases of foreign workers illegal attraction to number of detected cases of illegal employment of foreign citizens and stateless persons, %	78,5	79,1	79,5	80,3
Number of foreign nationals with permission to work in the current year, millions of people	1,35	1,27	1,19	1,3
Share of foreign workers with documented proof of command of the Russian language in total number of foreign workers with work permits %	–	–	2,5	3,0
Share of foreign nationals illegally staying at the territory of the Russian Federation in total number of foreign citizens at the territory of the Russian Federation for employment, %	–	–	55,0	2,3

Source: Ministry of labor and social protection of the Russian Federation

As to the sub-program for development of labor market institutions, in 2014 its target indicators changed quite significantly, so the values are presented separately for 2013 and 2014 (Tables 1.13 and 1.14).

Table 1.13 - Planned and actual target indicators of sub-program for development of labor market institutions in the Russian Federation in 2013.

Indicator	plan	actual
Number of professional standards developed in accordance with the requirements of the economy, pieces	400	262
Ratio of state (municipal) institutions workers wages, which increase is stipulated by the Decree of the President of the Russian Federation dd May 7, 2012 № 597, to average wage in the Russian Federation:	–	–
– Teachers of educational institutions of higher professional education, %	110,0	134,9
– Researchers, %	111,0	138,9
– Doctors and workers of medical organizations with higher medical (pharmaceutical) or other higher education, providing medical services (personnel, ensuring the provision of health services), %	129,7	141,0
– Workers of cultural institutions, %	53,0	70,0
– Mid-level medical (pharmaceutical) staff (personnel, ensuring the provision of health services), %	75,6	80,4
– Nursing staff (personnel, ensuring the provision of health services), %	50,1	47,8
– Social workers, %	47,5	49,3
– Teaching staff of institutions for supplementary education of children, %	75,0	73,5
– Teachers and trainers of industrial studies of educational institutions for elementary and secondary vocational education, %	75,0	83,9
– Teaching staff of educational institutions for general education, %, %	100,0	96,9
– Teaching staff of preschool educational institutions, %	100,0	94,9
Share of activities performed by the government under the General agreement between the national associations of trade unions, national	100,0	100,0

associations of employers and Government of the Russian Federation in total number of activities to be carried out of the Government ,%		
Number of victims of occupational accidents with fatalities per 1000 workers, ppm	0,08	–
Number of people with newly diagnosed occupational disease, thous. people	7,6	7,0
Share of elimination of violations in total number of violations of labor rights of workers, %	96,0	94,0

*Source:* Ministry of labor and social protection of the Russian Federation

Despite the fact that the development of professional standards is quite active, due to the complexity of methodological work it was not possible to reach the targets in 2013. Implementation and even over-fulfilment of the Presidential Decree of 7 May 2012 to increase wages of workers of budgetary institutions of education, health and culture was achieved mainly in categories of personnel of high qualifications. It was impossible to reach planned level of wages of workers of school and preschool education. The number of people with newly diagnosed occupational disease was lower than planned, and it is a positive result. The same applies to the elimination of violations in the field of labor rights.

Table 1.14 - Planned and actual target indicators of sub-program for development of labor market institutions in the Russian Federation in 2014

Indicator	plan	actual
Number of professional standards developed in accordance with the requirements of the economy, pieces	400	151
Increase in real wages (relative to 2011, cumulatively), times	1,20	1,20
Share of highly skilled workers in total number of skilled workers	30,1	31,9
Number of Centers for qualified employees certification (cumulatively) units	–	–
Share of activities performed by the government under the General agreement between the national associations of trade unions, national associations of employers and Government of the Russian Federation in total number of activities to be carried out of the Government ,%	100,0	100,0
Number of victims of occupational accidents with fatalities per 1000 workers, ppm	0,08	0,07
Number of people with newly diagnosed occupational disease, thous. people	7,55	6,72
Share of elimination of violations in total number of violations of labor rights of workers, %	97,0	97,2

*Source:* Ministry of labor and social protection of the Russian Federation

During the comparison of planned and actual target indicators identical in 2013-2014. it is possible to trace the same processes as in 2013. If to talk about the increase in real wages , the target indicator was reached , and indicator for share of skilled workers was exceeded. If to talk about eliminate violations of workers' rights the planned indicator was not reached in full but the

actual value of this indicator improved in comparison with 2013, and it should be considered as a positive fact.

As there is a significant regional diversity on labor market as well as differences in the needs and opportunities of the subjects of the Russian Federation in the promotion of employment, it is necessary to show target indicators by region too. They are shown by indicators of sub-program for active policy of employment and social support for unemployed as sub-program covering the largest number of participants. Information on its implementation is collected in the subjects of the Russian Federation (regional departments for labor and employment, employment services) in the monitoring mode, ie on a monthly basis with generalizations on quarters and per year. The data are published on the websites of these organizations.

But there are problems with the quality of information due to the fact that not all subjects of the Russian Federation publish information on all target indicators and sub-program indicators. In addition, on-line data update happens with a serious delay in some regions. Also, there are different numbers of sub-program participants they are shown per period or for a specific date (year-end). In publications, data on the share of citizens recognized as unemployed in the number of unemployed graduates of vocational training are mostly limited to numbers on people who starts training or completed it.

Indicators of sub-program for active policy of employment and social support for unemployed implemented by the subjects of the Russian Federation within their powers are presented below. The available information has been collected for 31 regions in every federal district for 2014 (Table 1.15).

Table 1.15 - Indicators of sub-program for active policy of employment and social support for unemployed implemented by the subjects of the Russian Federation within their powers in 2014

Subject of the Russian Federation	Registered unemployed to unemployed by the ILO methodology (%)	Employed (% applied for a job search)	Categories of unemployed (% of all the unemployed)	
			Sent to / completed professional training	employed in other areas
Plan for 2014 r.	32	65	7,0	0,5
Central Federal District				
Brianskay oblast	22	76,6	–	–
Vladimirskay oblast	28,9	70,7	12,8	–
Kaluzhskay oblast	13,8	76,1	–	–
Tambovskay oblast	22,7	67,7	29,3	0,11
Moscow	28,6	77,1	22,3	–
North-West Federal District				



Republic of Komi	23,3	67,0	12,6	0,43
Arkhangelskay oblast (w/o Nenets AD)	20,5	76,4	10,6	–
Vologodskay oblast	22,0	62,9	7,9	0,3
Pskovskay oblast	24,6	47,1	24,5	0,5
Saint-Petersburg	27,7	52,0	14,5	–
South Federal District				
Republic of Adygeya	14,3	42,6	29,1	–
Volgogradskay oblast	16,7	66,4	10,9	0,23
Rostovskay oblast	22,8	78,1	32,3	0,12
North Caucasian Federal District				
Republic of North Ossetia-Alania	32,1	26,1	10,3	0,02
Chechen Republic	71,5	17,2	–	–
Stavropolskiy kray	20,7	47,1	6,3	–
Privolzhsky Federal District				
Republic of Bashkortostan	22,3	70,8	11,4	–
Mary-El Republic	18,1	59,3	9,5	–
Permskiy kray	26,1	49,2	14,2	0,05
Kirovskay oblast	24,1	59,0	–	–
Samarskay oblast	30,0	60,4	21,2	0,41
Urals Federal District				
Kurganskay oblast	21,4	67,0	9,2	0,05 *
Sverdlovskay oblast	15,9	69,8	12,6	–
Cheliabinskay oblast	23,7	44,4	7,6	–
Siberian Federal District				
Republic of Buryatia;	14,3	49,4	18,1	–
Irkutskay oblast	15,5	56,3	12,8	0,21
Novosibirskay oblast	17,6	67,7	26,7	–
Tomskay oblast	20,2	71,7	13,6	–
Far Eastern Federal District				
Kamchatskiy kray	32,6	46,8	11,9	0,6
Khabarovskiy kay	25,2	56,2	11,4	0,05
Magadanskay oblast	45,7	47,0	12,1	0,07

\* to the end of 2014

Source: data of regional employment services

Indicators of the sub-program published only in some of the selected regions are shown below.

Unemployed, seeking for a job for at least 12 months,% of all unemployed in 2014

Vladimirskay oblast - 5.8 (at the end of 2014)

Republic of Komi - 6.5

Republic of North Ossetia-Alania - 13.3

Kurganskay oblast - 9.2 (at the end of 2014)

Irkutskiy oblast - 5.5 (at the end of 2014)

Unemployed, employed after the vocational training, % to unemployed completed vocational training in 2014

Republic of Komi - 84.4

Vologodskiy oblast - 80.0

Rostovskiy oblast - 95.2

Republic of North Ossetia-Alania - 53.7

Kamchatskiy kray - 31.9

Recognized as unemployed in number of unemployed completed vocational training in 2014, %

Kaluzhskiy oblast - 2.5

Kurganskoy oblast - 0.36

Khabarovskiy kray - 0.3

It shows a significant variation of sub-program indicators related to the differences in labor market and regional tensions. In the subjects of the Russian Federation with a relatively high unemployment and tight labor market, the difference between the levels of unemployment, according to ILO and the registered unemployment is lower. The scale of involuntary unemployment creates social tension in the society, so the regional authorities extend their support. These regions show a significantly low employment indicator of job seekers due to the very limited number of vacancies reported by employers to the employment service.

According to data published on the websites of regional employment services, it is possible to find out how many beneficiaries of unemployment benefit receive it in minimum, maximum, and other amount. But this information is not available on every site, so Table 1.16 includes only the subjects of the Russian Federation published this information.

Table 1.16 - Distribution of unemployment benefits recipients by amount in a number of subjects of the Russian Federation in December 2014,%

Subject of the Russian Federation	Unemployment benefit			
	minimum	From minimum to maximum	maximum	above maximum
Vladimirskiy oblast	17,4	23,1	58,4	1,1
Ivanovskiy oblast	28,5	27,1	43,9	0,5
Kurskoy oblast	24,2	16,6	57,8	1,4
Orlovskiy oblast	19,4	19,6	60,7	0,3
Smolenskoy oblast	21,8	27,0	51,1	0,1
Tverskoy oblast	27,1	21,4	51,0	0,5
Republic of Karelia	32,9	13,6	52,2	1,3
Republic of Komi	53,9	13,8	32,3	–

Arkhangelskay oblast	50,6	13,5	35,2	0,7
Vologodskay oblast	20,8	22,0	56,3	0,9
Kaliningradskay oblast	30,3	12,1	55,7	1,9
Murmanskay oblast	48,2	5,1	45,5	1,2
Novgorodskay oblast	26,1	12,5	59,9	1,5
Karachayevo-Cherkessian Republic	45,7	17,4	36,8	0,1
Stavropolskiy kray	38,2	15,4	45,8	0,6
Republic of Bashkortostan	29,0	23,0	48,0	–
Mary-El Republic	30,9	17,6	51,5	–
Udmurtian Republic	18,4	23,8	57,6	0,2
Kirovskay oblast	35,6	23,7	39,8	0,9
Penzenskay oblast *	25,5	28,8	45,7	–
Ulianovskay oblast	15,0	19,1	64,4	1,5
Sverdlovskay oblast	28,7	16,5	53,8	1,0
Tumenskay oblast (w\o national districts)	32,7	12,1	55,2	–
Altai Republic	49,9	24,9	24,7	0,5
Republic of Tuva	71,4	14,5	13,1	1,0
Republic of Khakassia	34,3	18,8	45,2	1,7
Zabaikaliy kray	36,3	24,9	36,6	2,2
Irkutskay oblast	41,1	14,7	42,6	1,6
Kemerovskay oblast	33,6	18,7	46,3	1,4
Novosibirskay oblast *	29,7	18,3	51,6	0,4
Omskay oblast	42,0	20,4	37,6	–
Republic of Sakha (Yakutia)	56,6	7,8	34,1	1,5
Promorskiy kray	44,0	12,7	41,6	1,7
Khabarovskiy kray	44,6	10,4	43,8	1,2
Magadanskay oblast *	47,9	7,2	42,4	2,5
Jewish AD *	30,3	16,2	52,5	1,0
Chukotka AD	67,1	4,7	27,2	1,0

\* in July 2014

Source: Data of regional employment services

The subjects of the Russian Federation with a high percentage of recipients of minimum unemployment benefit have a bigger share of unemployed without work experience or with long break from work (they are entitled to benefit in the minimum amount). Basically it is the territory of the Russian North and the depressed regions with high unemployment. In other regions, at least half of the recipients receive maximum unemployment benefits or even above.

Information on the implementation of additional measures program to reduce tensions on labor market is published by the Federal Service for Labour and Employment.

In 2009 – 2011 involvement in the program of additional activities decreased due to financial and economic crisis recovery. Since 2012 the intensification of this process has been

determined by the fact that most of additional measures sub-programs were transferred to an active policy of employment (Table 1.17).

Table 1.17 - Percentage of participants in the regional programs of additional measures to reduce tensions in labor market of the Russian Federation (% to economically active population)

2009	2010	2011	2012	2013	2014
3,7	2,6	0,7	0,05	0,05	0,02

In the above-mentioned 15 least prosperous regions with the program of additional measures to reduce tensions in labor market, the sub-program for self-employed from former unemployed people, who created jobs for unemployed played the leading role with 35.7% of total number of beneficiaries of programs. It was followed by sub-program for internship vocational education graduates (25.5%) and advanced vocational training and training of workers under threat of mass dismissals (22.7%).

## 1.2. Article 1§2

Article 1§2 -to protect effectively the right of the worker to earn his living in an occupation freely entered upon .
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### Appendix to article 1§2

This provision shall not be interpreted as prohibiting or authorising any union security clause or practice
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1) We ask you to describe national employment policy and the overall regulatory framework. Please, specify the nature, causes and extent of reforms.

As noted in the previous report, a citizen shall have the right to freely use his labor capabilities, to choose the type of activity and profession as said in the Constitution of the Russian Federation (Article 37) and specified in employment and labor law.

The Labor Code is periodically being amended in order to reflect new realities in the world of work and protection of citizens' right to freely use their labor capabilities, choice of activity and profession in the changed situation.

Federal Law №409-FZ of December 1, 2014 introduced a new chapter 50.1 "Labor of workers who are foreign nationals or stateless people" to the Labor code of the Russian Federation, it provides distribution of Russian labor legislation standards to workers non-citizens and it includes regulation of their work in Russia. These changes significantly increase the level of legal regulation of labor relations with foreigners and almost equalize their rights with the Russians, they entered into force on December 13, 2014. In particular, now employers have to conclude written employment agreements with foreign workers, as well as with Russians, in accordance with the requirements of Article 57 of the Labour Code for an indefinite period (permanent employment agreement), and fixed-term employment agreement can be concluded only in cases stipulated by Article 59 of the Labor Code.

The peculiarities of labor contracts with foreigners/stateless people include a higher age of the worker i.e. they have a right to enter into an employment relations as workers at the age of eighteen, not sixteen, as the Russians (part 3 of Article 327.1 of LC RF) as well as the obligation to provide additional documents proving the right of residence in the Russian Federation (temporary or permanent), work permit or patent granted by competent authorities of the Russian Federation in accordance with the regulations on legal status of foreign citizens in the Russian Federation, the insurance certificate/voluntary medical insurance certificate in the Russian

Federation for period of employment and others. (Articles 327.2 and 327.3 Labor Code) during hiring.

The right to work and its registration depend on foreigner's status. The following facts matter: way of entrance to the Russian Federation (with visa or visa-free), he lives in the Russian Federation permanently or temporarily, purposes of arrival to the Russian Federation (employment, family reunification or marriage to a citizen of the Russian Federation, he is a refugee or a person granted a temporary asylum in the Russian Federation, and others.).

The most detailed status of foreigners, including their right to work in the Russian Federation are regulated by Federal Law dd 25.07.2002 № 115-FZ "On the Legal position of Foreign Citizens in the Russian Federation" (with numerous amendments and additions, the latest was introduced by Federal Law № 213-FZ and № 230-FZ of 07.13.2015), article 13 "Employment of foreign citizens in the Russian Federation", Article 13.2-13.6 - employment of individual foreign citizens (highly qualified specialists, and others.).

Article 14 "Foreign citizens' relation to the state or municipal service and to individual types of activities" of this Law establishes certain activities that are prohibited for foreigners. In particular, the foreign citizen has no right to be employed in the *municipal service*. As to *state service*, Federal Law №79-FZ dd 27.07.2004 "On the State Civil Service of the Russian Federation", Article 21 "Admission to civil service," points out that a Russian citizen at the age of 18 can be admitted to civil service, so it excludes the admission of foreign citizen or stateless person. In addition to state and municipal service restrictions, foreigners cannot be ship's master, chief officer, chief engineer and radio officer in the crew of the vessel, sailing under the State Flag of the Russian Federation (paragraph 5, Order of the Ministry of Transport of the Russian Federation dd July 8, 2009 N 110 "Conditions allowing foreign citizens and stateless people may be a part of the crew") as well as they can no be members of a warship crew of the Russian Federation or other exploited for commercial purposes ship and aircraft of state or experimental aviation. Until recently, foreigners were not allowed to be civil aircraft captain, but adoption of the Federal Law dd April 20, 2014 N 73-FZ "On Amendments to Article 56 of the Air Code of the Russian Federation and Article 14 of the Federal Law "On the Legal position of Foreign Citizens in the Russian Federation", has lifted the restriction partially.

Also, foreigners cannot work at the facilities and organizations whose activities are related to security of the Russian Federation. The list of such facilities and organizations was adopted RF Government Decree of 11.10.2002, № 755, and amended by the RF Government Decree of 24 September 2010 and 4 February 2011. The list of sites and organizations foreigners are not allowed to work at, includes:

1. Objects and organization of the Armed Forces of the Russian Federation, other troops and military formations.

2. Structural units protecting state secrets and units working with the use of information constituting a state secret, public authorities and organizations.

3. Organization composed of nuclear and radiation hazardous and dangerous production facilities that develop, produce, test, use, storage, transport and dispose of nuclear weapons.

4. Subdivisions of organizations that develop, produce, construct, test, use, storage, transport and dispose of nuclear installations, nuclear materials, radioactive waste and radiation sources made for solving problems in the field of national defence and security, as well as their structural affiliates ensuring safety of their operation.

5. Vessels and other floating craft with nuclear installations and nuclear power plants, including plants under construction (by agreement with the Federal Security Service of Russia it is allowed to employ foreign citizens at the nuclear power plant under construction and foreign citizens work till the supply of nuclear fuel) .

These limitations show that they are connected to an exclusive type of work related to national interests and security of the Russian Federation, and cover a narrow range of positions.

According to employers applications the Government of the Russian Federation establishes an allowable share of foreign workers (quotas) annually. For example, in 2015 the Russian government approved the quota for foreign workers arriving in Russia with visa (the decision of December 18, 2014 № 1400), as well as an allowable share of foreigners in certain sectors of economy (Decision dd 19 December 2014 № 1420). This is the allowable share of foreign workers:

- Retail sale of alcoholic beverages, including beer - 15% of total number of workers;
- Retail sale of tobacco products (15% of total number of workers);
- Vegetable growing (50% of total number of workers);
- Other land transport (50% of total number of workers );
- Other activities in sports ( 25% of total number of workers).

There is not any quota for the retail sale of pharmaceutical products, trade stalls, markets and outside the stores, so it is impossible to employ a non citizen of the Russian Federation.

Widespread remote employment has required some changes in the legislation to protect the labor rights of this category of workers, related to the specific of their work and relations with the employer. Federal Law of April 5, 2013 №60-FZ introduced chapter 49.1 "Features of labor regulation of remote workers" to the Labor Code, it fixed basic concepts, terms and rules of workers and employers relations in this form of employment, that has become quite popular in the Russian Federation. The introduction of this chapter consolidated the legal basis of labor

relations prevailing in practice and it is in favour of both sides: employers are interested in substantial savings on the maintenance of jobs in this form of employment and workers are interested in greater freedom and flexibility in the organization of their working time and often in reconciling their family and parental responsibilities with a successful employment.

Part 1 of article 312.1 of the Labor code of the Russian Federation "General Provisions" states that *remote work* means work *outside* the employer's location, including its branches and units located in another area and *outside* stationary workplace, territory or object, either directly or indirectly under the control of the employer. This form of labor relations offers to work in a place uncontrollable by employer, including worker's place of residence without any territorial restrictions (another city, country, etc.). In addition, this provision mentions specialization (especially labor functions) of remote workers - they work with the help of information and telecommunications networks, including the Internet as a rule, it is an intellectual work. In practice, remote work is used a lot, for example, in journalism, advertising and publishing (graphic design, copywriting, proofreading, editing, layout, and etc), as well as in other fields related to computers and Internet, such as Internet -sale, web programming, web design, creation of sites and banners, search engine optimization, current support and providing, system administration and many others.

According to part 2 of Article 312.1 of the Labor Code of the RF *remote worker* is a person concluded employment contract of remote work, ie this condition must be mentioned in the contract. However, infringements of rights in respect of remote workers are excluded, they are subject to labor law, but taking into account the characteristics of this form of employment (part 3 of article 312.1).

The employment contract (peculiarities). The Labor Code standards connected to remote work provide a wider ability to define the terms of the employment contract due to the fact that the remote worker works outside the workplace controlled by the employer and can not contact with him in person or possibilities of such contract are limited (see art. 312.2 of the Labour Code of the Russian Federation "Conclusion and amendments of remote work employment contract").

Thus, the remote work employment contract define not only the *content* of work requirements for its performance, timing etc, but also *form* of the relationship between employer and worker, for example, the procedure for mutual exchange of the necessary documents (as for work and for the registration of labor relations), including the procedure for compulsory transfer of the worker's copy of the employment contract (employer may send it electronically or as a hard copy by registered mail with notification – according to parties agreement). As a rule, the exchange of necessary information and documents between the employer and the employee is made in electronic form with the use of electronic signatures, where appropriate. However, in



cases stipulated by law, the original parties cannot change (for example, for insurance benefits in connection with temporary disability) are sent by registered mail with notification.

Occupational Safety and Health. The remote work employment contract may also include additional conditions on the remote worker's obligation to use equipment, software and hardware, data protection and other means, recommended or provided by the employer. In this case the employer is obliged to acquaint him with the relevant requirements of occupational health and safety (Part 2 of Article 312.3 of the Labour Code "Specifics of the remote workers occupational safety and health"). It should be noted that despite the features of remote work the law does not relieve the employer from mandatory measures of labor protection although it reduces the list based on the specifics of remote employment. In particular, additionally to the obligation to inform workers about the requirements of occupational safety, the employer shall be responsible for compulsory social insurance against industrial accidents and occupational diseases (Part 2 art.312.2 and p. 20 p. 2, art. 212 of the Labour Code ).

Labor time. According to article 312.4 of the Labour Code "Specifics of remote workers' labor time and rest" labor time is regulated either on a contractual basis (determined by the parties and fixed as terms and conditions in the employment contract), or at worker's own discretion. Due to the remoteness and unaccountability of the employer as well as based on the specifics of creative intellectual activity (remote workers are often engaged in such kind of a job) labor time and rest of remote workers are controlled by them. The main control factor is the deadline set by the contract or report etc. In some cases based on expediency, parties may indicate "de-facto" or "contact" hours in the employment contract when workers and employers have an opportunity to communicate by phone or Internet (Skype, etc.). In this case, the worker must be available for contact with the employer in the time stipulated by the contract. If these conditions are not mentioned in the contract, the worker is not obliged to be in a "standby mode", and he may use his time at his own discretion regardless of temporary labor regime of the employer, the employer has no right to make a complaint about worker's lack of online presence or phone conversations during his working day. This position of the Labour Code excludes legal opportunities for employer intrusion into worker's personal time.

Vacation. As mentioned above, the Russian labor legislation does not allow the deterioration of the legal status of remote workers so they have the right to leave as other workers. According to paragraph 2 of Article 312.4 of the procedure for remote workers regular paid leave and other types of leave (optional, etc.) is determined by the individual employment contract. In particular, it can include the procedure for establishing the time of leave (when and how the parties define the time of leave), the division of vacation etc.

Dismissal. Like in any other employment contract, remote work employment contract can be terminated by the employee (voluntarily). If the dismissal happens at the employer's initiative the dismissal of remote workers is made on the grounds provided by their employment contract (Article 312.5 of the Labour Code "Termination of remote work employment contracts) unlike general rule providing the use of grounds established by law only (Article 81 of the Labor Code). Thus, the extended employment relations are used in the time of their termination as their peculiarity. For example, employment contract may include such grounds for rescission: a) violation of deadlines; b) work does not correspond to established and agreed requirements etc. At the same guarantees and compensation related to the termination of remote work employment contracts are provided to the worker according to standards of the Labor Code and other federal laws, without any restrictions. In particular, according to Article 127 of the Labor Code, the remote worker like all other workers has a compensation for unused vacation.

Are houses of individuals who employ domestic workers being inspected? If an individual employs a worker under an employment contract, including provision of services as a maintenance worker, driver, secretary, governess, nanny, etc., often they are collectively referred to as "domestic workers", such individual becomes the employer of his worker. In accordance with art. 357 of the Labour Code, State Labor Inspectors while exercising their supervising and control activity, have the right to without any hindrance and in any time of day and night visit employer including individual persons. These visits can be based on workers application of their rights violation by employer and worker's request to audit working conditions and safety in his workplace (paragraphs 4 and 5 of Part 4 of Article 357 of the Labor Code).

The possibility to employ foreign citizens for work (service) for personal, household and other similar purposes that are not related to business activities is provided to citizens by the Federal Law of the Russian Federation dd July 25, 2002 № 115-FZ "On the Legal Status of Foreign Citizens in the Russian Federation "(Article 13.3" Employment of foreign nationals by individual persons", introduced by Federal Law dd 19 May 2010 № 86-FZ). At the same time the foreigner must have a document confirming his right to stay in the Russian Federation (temporary residence permit or residence permit), as well as a patent (work permit) issued in accordance with the law.

On December 2014 a new chapter was introduced to the Labour Code of the Russian Federation. It is connected to features of foreign workers labor, they are subject to the rules of existing labor laws, including the right to terminate the employment contract with the employer voluntarily. This termination of employment itself is not a reason for depriving foreign workers of the right to stay in the Russian Federation, as well as deprivation of the patent. If hi has the

necessary documents (residence permit or permit to stay in the Russian Federation, a valid patent, insurance, etc.), a foreign worker has the right to be employed by another employer.

In the Russian labor legislation family businesses are not defined in to a special category with a right to set employment relations with workers including family members of the family that differ from the general relations, as well as other businesses they are subject to all requirements for work valuation and labor time, provision of rest and holidays including wages guarantees and other forms of remuneration.

In general, family businesses without any exception, irrespective of their legal form and ownership, are subject to state labor inspections. So, according to art. 357 of the Labour Code, state labor inspectors while exercising their supervising and control activity, have the right to without any hindrance and in any time of day and night visit organizations, belonging to every legal form and category of property with the purpose of inspecting. In case of employer's violations he is imposed with binding orders to eliminate violations. It should be noted that in the Russian economy, family businesses are not widespread. The share of unpaid family workers in total employment ranged from 0.2-0.4% over the period .

Forced labor. Labor Code prohibit forced labor and gives the definition of forced labor, which not only meets the wording of ILO Forced labor Convention № 29 (1930), but also extends the concept of forced labor in comparison with international legal standards.

However, article 4 of the Labour Code lists the types of jobs that are not considered as forced labor, in particular, the forced labor shall not include the work whose performance is required by the law on military duty and military service or the alternative civil service in lieu of it and the work performed pursuant to the final court verdict under supervision of the official state bodies responsible for enforcing laws at serving sentences.

The term of military service for soldiers performing military service under article 38 of the Federal Law dd 28/03/1998, № 53-FZ "On Military Duty and Military Service" (amended in July 2006) from January 1, 2008 is 12 months. The term of alternative civilian service is established by Article 5 of the Federal Law dd July 25, 2002 № 113-FZ "On Alternative Civil Service" and from 1 January 2008 is 21 months (including two vacations). The term of alternative civilian service for people in the service of organizations of the Armed Forces of the Russian Federation, other troops, military formations and authorities from 1 January 2008, is 18 months (including two vacations).

A conscript has a right to choose alternative civilian service if military service contradicts his religious or other (peacekeeping, philosophical, moral, ethical, political, legal, etc.) beliefs, as well as if he belongs to one of the fundamental indigenous peoples with traditional lifestyles and

traditional economy and is engaged in traditional crafts. Unlike the standard wage employment people engaged in alternative civilian service are not allowed to terminate the employment contract on their own initiative, to take part in strikes also to have another additional job besides the main employment. However, people employed in alternative service are entitled to receive education at the same time by correspondence or evening courses. Annually, the Ministry of Labour approves the list of jobs, professions and positions that can be used as an alternative service and organizations that provide it. The list includes organizations under the jurisdiction of the federal executive bodies and executive bodies of subjects of the Russian Federation only. Education, profession, experience, medical condition, marital status are taken into account during the selection of place of service.

Work performed pursuant to the final court verdict under supervision of the official state bodies responsible for enforcing laws at serving sentences is not considered as forced the labor. Involvement of convicts to work in prisons penal system is governed by art. 17 of the Law of the Russian Federation dd July 21, 1993 № 5473-1 «On penitentiary institutions and bodies" and art. 103-105 of the Criminal Code of the Russian Federation. In accordance with art. 17 of the Law № 5473-1, penitentiary institutions attract convicted people to paid work in the centers of employment and adaptation, to production workshops of penal institutions, federal state unitary enterprises of the penitentiary system, facilities of organizations located in the territories of penitentiary institutions and outside, as well as to economic maintenance of penitentiary institutions and detention centers. Article 103 of the Criminal Penitentiary Code "Labor of convicts" is a ground to admit convicted people to work and to transfer them to another work and according to this article they are obliged to work in places and on positions determined by the prison administration. The administration is obliged to attract convicted people to socially useful work taking into account their sex, age, disability, health status as well as profession if possible. Art. 104 of the Criminal Penitentiary Code states that the duration of labor time of prisoners, rules of labor protection, safety and industrial hygiene should be in strict compliance with the labor legislation of the Russian Federation. In accordance with p. 1, Art. 105, Art. 104 of the Criminal Penitentiary Code, prisoners are entitled to a payment in accordance with the labor legislation of the Russian Federation on labor.

The obligation to work does not apply to some categories of convicted people of retirement age (men over 60 and women over 55). persons with disabilities of the first and second groups are also allowed to work only at their request and in accordance with the Russian law on social protection of disabled people. The work of minors, pregnant women and women with young children is regulated by the labor legislation.

Protection against discrimination. The Russian Federation continues to improve anti-discrimination component of the labor legislation. **Until recently, one of the gaps was the absence of ban of vacancy announcements with discriminatory provisions. The job advertisements published in newspapers, magazines, online resources, broadcast on some regional TV channels contained requirement of age, gender, physical appearance, race and nationality. At the same time it is necessary to mention that during this period the content analysis of vacancy announcements did not reveal a single requirement of sexual orientation, membership of trade unions, HIV-positive status.**

Federal Law dd July 2, 2013 № 162-FZ “On amending the Law of the Russian Federation “On employment of the population in the Russian Federation” and particular legislative acts of the Russian Federation» has changed the situation cardinally. It prohibited job advertisements containing requirement of gender, race, skin colour, nationality, language, origin, property and marital status, social status and position, age, place of residence, attitude to religion, beliefs, membership or non-membership in public associations or any social groups, as well as other circumstances not related to the qualifications of workers, except in cases where the right or obligation to impose such restrictions or benefits provided by federal laws.

Article 25 of the Law of the Russian Federation dd April 19, 1991 N 1032-1 «On employment in the Russian Federation” includes a provision stating that the person spreading information about vacancies or vacancies containing discriminatory restrictions, are subject to administrative liability. The Code of Administrative offenses was amended with Article 13.11.1, according to which the spreading of information about vacancies or vacancies containing discriminatory restrictions leads to administrative fine for citizens (five hundred rubles to one thous.), for officials (three thous. to five thous. rubles); for legal bodies ( ten thous. to fifteen thous. rubles).

According to the information of Ministry of Labor and Social Protection of the Russian Federation of July 24, 2013 not only employers (individuals and legal entities, irrespective of their organizational and legal forms and forms of ownership) can be defendant and can be attracted to administrative responsibility but and editors of media (organization, institution, enterprises or citizens' association engaged in production and release of media), website owners or their authorized persons responsible for publication of information on these sites, for the mere fact of publishing of information spread by third party, officials. If media editorial is neither an individual nor a legal entity then a founder of the media as well as editor in chief can be attracted to administrative responsibility.

Adoption of the Law № 162-FZ amended the concept of "administratively punishable discrimination" fixed in art. 5.62 "Discrimination" of the Code of Administrative Offences.

Previously, the administrative responsibility has been established only for discrimination (ie, for the violation of rights, freedoms and legitimate interests of citizens) by gender, race, nationality, language, origin, property and official status, place of residence, attitude to religion, beliefs or membership public associations or any social groups. Now administrative sanctions are established for discrimination by skin colour and non-membership in public associations or any social groups.

Discrimination can lead to administrative fine at the amount of RUB 1000.00 – 3000.00 (for citizens) and RUB 50000.00 – 100000.00 (for legal entities). According to article 136 of the Criminal Code, this deed committed by a person through his official position shall be punishable with a fine in the amount of from 100 thous. to 300 thous. roubles, or in the amount of the wage or salary or any other income of the convicted person for a period of from one to two years, or by deprivation of the right to hold specified offices or to engage in specified activities for a term of up to five years, or by compulsory works for a term of 480 hours, or by corrective labour of up to two years, or by compulsory labor of up to five years or by deprivation of liberty for a term of up to five years .

However, today there may be situations where discriminated individuals face difficulties when seeking protection from discriminatory actions due to:

- Incomplete definition of discrimination in the legislation, in particular lack of distinction between direct and indirect discrimination,
- Absence of special measures in legislation in respect of burden of proof in cases of protection against discrimination.

The IV Social Forum of Russia "Protection of social rights: partnership of government and society" was an important step towards overcoming discriminatory practices in labor sphere. It was held on October 27-28, 2014 in Moscow (Sponsors: Russian State Duma, Federal Assembly of the Russian Federation, Ministry of Labour and Social Protection of the Russian Federation and Public Council of the Ministry of Labor and Social Protection of the Russian Federation, Federal Agency for Youth Affairs, Presidential Council for Civil Society Institutions and Human Rights, Public Chamber of the Russian Federation) and it developed a final document containing a set of measures to improve the **national anti-discrimination legislation and tools of its implementation in practice**, including encompassment of indirect discrimination, empowerment of trade unions to monitor the observance of labor rights in the Labour Code of to **adopt** legislation governing the allocation of responsibilities for proof during cases examination by courts involving discrimination, explanation of issues arising in cases of discrimination to courts. The document sent to the State Duma, Council of Federation of the Federal Assembly of

the Russian Federation, Supreme Court of the Russian Federation, Federal Service for Labour and Employment of the Russian Federation.

The report of the Ombudsman in the Russian Federation for 2014 notes said that one of the most controversial problem both international and some Russian organizations paid attention at, is the topic of legal status of persons with different sexual orientations. The Russian Federation prohibits discrimination by sexual orientation and gender identity, as well as any other discrimination in any field. Sexual minorities and human rights defenders criticized basic rules and amendments to the federal laws that established the obligation of public authorities to take measures to protect children from information, propaganda and agitation harmful to their health, moral and spiritual development, in particular, the Federal Law of the Russian Federation dd June 29, 2013 N 135-FZ "On changes to Article 5 of the Federal Law "On Protecting Children from Information Harmful to their Health and Development" and other legislative acts of the Russian Federation aimed at protecting children from information propagating the rejection of traditional family values ". According to the Constitutional Court of the Russian Federation, the criticized rules and amendments did not contradict the Constitution of the Russian Federation and of did not contain elements of legal discrimination and are aimed solely at children protection from the propaganda of nontraditional sexual relations. The report also indicated that during the reporting period (2014), as in previous years, the Ombudsman in the Russian Federation did not receive any complaints of discrimination and violation of the constitutional rights of Russian citizens by sexual orientation, massive violations of the rights of citizens, consider themselves as sexual minorities in the Russian Federation were not observed. At the same time the Ombudsman shares human rights defenders on inadmissibility of persecution, aggressive and other socially unacceptable disparaging behaviour regarding to sexual minorities.

2) Please, indicate the measures taken (organizational and administrative activities, programs, action plans, projects, etc.) for legal documents enforcement.

Federal Service for Labour and Employment' administrative regulation regarding public service of notification registration of sectoral (intersectoral) agreements concluded at the federal level of social partnership and inter-regional agreements is approved by the Ministry of Labor and Social Protection of the Russian Federation on September 12, 2014 N 636n.

The Ministry of Labor and Social Protection of the Russian Federation' administrative regulation regarding public service of informing citizens and employers about the situation on labor market in the Russian Federation, rights and guarantees in the field of employment and

unemployment protection is approved by the Ministry of Labor and Social Protection of the Russian Federation of February 22, 2013 N 74n.

Federal Service for Labour and Employment' administrative regulation regarding public service of informing and consulting workers' and employers on compliance with labor laws and other normative legal acts containing labor standards is approved by the Ministry of Labor and Social Protection of the Russian Federation on September 3, 2014 N 603n

The Ministry of Labor and Social Protection of the Russian Federation' administrative regulation regarding public service of "Reception of citizens, timely and full consideration of their appeals, filed in oral or written form, taking decisions and direction of the responses according to the legislation of the Russian Federation" is approved by the Ministry of Labor and Social Protection of the Russian Federation dated October 17 2012 N 321n.

Federal Service for Labour and Employment' administrative regulation regarding the state function to implement federal state supervision over compliance with labor legislation and other regulatory legal acts containing labor standards is approved by the Ministry of Labor and Social Protection of the Russian Federation dated October 30, 2012. N 354n.

Administrative Regulation regarding the state services of organization of consideration of proposals, applications and complaints of prisoners and persons in detention is approved by the Ministry of Justice on June 29, 2012 N 125.

Labor of convicted persons is organized by the territorial bodies of the Federal Penitentiary System acting on the basis of regulations approved by the Director of the Federal Penitentiary System. Each territorial body has a department for organization of convicted persons employment, this department is responsible for employment and regulation of convicted persons employment. Its has to attract convicted person to socially useful work taking into account their sex, age, disability, health and specialty, including provision of remote or extra-mural training in educational institutions of secondary and higher vocational education. Today, the Federal Penitentiary system in Russia cooperates with four educational institutions of Russia (legislation providing convicted persons with education see. Article 10§1) on remote or extra-mural training of convicted persons.

Concept of the Russian penitentiary system development until 2020 envisages the development of conditions allowing convicted persons to get general, elementary, secondary and higher vocational education through remote or extra-mural training. This work is more active in Arkhangelskay oblast, Astrakhanskay oblast, Belgorodskay oblast, Volgogradskay oblast, Kaliningradskay oblast, Kurskay oblast, Nizhegorodkay oblast, Novosibirskay oblast, Penzenskay oblast, Samarskay, Tverskay ablast, Ulyanovskkay oblast and Chelyabinskay oblast,



St. Petersburg and Leningradskay oblast , as well as in the Udmurtian Republic, Kamchatkiy kray, Krasnodarskiy kray and Khabarovskiy kray.

Law enforcement agencies expanded forms of cooperation with human rights organizations, media and public. Public control was introduced over ensuring human rights in places of detention. Public monitoring commissions with the power without the special permission to visit places of detention (including women's colony) and talk to detainees on ensuring their rights operate in 79 subjects of the Russian Federation.

3) We ask you to report on relevant indicators, provide statistical data and other available information relevant to the case.

Work in corrective labor institutions. In 2014, penitentiary facilities of the Federal penitentiary system held more than 512 thous., 202.7 thous. of which worked (39.6%). In general, the reviewed period demonstrated a slight increase in employment among prisoners, both in absolute and relative terms (Table 1.18). The major part of convicted people (185 thous.) does not have sufficient qualifications for employment. The number of people with professional training was about 120 thous. And number of people getting initial vocational education and being in training was 5.3 thous.

Table 1.18 - Penitentiary facilities

Indicators	2011	2012	2013	2014
Number of penitentiary facilities	519	518	519	607
Average number of convicted people	559 002	508 334	559 001	512 438
Of which worked	192 863	192 710	190 157	202 692
% of all convicted people	34,5	37,9	34,0	39,6
Refused to work, people	4	49	47	133
Paid delay, people.	29 004	25 228	20 863	8 600

*Source:* Federal penitentiary system compilation statistics

The admission to the detention a growing number of people with anxiety, mental disorders, and patients with socially significant diseases (drug addiction, alcoholism, tuberculosis, hepatitis, HIV infection) is a serious problem. The number of convicted people suffering from tuberculosis was 32, 2 thous. in 2012 and 30.5 thous. in 2013, 14% it was less than 26.2 thous. In 2014 (14% less) (3.9% of total number of persons detained in penitentiary facilities in 2014; 4.3% - 2013), drug addicts: 5.5 thous., 5.3 thous. and 5.4 thous., respectively. The number of HIV-

infected convicted people was about 56.5 thous. in 2013. 59.5 thous. In 2014<sup>1</sup>. Work experience of this category of convicted people should be rehabilitative in nature primarily.

Table 1.19 - Number of convicted people employed in hazardous conditions

Working conditions	2011	2012	2013	2014
Do not meet health and safety standards	15 293	14 853	17 344	19 878
Increased level of noise, ultra / infrasound	5 399	5 713	7 638	9 073
Increased vibration level	1 674	1 457	1 645	1 481
Increased level of air dust	5 530	4 748	5 032	5 002
Increased level of air pollution	3 787	3172	3475	3 233
Increased level of non-ionizing radiation	108	191	230	279
Increased level of ionizing radiation	64	77	24	28
Heavy manual operations	6 802	7 482	9 432	9 641
The equipment does not meet the safety requirements	1 562	870	626	281
Engaged in work related to the intensity of labor	2 956	2 972	4 411	4 685

*Source:* Federal penitentiary system compilation statistics

According to Rostrud, state labor inspections showed the decrease in the number of violations of labor legislation in 2009-2014 by more than half (53.2%). The largest number of violations (over 60%) is related to occupational safety and health, although its share decreased from 71.6% in 2009 to 61.3% in 2013 (Table 1.20). At the same time the share of violations that are not related to the violation of standards and rules of labor protection increased by 10.3 percentage points in the same period. The number of violations in remuneration, labor relations, regulation of women labor and labor of people with family responsibilities, etc. decreased even more than the number of violations related to occupational safety and health - by 58.1%.

Table 1.20 — Rostrud data on employers compliance with labor legislation

Indicator	2009	2010	2011	2012	2013	2014
Total number of labor legislation violations identified during inspections (thous.)	1348,7	992,4	850,0	680,0	660,0	631,0
<i>The same in %</i>	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>	<i>100</i>
including:						
number of labor legislation violations that are not related to labor protection, thous.	383,2	326,6	301,0	250,5	255,7	...

<sup>1</sup> Federal penitentiary system compilation statistics, form referred to as “1-IPS Information of number, transfer and composition of prisoners”

<i>The same in %</i>	28,4	32,9	35,4	36,8	38,7	...
number of labor legislation violations related to labor protection, thous.	965,4	665,8	549,0	429,6	404,3	...
<i>The same in %</i>	71,6	61,1	64,6	63,2	61,3	
Of total number of violations:						
- Remuneration (thous.)	131,7	102,2	91,9	91,7	95,5	121,3
<i>The same in %</i>	9,8	10,3	10,7	13,5	14,5	
- employment contract (thous.)	113,8	103,4	98,0	84,0	93,4	97,2
<i>The same in %</i>	8,4	10,4	11,5	12,4	14,2	
- regulation of women labor and labor of people with family responsibilities (thous.)	13,6	9,5	7,0	5,0	4,8	...
<i>The same in %</i>	1,0	1,0	0,8	0,7	0,7	...
Of number of labor legislation violations:						
- violations eliminated in a timely manner (thous.)	324,5	274,4	109,7	92,2	92,2	...
<i>The same in %</i>	24,1	27,6	12,9	13,6	14,0	
illegal orders of workers dismissal canceled at the request of state labor inspectors (cases)	1933	1543	1116	1017	881	759
Number of employment contracts concluded with workers at the request of state inspectors of work (thous.)	31,1	27,4	23,7	33,8	174,1	284,8
Number of civil suits on labor issues sent on behalf of the state inspection to courts (cases)	62	131	-	-	-	-
- Of which satisfied by court	11	10	-	-	-	-
Legal assistance provided to citizens in preparing their claims in labor cases to courts (cases)	8025	7397	4850	4515	4162	3979

- Of which satisfied by court	1362	763	737	725	770	1354
<i>The same in %</i>	<i>17,0</i>	<i>10,3</i>	<i>15,2</i>	<i>16,1</i>	<i>18,5</i>	<i>34,0</i>
Considered claims in labor cases by courts with the participation of state inspectors (cases)	1233	1289	1050	1230	1391	2593
- Of which satisfied by court	609	700	564	601	727	1240
<i>The same in %</i>	<i>49,4</i>	<i>54,3</i>	<i>53,7</i>	<i>48,9</i>	<i>52,3</i>	<i>47,8</i>

Made according to a report on the implementation and effectiveness of the state supervision and control in the sphere of labor and social protection of the population in 2014 - Federal Service for Labour and Employment (Rostrud). Moscow, 2015; Report of the Federal Service for Labour and Employment on the implementation and effectiveness of the federal state supervision over compliance with labor legislation and other regulatory legal acts containing labor standards in 2011, 2012, 2013, 2014.

In total number of violation that are not related to occupational safety and health, violations related to regulation of women labor and labor of people with family responsibilities reduced thrice, while the violations of wage and employment contracts, after a period of steady decline in 2009-2011, showed an upward trend in recent years (both in quantity and share in total number of violations), and violations of wages play the leading role.

Rostrud regular analysis of state labor inspections' supervisory activities shows that the most common violations of labor legislation are:

amendments of employment contract worsening the position of the worker in comparison with the labor legislation (violation of paragraph 4 of Article 57 of the Labour Code);

workers transfer to other jobs without their written consent (violation of Article 72.1 of the Labour Code);

failure to notify workers two months prior about the upcoming amendments of the conditions defined by the parties of the employment contract, as well as about reasons of these amendments (violation of Article 74 of the Labour Code);

termination of employment contract without a three days notice prior the expiry of fixed-term employment contract (violation of Article 79 of the Labour Code);

dismissal of workers on their own initiative before the expiry of a two-week notice period when the application does not specify the date of dismissal (violation of Article 80 of the Labour Code);

notice of workers dismissal due to downsizing or reduction of personnel less than two months prior the termination of employment contract (Article 180 of the Labour Code);

termination of employment contracts with workers - members of a primary trade union organization without the consent of the trade union body (violation of paragraph 1 of Article 374 of the Labour Code);

employers registration of employment orders in forms that do not meet standardized forms approved by Decree of the State Committee on Statistics of the Russian Federation on January 5, 2004 № 1;

employment orders are not announced to workers against signature three days as from actual commencement of work;

workers are not introduced to internal regulations and other local normative acts (violation of Article 68 of the Labour Code);

employment contract includes conditions that do not comply with the provisions of labor legislation ( conditions of penalties for workers in case of absenteeism, disclosure of a trade secret, for failure to obey orders, directives, instructions of the employer and immediate superior, non-compliance with labor discipline and internal regulations, early termination of employment contract at worker's initiative, early termination of employment contract during the transition to work in another organization (Article 137 of the Labour Code);

failure to issue work record card to workers at the date of termination of employment contract and failure to notify the worker about the need to come and obtain employment record or failure to obtain consent send it by mail (Part 4 Article 84.1 of the Labour Code);

failure to add circumstances (causes) served as the basis of fixed term contract to the fixed-term employment contract (part 2 Article 57 of the Labour Code);

fixed-term employment contracts conclusion without sufficient legal grounds (part 2 Article 58 of the Labor Code).

The effectiveness of the Federal Service for Labour and Employment (Labor Agency) for control of compliance with labor legislation related with proper employment paperwork is shown by a ninefold increase of number of employment contracts concluded with workers at the request of state labor inspectors in 2009-2014. In 2014, they also provided legal assistance to nearly 4 thous. citizens in the preparation of lawsuits connected to labor issues.

In 2010 - 2013 technical inspection of labor unions examined more than 6.3 thous. labor disputes and more than 75 thous. personal application. The results showed that 5.5 thous. (84.8%) labor disputes and 65.4 thous. (87.1%) appeals and complaints were solved in favor of workers. 495 claims were reviewed in courts with the participation of the technical labor inspectors, 406 (83.5%) were resolved in favor of workers»<sup>2</sup>.

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<sup>2</sup> FITU in a changing world. M., 2015. p.50-51.

Control over employment of persons with disabilities. The subjects of the Russian Federation based on scheduled and unscheduled inspections monitor employment of persons with disabilities within the quota. They check legal entities and individual entrepreneurs. The results for 2014 are published on the website of Labor and Employment Departments or employment services of several regions.

Violating of law on employment quotas for persons with disabilities was found in 2 cases in the Republic of Komi. Administrative cases were initiated regarding these two employers, one of the employer was penalized. 15 employers received orders to eliminate violations in Tumenskay oblast. 6 employers were fined, others were reprimanded. 10 employers received orders to eliminate violations in Kaliningradskay oblast. All of them were subject to unscheduled inspections and it showed that the requirements were fulfilled. 6 employers received orders to eliminate violations in Volgogradskay oblast, two of them were fined and some of them were warned. One employer received a verbal warning. As a result, 8 working places for persons with disabilities were created or allocated. 54 legal act were made as a result of inspection in Kurganskay oblast, 3 regulations were issued, 3 protocols on administrative violations were written. Some employers were fined.

Refusal to register or de-registration of unemployed. The websites of some regional labor and employment departments and employment services published information on refusal to register citizens as unemployed of people who applied to the employment center, or de-registration of registered unemployed. Isolated cases of refusal to register 2014 were related to violations of registration deadlines by applicants without valid excuse. De-registration and in rare cases in 2014 was made in accordance with the Employment Law in the Russian Federation on the following grounds:

- Failure to appear at the employment center in due time without valid excuse;
- A refusal of the two variants of suitable work within 10 days from the date of registration.

It should be noted that, according to the Employment Law, a suitable work (including temporary work) is a work that corresponds to workers competence considering his level of qualification, terms of the last job (except for paid public work), health, transport accessibility of the workplace. For people who are looking for work for the first time and do not have the qualifications, a work that does not require prior training may be considered appropriate (including temporary and public works). The same work is suitable for individual entrepreneurs who stopped their activity, for people stopped working in the peasant (farmer) facilities, as well as for people with a long break from work. A case of violation of the requirements for a suitable

job, referring to the terms of visits to Employment Centre by unemployed was found in one of the regions.

### 1.3 Article 1§3

Article 1§3 -to establish or maintain free employment services for all workers;.
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1) We ask you to describe national employment policy and the overall regulatory framework. Please, specify the nature, causes and extent of reforms.

According to Article 15 of the Law of the Russian Federation dd April 19, 1991 № 1032-1 «On employment in the Russian Federation" a public employment service was created. During the reviewed period the redistribution of powers between the federal center and the subjects of the Russian Federation was still in process. This distribution began in 2007, when it was agreed that the authority to develop programs within the framework of the policy enforced at the federal level, and the authority to implement them transferred to the regions. The meaning of reform is that this distribution should increase the responsibility and autonomy of the regional authorities that implement policies to promote employment.

This experience in the field of employment promotion was considered as positive by the federal government in terms of more effective implementation of power of both parties. So it was decided to strengthen the independence of the subjects of the Russian Federation because it allowed to take better account of regional peculiarities of demand and supply of labor, as well as needs of the population in the various forms of assistance in employment promotion. Therefore, decentralization of public employment service has continued.

According to the Federal Law of the Russian Federation dd November 30, 2011 № 361-FZ, the Employment Law (as revised on April 20, 1996) was amended, so from 2012 the subjects of the Russian Federation has right to conduct active policies to promote employment. Federal powers of public authorities include:

- Development and implementation of state policy in the field of employment;
- Adoption of federal laws and other normative legal acts of the Russian Federation in the field of employment;
- Development and implementation of federal programs in the field of employment and control over their execution;
- Establishment of social support standards for unemployed;

- Development and implementation of measures in the field of employment, except for measures in the field of employment promotion as its implementation is within the competence of public authorities of subjects of the Russian Federation;

- Formation of funds for social support of unemployed and control over their intended use;

- Coordination of economic conditions creation for employment, entrepreneurship and self-employment;

- Development of labor resources balance forecast of the Russian Federation in order established by the Government of the Russian Federation.

According to this law the federal center is entitled not only to develop but also to implement additional measures to reduce tensions on labor market of the Russian Federation, to promote the employment of parents with many children, parents raising children with disabilities, employment of unemployed persons with disabilities on equipped working places.

These federal center's authority allows, as before, to pursue a policy to promote employment in conditions of its decentralization in ways, rules and procedures which are the same for the whole country.

Social support for unemployed is kept as a part of distributed powers to subjects of the Russian Federation. It includes support in the following forms:

- Unemployment benefits;

- Scholarships and financial aid during the period of training, retraining and advanced training by the assignment of employment services;

- Financial aid connected to the unemployment benefit expiration;

- Pensions awarded at the proposal of the employment services till the appointment of the retirement pension for old age, including early appointed retirement pension.

Powers of the subjects of the Russian Federation are:

- Development and implementation of regional programs providing measures to promote employment, including programs to promote employment of citizens at risk of dismissal, as well as citizens in need of social protection and experiencing difficulties in finding work;

- Development and implementation of active employment policy measures, additional measures in the field of employment promotion;

- Status monitoring and development of forward-looking assessment of labor market in the Russian Federation;

- Supervision and control of disabled people employment within the quota with the right to check, registration of disabled people as unemployed, provision of state guarantees for the promotion of employment (except for state guarantees under the purview of the federal government);



- Registration of citizens in order to assist in finding suitable employment, as well as registration of unemployed citizens;

- Providing services to promote employment in accordance with the employment law ;

- Special events for profiling of unemployed people (distribution of unemployed people into group by profile of their previous professional activity, education level, gender, age and other socio-demographic characteristics in order to provide them with the most effective assistance in employment, taking into account the current situation in the labor market);

- Determination of priority professions (specialties) list for vocational training, retraining and advanced training of unemployed;

- Register creation and maintenance for beneficiaries of public services in the field of employment in the subjects of the Russian Federation;

- Fund formation for financial support to promote employment, logistical and financial support for activities of subjects of the Russian Federation in the field of employment promotion and public employment services;

- Measures to address the causes and circumstances of legislation violations in employment and restoration of violated rights of citizens.

Regional Employment Service in accordance with the federal list of public services rendered the following services to the population :

- Assistance in finding suitable employment for workers and selection of suitable people for employers;

- Information on the situation on labor market in the Russian Federation;

- Organization of job fairs and practice positions;

- Organization of vocational guidance of citizens in order to select areas of activity (occupation), employment, vocational training;

- Psychological support for unemployed;

- Training, retraining and advanced training of unemployed people, including training in other areas;

- Organization of paid public works;

- Organization of temporary employment for minors between the age of 14 - 18 in their free time, for unemployed people with difficulties in finding a job, unemployed people at the age of 18 - 20 from graduates of educational institutions of elementary and secondary vocational education, job-seekers looking for a job for the first time;

- Social adaptation of unemployed people in the labor market;

- Promotion of self-employment, including provision of citizens recognized as officially unemployed and individuals recognized as officially unemployed and trained with retraining and

advanced training by the assignment of employment services, a one-time financial assistance in state registration as a legal entity, individual entrepreneur or peasant (farmer's) economy, as well as one-time financial assistance in preparation of documents for a proper state registration;

- Assisting unemployed citizens in moving and unemployed citizens and their families in resettling in another area for employment by the assignment of the employment services;

- Issuing statements regarding the attraction and use of foreign workers according to law on the legal status of foreign citizens in the Russian Federation.

Most public services are provided not only to citizens of Russia, but also to foreign nationals and stateless persons. But only Russian citizens can receive a status of the unemployed person and part of services is provided to people with the status of unemployed or to certain categories of citizens. For example, services of vocational training and retraining are available for people with status of unemployed as well as for women on maternity leave with children up to three years old and for not working pensioners who want to return to work.

All services of public employment service are free not only for clients - job seekers and unemployed but also for employers. Federal Law dd July 28, 2012 N 133-FZ "On Amendments to Certain Legislative Acts of the Russian Federation in order to eliminate restrictions on the provision of public and municipal services under the principle of "one stop" makes a clarification to paragraph 2 of Art. 26 of the Law of the Russian Federation dated April 19th, 1991 N 1032-1 «On employment in the Russian Federation." According to it, employers are entitled to receive free information from the employment services on the situation in labor market in electronic form using information and telecommunications networks too, including the Internet, including a single portal of government and municipal services or with the help of multipurpose center providing state and municipal services.

Regional programs of active policy of employment implemented by the subjects of the Russian Federation were funded centrally from the federal budget until 2011. Since 2012 they have been funded by the budget of the regions. In order to make this transition as painless as possible, the regions were released from funding of part of the public security maintenance. Financial support for the regional programs of additional measures to reduce tensions in labor market is provided by the federal budget in the form of subsidies to regional budgets for co-financing. Therefore, the program is supported by regions in part. The subjects of the Russian Federation should submit programs basis indicating the amount of own funds to get federal subsidies.

Financial support of the distributed powers in the field of social support for unemployed, as well as before 2012, is at the expense of subventions from the federal budget to the regional budgets. The order of their spending is determined by the government of the Russian Federation

and authorized body of the federal executive branch and the Accounts Chamber of the Russian Federation control intended use. Standards of social benefits and rules for their definitions are established by the federal government. The minimum and maximum amount of unemployment benefits are set at the federal level while the subjects of the Russian Federation have a right to impose additional benefits to the maximum allowance from regional funds.

Along with the public employment service there are private employment agencies in Russia. The country's first association of private employment agencies - the Association of Personnel Search Consultants was founded in 1996. Until recently, their activity was not regulated by special legislation at the federal level, although in some regions, such legislation has already been developed. For example, in accordance with Article 5 of the Law of Moscow dd October 1, 2008 N 46 "On employment in Moscow" dedicated to non-governmental organizations and individual entrepreneurs providing services to promote employment, "these actors promote employment in Moscow by providing jobs that meet the requirements of federal laws and other normative legal acts of the Russian Federation, this Law and other legal acts of Moscow. "

Federal Law N 116-FZ "On Amendments to Certain Legislative Acts" accepted on May 5, 2014, sets the rules for accreditation and operation of private employment agencies. From 1 January 2016 all private agencies have to pass state accreditation. Federal Service for Labour and Employment is entrusted with accreditation. According to this law private employment agencies do not have the right to send employees to harmful and hazardous production facilities, as well as organizations that want to replace employees participating in strike suspended work due to wages unpaid for more than 15 days. The law prohibits the provision of personnel in case of inactivity or bankruptcy proceedings of the host party, its use of part-time mode to save the jobs at threat of mass layoffs. The Agency has a right to send customers to a temporary job only in the following situations: 1) to an individual person who is not an individual entrepreneur in order to assist housekeeping; 2) to an individual entrepreneur or legal entity to serve as the missing employees, whose place of work is being kept and to work associated with the expansion of production or number of services for up to 9 months.

2) Please, indicate the measures taken (organizational and administrative activities, programs, action plans, projects, etc.) for legal documents enforcement.

To prevent decentralization of employment promotion from a significant regional differences Federal Law dd 30.11.2011 N 361-FZ (rev. May 27, 2014) "On Amendments to Certain Legislative Acts of the Russian Federation" introduced federal standards for public

services instead of the corresponding administrative regulations. These standards became a uniform requirements for completeness and quality of public services at the entire territory of the Russian Federation. Order of registration of unemployed, benefits, scholarships, financial assistance is standardized too. These rules aim to ensure that residents of the Russian Federation with different economic conditions have equal conditions to get support under uniform norms and standards.

The federal state standards are a set of requirements binding on employment services at the rendering of public services to the population to promote employment. These requirements are based on the principle of equal access to services for all categories of population and include issues about public services quality, their structure, sequence and timing of administrative procedures during services provision as well as criteria for decisions making about the provision of services. In addition, every federal state standard provides results that may be obtained by providing the relevant service.

In some cases, federal state standards provide public services for all citizens applied to employment service, in other cases they provide services to the registered unemployed and registered as job seekers only.

According to Federal state standard of public services to *facilitate search of suitable employment for citizens and to select right people for employers*, approved by The Order of the Ministry of Labour of Russia № 524n dd November 13, 2012, public service is provided to all registered people in order to find a suitable job (including invalids with individual rehabilitation programs if any), as well as employers expressed the need in workers. If to talk about employers then this public service includes the following procedures:

- Coordination with the employer on information about the demand in workers and jobs availability; selection of the necessary workers taking into account the requirements to work in a certain profession (specialty), level of training and qualifications, experience and skills;
- Processing of information on the results of employer's interviews with citizens sent by employment agencies; creation of assignments to work with information regarding refusal or admission;
- Offer to the employer to organize paid public works, temporary employment of unemployed citizens experiencing difficulties in finding work, to take part in job fairs and others in absence of necessary workers

According to the Federal state standard of public service for *social adaptation of unemployed people on labor market*, approved by the Order of the Ministry of Labour of the Russian Federation № 3n dd 9 January 2013, the service is provided only to persons officially

recognized as unemployed, including persons with disabilities (upon presentation of individual rehabilitation program) and includes:

- Test (questioning) with the help of methods used in social adaptation of unemployed; identification of the main reasons of difficulties in finding suitable work and employment;
- Performing studies involving social adaptation based on test results analysis, identified problems, individual characteristics and disability of unemployed;
- Training of unemployed in methods, techniques and job search techniques, discussion of the best action in finding suitable work and employment;
- Training in independent technology of job search, resume; how to conduct negotiations with the employer about the employment by means of telephone or video communication over the Internet as well as personal interview;
- Discuss preparations for a new job, adaptation in a team, adjustment to a new workplace, performance of professional duties.

According to the Federal state standard of public services for *psychological support for unemployed citizens*, approved by the Order of the Ministry of Labour of Russia № 4n dd 9 January 2013, the service is provided only to persons officially recognized as unemployed, including persons with disabilities (upon presentation of individual rehabilitation program).

According to the Federal state standard of public services for organization of *paid public works* approved by the Order of the Ministry of Labour of Russia № 52n dd February 11, 2013, unemployed that do not receive benefits or are registered with the employment service for more than 6 months have a preferential right to participate in public works.

According to the Federal state standard of public services for *organization of temporary employment of minors between the age of 14 - 18 in their free time; unemployed people with difficulties in job seeking; unemployed people at the age of 18 - 20 from the graduates of educational institutions of elementary and secondary vocational education, people who seek job for the first time*, approved by the Order of Ministry of Labour of Russia № 58n dd 12 February 2013, the service is provided to 1) minors registered in order to find a suitable job; 2) graduates of elementary and secondary vocational education, people who seek job for the first time recognized as unemployed 3) other categories of citizens, officially recognized as unemployed persons with disabilities, single parents and parents with many minor children with disabilities, persons of pre-retirement age and other categories of people with difficulties in finding work.

Organizing of temporary employment includes the following administrative procedures:

- Determination of employers needs in labor force by economic activity, based on the prospects of socio-economic development of the region;

- Selection of employers for temporary employment, given the number of jobs created and number of people applying for temporary employment; availability of infrastructure and remoteness of the place of temporary employment from the place of residence; conditions, timing and duration of temporary employment; availability of employer's funding for temporary employment; employment opportunities for permanent job after a period of temporary employment (including persons with disabilities and graduates seeking employment for the first time);

- Determination of demand for participation in temporary employment of the employment service clients with difficulties in finding suitable employment;

- Offer of temporary employment options in accordance with the level of training and qualifications, experience and skills;

- Assessment of opportunities for employer's participation in the vocational guidance of minors in order to select areas of activity (occupation), employment, vocational training and adding relevant obligations into a contract between the employer and employment service .

According to the Federal state standard of public services *for self-employment promotion, including the provision to citizens officially recognized as unemployed and citizens officially recognized as unemployed with training or vocational training under the assignment of employment services, a one-time financial aid at their state registration as a legal entity, individual entrepreneur or a peasant (farmer's) economy, as well as one-time financial aid with documents for a proper state registration*, approved by the Order of the Ministry of Labour of Russia № 773n dd December 24, 2013, the service is provided to registered unemployed and unemployed with professional training or additional professional education under the assignment of employment service.

The public service includes the following administrative procedures:

- Assessment of the unemployed readiness to start entrepreneurship, to create peasant (farmer's) economy, to become a self-employed (based on tests of unemployed and comparison of its results with the results of self-assessment of unemployed);

- Training in business plan and organization of learning and skills training necessary for entrepreneurial activity;

- Financial aid to people recognized as unemployed and unemployed with professional training or additional professional education under the assignment of employment service.

According to the Federal state standard of the public service *for promotion of unemployed citizens moving and unemployed citizens and their families resettling in another area for employment under the assignment of employment services*, approved by the Order of the

Ministry of Labour of Russia № 92n dd March 7, 2013, this service is available for citizens officially recognized as unemployed and includes the following administrative procedures:

- Assistance in moving to another area for temporary employment according to existing profession (specialty);
- Assistance to unemployed and their families to resettle in another area for employment according to existing profession .

As a part of these procedures specialists of employment services inform the unemployed about job vacancies and job vacancies in the organization of other areas, about nature, mode, working conditions and qualification requirements for worker, about provided benefits, possibility of housing in the another area, about the size of financial support for unemployed resettled in another area for employment under the assignment of employment service and about conditions of its return; selection job options in other areas and coordination with unemployed, and discuss the candidate with employer; conclusion of the agreement on unemployed moving.

Information on Federal state standards of public services *for organization of vocational guidance of citizens in order to select areas of activity (occupation), employment, vocational training and obtaining additional professional education*, approved by the Order of the Ministry of Labor № 380n, ds 23 August 2013, and Federal state standard of public service for professional training and additional professional education of unemployed people, including training in other areas, approved by the order of the Ministry of Labor № 262n dd17 April 2014, is presented in materials dedicated to Articles 9 and 10§3.

Almost every federal standards provides requirements for *current monitoring* of completeness and quality of service to promote employment provided by employment service . It is a regular control and, as a rule, performed by the head of the Employment Service, and the activities of employment services, according to law, is controlled by the Federal Service for Labour and Employment. Thus, the Order of the Ministry of Labour № 304n dd July 11, 2013 approved the Federal state standard for *state supervision and control over the provision of state guarantees in the field of employment promotion*, it is performed by Rostrud with = scheduled and unscheduled (including retreats or documentary) inspections of ES institutions in the following areas:

- Free assistance in finding suitable work and employment with the help of ES;
- Information on the situation in labor market;
- Implementation of measures of active policy of employment, including free counseling and psychological support, training, retraining and advanced training under the assignment of ES.

The result of this state function in: 1) detection of violations of Russian legislation in the activities of ES providing state guarantees in the field of employment and 2) adoption of measures to eliminate these violations.

Promoting employment of long-term unemployed. The long-term unemployed (looking for work 12 months and more) represented 12% of the registered unemployed in 2013 and about 11% in 2014. The priority support provided by the Employment Service provides to long-term unemployed includes temporary employment, social adaptation and vocational training, retraining and skills development.

Organization of temporary employment for long term unemployed aimed at ensuring their rights to work and remuneration, maintenance of labor motivation, acquisition or maintenance of professional skills, additional financial support. This public service is rendered in accordance with agreements concluded between the employment centers and employers. The beneficiaries of these services during their participation in the temporary work in addition to wages from the employer receive financial support from the Center for Employment from the regional budget. The unemployed proven by the employer has to get a permanent job at the end of the contract.

Service of social adaptation of unemployed citizens is aimed at getting skills in active, independent job search, resume writing, business conversation with employers, self-presentation, overcoming the consequences of long-term unemployment, increasing the motivation to work, formation of an active life position .

The most effective form of social adaptation is a psychological support group in the form of social and psychological trainings and seminars. Groups are formed taking into account the profiling of unemployed people according to the degree of motivation to work, professions (specialties) and age. Training helps to strengthen internal human resources, gives possibility to analyze and understand the challenges related to job loss, to learn positive experience of other members of the group, build person's own professional plan. Participants have an opportunity to acquire the skills of job search in the Internet, they can send their resume by e-mail.

The long-term unemployed people are also included in the category that is with highest priority provided with vocational training. Often they are referred to training after social adaptation and obligatory vocational guidance.

Information about work performed by employment services in 2011-2014 is also presented in the materials dedicated to article 1§1

3) We ask you to report on indicators (if necessary, approximate) of the effectiveness of employment services in practice, including information about the number of vacancies registered



by the employment service; percentage of employed (number of persons employed by the employment service as a share of number of vacancies).

Table 1.21 - Average monthly demand of employers in workers, applied to public employment services

	2009	2010	2011	2012	2013	2014	January - June 2015
The needs of employers in workers, applied to public employment services, thous. of people	1009	1120	1349	1542	1717	1857	1289
The load of employed population per100 reported vacancies	241,0	93,9	121,8	85,6	67,0	58,3	92,8

*Source:* calculated according to "Social and economic situation in Russia." 2012, 2013, 2014, January-July 2015. Rosstat's reports for the relevant years. [www.gks.ru](http://www.gks.ru)

In 2009-2014 due to the improvement of economic situation in Russia in general and in labor market, in particular, the average monthly demand of employers in workers applied to public employment services was growing steadily, it increased by 84% over the period. The result of the economic recovery lead to the reduction of burden of not employed population per 100 vacancies (4-fold over the period). However, negative changes in the Russian economy has began at the end of 2014, they has caused a reversal of this trend and the indicator of load of the first half of 2015 returned to the level of 2010 (Table 1.21).

Table 1.22 - Dynamics of number of vacancies applied by employers to the public employment service, and their filling by workers under the assignment of public employment services

	2011	2012	2013	2014	January-June 2015
Applied vacancies, thous., pc.	7267,4	7511,4	8917,9	9035,2	4552,4
Filled by workers under the assignment of public employment services thous. people	2479,5	2331,9	2035,6	1819,6	875,6
The same, in % of applied vacancies	34,1	31,0	26,7	23,8	27,8

*Source:* Monitoring and assessing of quality and availability of public services involving promotion of employment (on the basis of the employment service activities in 2012, 2013, 2014 and the first half of 2015)

There are several reasons of a relatively low level of employment of Employment centers clients per position, as can be seen from Table 1.23.

Firstly, in 2012-2014 Unemployment in Russia was dominated by a structural component and troubles in job seeking were related to the imbalance of qualitative parameters of demand and supply of labor. So, 70-90% of jobs in all the regions represented in the table were accounted for blue-collar jobs. In addition, many employers require highly skilled workers, ie with a

considerable experience and these workers rarely use service of employment centers. A training for such qualifications is not provided by centers, except for a narrow circle of qualified workers being retrained in related specialties or getting additional expertise. Quite often employers request specialists (engineering and other profiles) and proposal in the center is very limited. At the same time training of specialists is not provided by centers (it is the prerogative of higher and secondary vocational education systems).

Table 1.23 - Number of employed with the help of employment services per one applied vacancy in some subjects of the Russian Federation in 2014, people

Subject of the Russian federation	Number of employed per one vacancy
Vladimirskay oblast	0,42
Kaluzhskay oblast	0,29
Kostromskay oblast	0,52
Republic of Komi	0,42
Arkhangelskay oblast ( w\o Nenets AD)	0,45
Kaliningradskay oblast	0,3
Pskovskay oblast	0,21
Republic of Adygea	0,23
Volgogradskay oblast	0,32
Republic of North Ossetia-Alania	0,64
Stavropolskiy kray	0,24
Republic of Bashkortostan	0,2
Mary-El Republic	0,3
Udmurtian Republic	0,36
Permskiy kray	0,39
Kirovskay oblast	0,36
Nizhegorodskay oblast	0,32
Orenburgskay oblast	0,29
Ulianovskay oblast	0,22
Kurganskay oblast	0,5
Altai Republic;	0,53
Republic of Buryatia	0,3
Republic of Tuva	0,64
Omskay oblast	0,51
Republic of Sakha (Yakutia)*	0,21
Kamchatskiy kray	0,19
Khabarovskiy kray	0,21
Jewish AD	0,19

\* 1<sup>st</sup> half of 2014

Source: data of regional employment services

Second, not all of employment service clients applied for a suitable job (not only unemployed people) are ready to start and it has a negative effect on the level of employment. Third, not all vacancies are associated with a suitable job by clients, primarily because of the proposed salary.

In some regions of the Russian Federation the level of employment was higher. In these regions the customers' requirements for a suitable job were underestimated (up to any work they can perform). For example, according to this indicator (more than 0.6 of employed per one vacancy) such depressed regions as the Republic of North Ossetia-Alania and Republic of Tyva had the leading positions.

The results of a sample survey conducted in Q3 - 2014 by Rosstat showed that the survey of citizens sent for employment by employment agencies revealed the main reasons of unsuccessful employment due to the visit to the employer. These were refusal to employ (45.4%), low wages (31.5%), vacancy was already occupied (30%).

Over 2009-2013 the number of citizens applied to the public employment services shrink by 39%. It was the result of improvement of the situation on the Russian labor market, on the one hand and the reduction of the economically active population, on the other.

Half of total number of applicants is in need of assistance in finding suitable employment, this number in 2014 decreased compared to 2009, more than twofold (52%). Half of this population was represented by women, 43% - young people at the age of 14-29, 4% - persons with disabilities (Table 1.24).

Share of people who found job (gainful employment) in the number of people applied to employment service for assistance in 2012-2014 was stable at 64%, and only in the first half of 2015 due to the crisis, this indicator dropped to 58.8%, but it is still above the 55.6% noted during the crisis in 2009

Table 1.24 - Key performance indicators of public employment services of the Russian Federation for 2009-2014 and the 1st half of 2015 for the implementation of active policy measures to promote employment

Indicator	2009	2010	2011	2012	2013	2014	January-June 2015
Number of people applied to state service agencies (mln. people)	14,4	12,1	10,7	9,4	8,85	8,4	4,7
Number of people applied for help to find a suitable job (thous., people) including:	8477,4	6413,3	5361,5	4498,3	4209,9	4046,2	2270,1
women	4238,4	3233,2	...	2321,1	2148,1	2053,8	1135,5

Indicator	2009	2010	2011	2012	2013	2014	January-June 2015
citizens at the age of 14-29 with disabilities	3726,0	3032,6	...	...	...	1744,8	964,6
	306,5	268,2	243,6	211,9	190,6	170,2	83,8
Found job (gainful employment) (thous., people) including:	4724,4	3984,0	...	2919,4	2702,8	2603,1	1335,7.
women citizens at the age of 14-29 with disabilities	2334,5	1982,8	...	...	1369,0	1302,4	667,1
	2298,9	2076,8	...	...	...	1275,7	646,0
	84,6	87,2	...	76,9	75,7	73,4	32,5
Number of unemployed registered during the appropriate period (thous., people) including:	4562,0	3539,2	2865,5	2216,9	1907,3	1765,8	1021,4
women citizens at the age of 14-29 with disabilities	2385,9	1853,9	...	...	...	937,1	525,6
	1712,1	1311,2	...	...	...	534,5	300,0
	270,5	236,6	214,6	185,0	159,6	137,6	65,7
Number of citizens received public services involving vocational guidance (thous., people) including:	3908,4	3746,9	...	2998,7	2727,3	2591,1	1465,1
unemployed women citizens at the age of 14-29 with disabilities	2450,17	2385,1	...	...	...	1254,2	734,3
	1375,0	1309,8	...	...	...	1387,1	773,6
	1991,1	1853,0	...	...	...	1306,3	734,0
	158,4	160,5	...	...	...	111,3	50,7
Number of unemployed people received public services involving psychological support (thous., people) including:	232,0	243,9	...	221,2	205,7	200,4	114,8
women citizens at the age of 14-29 with disabilities	149,0	152,2	...	...	...	118,5	66,4
	75,7	72,6	...	...	...	45,7	27,3
	32,6	33,9	...	...	...	34,3	16,7
Number of unemployed citizens sent to professional training (thous., people) including:	452,7	506,9	423,5	303,1	253,4	226,3	132,9
started professional training women citizens at the age of	408,0	456,0	379,2	288,2	242,5	203,9	118,1
	224,6	242,1	...	...	...	110,7	63,9
	238,6	247,0	...	...	...	90,1	50,6

Indicator	2009	2010	2011	2012	2013	2014	January- June 2015
14-29 persons with disabilities	10,4	12,0	...	...	8,2	7,1	3,5
Number of citizens started paid public works(thous., people) including:	759,0	604,7	554,3	523,6	435,5	344,4	173,7
unemployed	1063,2	827,5	...	...	...	286,0	145,3
finished public works	755,8	606,4	...	...	...	342,7	140,8
women	414,4	335,0	...	...	...	190,1	94,5
Number of minors at the age of 14 - 18 sent to employment in their free time (thous., people) including:	988,2	974,0	...	790,6	757,6	671,5	347
persons with disabilities	1,9	1,4	...	...	...	1,2	0,7
finished temporary works	977,9	965,7	...	...	...	664,0	280,0
women	482,3	473,5	...	...	...	334,4	175,1
Number of unemployed with difficulties in finding work, sent to temporary employment (thous., people) including:	103,6	99,4	...	80,9	69,9	55,6	28,6
Citizens at the age of 16-18	8,1	5,5	...	...	...	2,6	1,1
persons with disabilities	23,4	24,3	...	...	...	20,9	10,4
finished temporary works	91,7	85,0	...	...	...	55,4	21,1
women	53,3	48,6	...	...	...	32,3	16,9
Number of unemployed at the age of 18 - 20 years graduates of institutions of elementary and secondary vocational education, sent to temporary employment (thous., people) including:	34,4	27,2	...	11,1	8,1	6,4	2,7
finished temporary works	31,1	26,0	...	...	...	6,4	2,1
women	18,5	14,1	...	...	...	3,7	1,3
Number of unemployed	236,1	275,1	...	268,5	252,0	245,7	141,1

Indicator	2009	2010	2011	2012	2013	2014	January-June 2015
received services involving social adaptation (thous., people) including:							
women	156,4	173,6	...	...	...	146,9	84,4
citizens at the age of 14-29	95,1	104,1	...	...	...	69,7	41,1
persons with disabilities	18,6	27,0	...	...	...	28,7	12,4
Number of unemployed received public service involving self-employment (thous., people) including:	221,5	285,5	...	84,4	70,1	71,2	41,1
women	107,9	134,1	...	...	...	39,0	22,2
citizens at the age of 14-29	64,5	84,2	...	...	...	18,7	10,3
persons with disabilities	10,1	12,2	...	...	...	3,2	1,6
Number of citizens registered as individual entrepreneurs and legal entities (thous., people)	116,1	185,8	...	36,9	29,4	17,3	7,5

*Source:* Monitoring and assessing of quality and availability of public services involving promotion of employment (on the basis of the employment service activities in 2012, 2013, 2014 and the first half of 2015).

The employment of young people had the most success. In 2014, 73% of young people applied to employment service for a job, it is by 5 percentage points higher than in 2010, and by 11 percentage points higher than in crisis in 2009. However, in the first half of 2015 this group demonstrated a decrease to the level of post-crisis in 2010. There was a similar pattern among women, but the share of employed women was slightly lower and in recent years it was about 63%, in the middle of it reached 58.7% of total number of applicants.

During 2009-2014 the share of employed persons with disabilities among persons with disabilities applied for a job to the public employment service increased significantly (27.6 in 2009 and 43% in 2014).

A twofold reduction of registered unemployed for 2010-2014 showed a stabilization of the situation on the Russian labor market and it allowed public employment services to focus on implementation of measures of active policy of employment and enhance their quality.

The majority of services showed an increase during the reviewed period :

- Vocational guidance – by one third (and in recent years, the corresponding indicator was stable at 64% of total number of people applied for assistance in finding suitable employment);
- Psychological support — almost twofold;

- Social adaptation in the labor market - more than twofold (Table 1.25).

The share of people sent to vocational education, vocational training and retraining, and share of people started vocational education, vocational training and retraining demonstrated oscillations but with a tendency towards stability, with the latter indicator remained at the high level for almost the entire reviewed period, above 90%. Only three services (public works, self-employment promotion and temporary employment of graduates of elementary and secondary education) demonstrated a decrease.

Table 1.25 - The effectiveness of the employment service of the Russian Federation for 2009-2014. and the 1st half of 2015 for the implementation of active policy measures to promote employment

Indicator	2009	2010	2011*	2012	2013	2014	January-June 2015
Number of people applied for help in finding a suitable employment	100	100	100	100	100	100	100
Found job (gainful employment), %	55,7		63,3	64,9	64,2	64,3	58,8
including:							
women	49,4	49,8	...	...	46,9	50,0	49,9
People at the age of 14-29	48,7	52,1	...	...	...	49,0	48,4
persons with disabilities in % of total number of this group applied for this service	27,6	32,5	...	36,3	39,7	43,0	38,8
Share of unemployed registered at the relevant period ( in % of applied for help in finding a suitable employment)	53,8	55,2	...	49,3	45,3	43,6	45,0
Share of unemployed persons with disabilities registered at the relevant period ( in % of persons with disabilities applied for help in finding a suitable employment) %	88,2	88,2	88,1	87,3	83,7	80,8	78,4
Share of citizens received public services involving vocational guidance (in% of total number of applied for help in finding a suitable employment)	46,1	58,4	...	66,7	64,8	64,0	64,5

Indicator	2009	2010	2011*	2012	2013	2014	January- June 2015
Share of unemployed received public services involving psychological support (in % of total number of applied for help in finding a suitable employment)	2,7	3,8	...	4,9	4,9	5,0	5,1
Share of unemployed sent to training (in % of total number of applied for help in finding a suitable employment), including:	5,3	7,9	...	6,7	6,0	5,6	5,2
Starter training persons with disabilities	90,1	90,1	...	95,1	95,7	90,1	...
	2,5	2,6	...	...	3,4	3,5	...
Number of citizens started public works (in % of total number of applied for help in finding a suitable employment)	9,0	9,4	...	11,6	10,3	8,5	7,6
Share of minors at the age of 14 - 18 sent to temporary employment in their free time (in % of total number of applied for help in finding a suitable employment)	11,6	15,2	...	17,6	18,0	16,6	15,3
Share of unemployed with difficulties in finding work, sent to temporary employment (in % of total number of applied for help in finding a suitable employment)	1,2	1,5	...	1,8	1,7	1,4	1,3
Share of unemployed at the age of 18 - 20 years from graduates of institutions of elementary and secondary vocational education aimed for temporary employment (in % of total number of applied for help in finding a suitable employment)	0,4	0,4	...	0,2	0,2	0,2	0,1
Share of unemployed received services involving social adaptation on labor market (in % of total number of applied for help in finding a suitable	2,8	4,3	...	6,0	6,0	6,1	6,2



Indicator	2009	2010	2011*	2012	2013	2014	January-June 2015
employment)							
Share of unemployed received public service involving self-employment (in % of total number of applied for help in finding a suitable employment)	2,6	4,4	...	1,9	1,7	1,8	1,8
Started their own business, %	52,4	65,1	...	43,7	41,9	36,5	...

\*These are estimated indicators as monitoring was not performed in 2011 due to the restructuring of public bodies for Labour and Employment.

*Source:* Monitoring and assessing of quality and availability of public services involving promotion of employment (on the basis of the employment service activities in 2012, 2013, 2014 and the first half of 2015).

The ratio of de-registered citizens in the public employment service due to their employment to the number of workers on payroll employed during the year is the possible closest possible assessment (based on available statistics) of the share of employment provided by the public employment services in total number of people employed within a year (Table 1.26). It is necessary to take into account that this is an estimated indicator due to the the following circumstances. Firstly, the number of employed workers on payroll is given without regard to small businesses. Secondly, this number includes workers changed jobs without being ranked as unemployed, ie they were not potential clients of employment services. The first circumstance contributes to the underestimation of employment services involvement in the recruitment process, the second circumstance overestimated this assessment on the contrary .

Table 1.26 - Ratio of employment of public employment service customers and aggregates hiring

	2013	2014
Number of de-registered citizens in the public employment service due to their employment thous. people	2534,5	2607,9
Number of workers on payroll employed during the year thous. people	10114,5	9763,8
Ration (%)	25,0	26,7

*Source:* calculated according to the Federal State Statistics Service (Rosstat)

At the same time, it is necessary to mention that our assessment is very close to another indicator that characterizes the participation of public employment service in the recruitment process ie the share of unemployed applied to public employment service as a job search channel. Table 1.27 shows that unemployed use the assistance of public employment services more often than the services of private employment services. However, most people are looking

for work through informal channels, ask relatives, friends and acquaintances to help. The Internet is the most rapidly expanding channel of a job search. It should be noted that public employment services use it in their work extensively.

Table 1.27 - Share of unemployed used different ways to search for jobs (%)

	Applied to public employment services	Applied to private employment services	Used media, Internet	Applied to relatives, friends and acquaintances	Applied to the employer directly	Other ways
2011	34,7	3,0	23,9	57,5	25,5	8,7
2012	30,1	3,0	29,2	60,8	28,5	8,3
2013	29,5	3,4	33,1	59,4	28,0	7,3
2014	28,0	4,2	39,1	62,9	29,1	8,9
Men						
2011	31,4	3,0	23,7	59,3	26,1	9,4
2012	27,2	3,0	28,4	62,0	29,1	9,2
2013	27,1	3,2	32,7	60,8	28,2	8,0
2014	25,2	4,0	38,4	64,0	29,4	10,0
Women						
2011	38,6	3,0	24,3	55,3	24,7	7,8
2012	33,6	3,0	30,2	59,5	27,8	7,2
2013	32,4	3,5	33,7	57,7	27,8	6,5
2014	31,3	4,4	40,0	61,5	28,8	7,6

*The sum of rows is higher than total as unemployed specified all ways to search for jobs*

Source: Survey data on Employment provided by Rosstat

#### 1.4 Article 1§4

Article 1§4 - to provide or promote appropriate vocational guidance, training and rehabilitation

Information on this article is provided in material dedicated to articles 9, 10§3, 10§4 and 15§1.

## 2 Article 9 –The right to vocational guidance

With a view to ensuring the effective exercise of the right to vocational guidance, the Parties undertake to provide or promote, as necessary, a service which will assist all persons, including the handicapped, to solve problems related to occupational choice and progress, with due regard to the individual's characteristics and their relation to occupational opportunity: this assistance should be available free of charge, both to young persons, including schoolchildren, and to adults

1) We ask you to describe national employment policy and the overall regulatory framework. Please, specify the nature, causes and extent of reforms.

Currently, the Russian Federation has a new Federal law on Education of December 29, 2012 №273-FZ, according to which the system of education includes *general education* (preschool, elementary general, basic general and secondary general), *vocational education* (secondary and higher), *vocational training*; *additional education* (for children and adults, additional vocational training), providing the ability to realize the right to education throughout life (lifelong learning).

Vocational guidance is provided on almost all levels of education in Russia. Even at the level of *general education* aimed at personal development and acquisition of basic knowledge, skills and formation of competencies necessary for human life in society, there is a preparation for a conscious occupational choice and professional education. *Vocational education*, in turn, is aimed at the acquisition of relevant knowledge, skills and competence of a certain level and amount allowing to conduct professional activity in a particular area, to perform work according to specific occupation. *Vocational training* is designed to provide knowledge and skills that are necessary to perform certain labor, official functions (certain kinds of labor, official activities, occupations). *Additional education* does not raise the level of education but satisfy educational needs of a person in intellectual, spiritual, moral, physical and (or) professional development. *Additional programs of general education* are divided into general developmental (for both children and adults), and pre-professional programs for children in the sphere of arts, physical culture and sports.

Additional education for children plays an important role in their vocational guidance and is implemented in accordance with the Concept of development of additional education for children, approved by the Government of the Russian Federation dd September 4, 2014 N 1726-r. According to the Concept, additional education is aimed at ensuring personal creative life of trainees in the context of positive socialization here and now and in the future in terms of their social and professional self-determination. Additional education of children is an important

factor for social stability and social justice improvement in society by creating conditions for the success of every child regardless of place of residence or family's social and economic status. It is a "mean of social mobility" for a large proportion of children that does not get the required amount and quality of educational resources at home and educational institutions compensating their shortcomings or providing alternative opportunities for educational and social achievements of children including such categories as children with disabilities and children in difficult situations.

Federal Law dd 19 April 1991. № 1032-1 «On employment in the Russian Federation" (as amended by Federal Law №185-FZ dd 02.07.2013) defines vocational guidance as part of a government policy to promote employment and right to work. In accordance with Article 9 of the Law (as amended) citizens are entitled to free advice, free information and services connected to vocational guidance in employment services in order to select the areas of activity (occupation), employment, possibility to receive vocational training and obtain additional vocational education.

In accordance with Article 9 of the Federal Law dd 24 November 1995. № 181-FZ "On Social Protection of Disabled Persons in the Russian Federation" (as amended by Federal Law dd December 1, 2014 N 419-FZ "On Amendments to Certain Legislative Acts of the Russian Federation on social protection of disabled persons in connection with the ratification of the Convention on the Rights of Persons with Disabilities ", enters into force on 1 January 2016), the main areas of rehabilitation of persons with disabilities include vocational guidance, general and vocational education, vocational training, employment assistance (including special workplace), industrial adaptation.

2) Please, indicate the measures taken (organizational and administrative activities, programs, action plans, projects, etc.) for legal documents enforcement.

Joint Order of Ministry of Labor and Ministry of Education and Science of Russia dd August 27, 2013 № 390/985 has created an Interagency Coordinating Council on Vocational Guidance for Young People.

The Interagency Coordinating Council on Vocational Guidance for Young People is a permanent advisory body established to prepare proposals aimed at vocational guidance for young people, formation of their life plans, career aspirations and organization of employment including temporary employment of young people. The Coordinating Council follows the Constitution of the Russian Federation, federal constitutional laws, federal laws, decrees and

orders of the President of the Russian Federation, decisions and orders of the Government of the Russian Federation.

The main tasks of the Coordinating Council are:

preparation of proposals for effective professional self-determination of young people in order to achieve a balance of personal needs and requirements of labor market in skilled, competitive staff;

development of vocational guidance system including vocational guidance for students of educational institutions, increasing their motivation to work according to occupations, professions, training areas demanded by labor market;

preparation of proposals for the development of youth employment including in the field of entrepreneurship.

The Coordination Council ensures coherence between interested federal executive bodies, executive bodies of subjects of the Russian Federation, public organizations and associations representing the interests of young people in the field of vocational guidance and youth employment; considers and prepares proposals for statutory regulation in the field of vocational guidance and youth employment; considers the results of monitoring of the implementation of measures and activities related to vocational guidance for students of educational institutions, professional educational organizations and educational institutions of higher education; considers these monitoring of youth employment and needs of young people in employment, in their own business as well as prepares proposals for improving the implementation of activities in the field of vocational guidance and youth employment; considers the proposals and other materials on vocational guidance and improvement of mechanisms for youth employment received from interested federal executive authorities, senior officials of the subjects of the Russian Federation (head of supreme bodies of state power of the subjects of the Russian Federation), youth organizations and associations, organizations of employers, trade unions and other individuals and entities; prepares proposals to improve the implementation of activities in the field of vocational guidance and youth employment; considers and prepares proposals on the distribution of good practices in the field of vocational guidance and youth employment.

In order to fulfil the main objectives, the Coordinating Council has the right to:

a) within its power take the decisions necessary for organizing, coordinating and improving the interaction of interested federal executive bodies, executive bodies of subjects of the Russian Federation, local authorities, public associations and other organizations in the field of vocational guidance and youth employment, development of small and medium-sized enterprises, including organization of business incubators for youth;

b) establish working groups for timely preparation of proposals on vocational guidance and youth employment, development of small and medium-sized enterprises, including organization of business incubators for young people, define tasks and working arrangements of these groups;

c) within its power, interact with interested federal executive bodies, executive bodies of subjects of the Russian Federation, local authorities, public associations and other organizations, including request of information on related matters in the established order connected to the competence of the Coordinating Council, and invite officials of these bodies, associations and organizations (in consultation with their heads) to participate in the Coordination Council;

d) organize the preparation of information and analytical, methodical materials and projections on matters within the competence of the Coordinating Council;

e) develop proposals on issues related to the competence of the Coordinating council and requiring a decision of the Government of the Russian Federation to offer them according to the established procedure to the Government of the Russian Federation

Currently, the Coordinating Council is discussing a concept of organizational and pedagogical support for vocational self-determination of students in the context of continuity of education.

A set of measures aimed at the improving of the vocational guidance of students in educational institutions, at the development of secondary vocational education providing combination of theoretical training with practical training in the enterprise for 2014 - 2018 is developed and approved. Based on this set a majority of Russian regions developed and approved the regional development concept of vocational guidance for young people. As an example of regional initiatives we can give the project the Education Department of Moscow called "Vocational environment" where students, parents and all interested persons are invited to the site of colleges in Moscow in order to take part in complex activities including workshops, meetings with successful representatives of the professions, trade shows, related movies, free communication. At every "environment" students can try to produce a variety of products on modern equipment colleges equipped with.

Vocational guidance of adults is monitored by the Employment Service. The range of public services provided by the employment service within the powers of subjects of the Russian Federation for an active policy of employment includes free services for vocational guidance. Employment services enable citizens to obtain such services in electronic form in accordance with the law on the organization of state and municipal services. Unemployed persons are entitled to free services for vocational training and additional vocational training under the assignment of the employment services. The procedure and terms for provision of services for vocational guidance is established by the Order of the Ministry of Labor and Social Protection of

the Russian Federation dd August 23, 2013 N 380n "On approval of the federal state standard for public service on organization of vocational guidance for citizens in occupational choice, vocational training and additional vocational training. "

In accordance with the state standard, the citizens of Russia and foreign countries as well as stateless persons applied for help in employment are entitled to vocational guidance services. There are not any restrictions on access to these services but for some categories of customer the provision of these services is considered highly desirable and even necessary. These are the following categories:

- Young people at the age of 4-29;
- Persons with difficulties in finding employment (women with minor children, persons with disabilities, people with a long unemployment break, people dismissed from military service, returned convicts and others.);
- applicants for services involving vocational training and self-employment promotion (as a rule, they are subject to mandatory vocational guidance).

Public is informed about the availability of services for vocational guidance by print and electronic media, the Internet and direct contact with potential clients of employment services. It is possible distinguish the following main distribution channels:

- Sites of the regional departments and employment services;
- "Hotline" in the regional departments and employment service;
- Employment centers (personal reception of citizens, walk-in days);
- Mobile (field) employment centers;
- Local radio and television, local press, news agencies;
- Meetings with the heads of municipal districts and rural areas, with business leaders and labor collectives;
- Visits to general and vocational education institutions.

Specific forms of provision of information to population in regions are very diverse. For example, educational organizations have group counselling, discussions and workshops as well as information days; use mobile employment center for decades, weeks, days of vocational guidance; organize exhibitions and events in educational institutions and enterprises. The main thing in these events is not to inform citizens about the availability of these services but to convince them in practicability to receive these services .

Information about the possibilities for vocational guidance is available on the websites of the regional portals for vocational guidance and portals of vocational guidance centers.

#### Regional portals for vocational guidance

Vologodskay obast

<http://viro-profportal.edu.ru>

Irkutskay oblast

<http://www.profirk.ru>

Kostromskay oblast

<http://www.koipkro.kostroma.ru/npo/MPROFK/default.aspx>

Kurganskay oblast

<http://www.45profor.ru>

Novosibirskay oblast

<http://portal.prof-karyera.ru>

Rostovskay oblast

<http://www.virtualprofdon.ru>

Samarskay oblast

<http://www.cposo.ru/proforientatsiya/proforientatsionnye-materialy>

<http://kuda.samara.edu.ru>

Saint-Petersburg

<http://www.molprof.spb.ru>

Khanty-Mansiisk autonomous district- Yugra

[http://iro86.ru/index.php?option=com\\_content&view=category&id=79&Itemid=596](http://iro86.ru/index.php?option=com_content&view=category&id=79&Itemid=596)

Portals of vocational guidance centers

Regional Centre for professional self-determination of students of Arkhangelskay oblast

"Professionalnaya traektoriya (Career path)"

<http://proftraektoriya.ru>

Regional vocational guidance center for young students of Belgorodskay oblast

"Molodchini"

<http://molodchiny.ru/cmi/regionalnyij-czentr-professionalnoj-orientaczii-uchashhejsya-molodyozhi>

Non-State center for vocational guidance "ProfNavigator", Irkutskay oblast

<http://prof-navigator.org>

Center for vocational guidance and post foster support State educational institution

"Kuzbass Regional Institute of Vocational Education", Kemerovskay oblast

<http://www.krirpo.ru/structure/centers/career-guidance>

Vocational guidance and psychological support center for population in Krasnoyarsk

<http://www.kcp24.ru/>

Non-state center for tests and development "Humanitarian Technologies", Moscow::

<http://www.proforientator.ru> — for pupils and their parents..



<http://www.profkonsultant.ru> — for students and adults thinking about changing the occupation or job , about career development

<http://www.psyliner.ru> — complete information about every developmental program of the Centre.

<http://www.teletesting.ru/modules/region/> — search for regional offices of the Centre.

SBI Moscow "City center for vocational and career development" , Department of territorial executive authorities of Moscow

<http://centrprof.dogm.mos.ru>

Vocational guidance center «Rasumnyy vibor ( Smart choice)», Moscow

<http://www.shkolniky.ru>

Social adaptation and vocational guidance center "Gagarinskiy", Moscow

<http://www.psykonvoy.ru>

District vocational guidance center of the Southeast Education Committee of Education Department in Moscow

<http://www.profcenter.nmcuv.org>

Vocational guidance and psychological support center of Yaroslavskay oblast "Resurs (Resource)"

<http://www.profijump.ru>

State autonomous body Novosibirskay oblast "Center of occupational development"

<http://www.prof-karyera.ru/>

Vocational guidance and psychological support center for population in Omskay oblast

<http://omprofcentr.ru/>

Regional state autonomous institution of additional vocational education (training) for experts "Center of vocational guidance for young people and psychological support for population in Perm"

<http://ццпо.рф>

St. Petersburg State Institution "Center for promotion of employment and vocational guidance of young people" VECTOR "

<http://molprof.spb.ru>

Non-state center "ARTLichnost" vocational guidance for pupils, St. Petersburg

<http://www.art-lichnost.ru/>

Non-state "Bureau for vocational guidance", St. Petersburg

<http://prof-buro.ru>

Non-state "Career and vocational guidance center", St. Petersburg

<http://www.center-prof.ru/>

Non-state "Center for professions", St. Petersburg

Non-state vocational guidance center "Pro Mir", St. Petersburg

<http://www.promir.spb.ru/>

Vocational guidance and psychological support center of Yaroslavskay oblast "Resurs (Resource)"

<http://www.profjump.ru/>

SBIE AVE Center for youthful scientific and technical creativity Volga Aerospace Education Center, Nizhny Novgorod

<http://www.pocako.ru>

3) We ask You to provide statistical data and other information about public spending on vocational guidance, about territorial distribution of such services and facilities that provide these services, about the degree of availability of these institutions and personnel skills of these institutions, about number of served individuals by sex, age, education and occupation.

Period from 2009 to 2014 demonstrated the decrease by 2443.3 thous. people or 62% in number of citizens applied for public services involving vocational guidance due to improvement of the situation on the Russian labor market while their share in total number of applicants to the state employment service has increased from 27,2 to 30.8% (Table 2.1). In the first half of 2015 this indicator has increased by 1 percentage point (to 31.8%). However, the share of people received this service remained relatively stable or declined in the majority of groups mentioned in the table. Thus, the share of women received public service involving vocational guidance ranged in 53-54%; the share of people at the age 14-29 accounted for half; the share of returned convicts was at 0.5% during the reviewed period. The share of people classified as disabled, was at 4% and decreased to 3.5% in the first half of 2015, while the share of people after a long unemployment break (more than one year) showed a downward trend declining from 15 1% in 2010 to 11% in the first half 2015

Table 2.1 – Public service involving vocational guidance provided by public employment services

	2009	2010	2014	January-June 2015
Number of people received public services involving vocational guidance, thous. people	3908,5	3746,9	2591,1	1465,1
including:				

men	1800,4	1752,4	1204,0	681,5
women	2108,0	1994,5	1387,1	773,6
Number of people at the age of 14-29 received public services involving vocational guidance:				
	1991,1	1853,0	1306,3	734,0
Students of educational institutions	711,3	700,3	765,1	337,4
Number of persons with disabilities received public services involving vocational guidance	158,4	160,5	111,3	50,7
Number of dismissed from service, persons with disabilities received public services involving vocational guidance	31,0	42,9	...	...
Number of returned convicts received public services involving vocational guidance				
	19,8	20,2	12,8	7,4
Number of people from a long unemployment break, received public services involving vocational guidance				
	591,4	546,5	292,6	161,8
Federal spending on vocational guidance, mln. RUB.				
	138,6	195,6	...	...

*Source:* Monitoring and assessing of quality and availability of public services involving promotion of employment (on the basis of the employment service activities).

Like other information about the beneficiaries of services involving promotion of employment, coverage data for vocational guidance is collected in the subjects of the Russian Federation in monitoring mode and published on the websites of relevant departments and regional services. However, not all publications provide information on the beneficiaries of these services, sometimes they are combined with other beneficiaries of services (social adaptation, psychological help, etc.). Therefore, we calculated the share of people received vocational guidance in relation to people asked for help in finding a job (not all the beneficiaries of these services are looking for work) for those regions where information is available at regional sites.

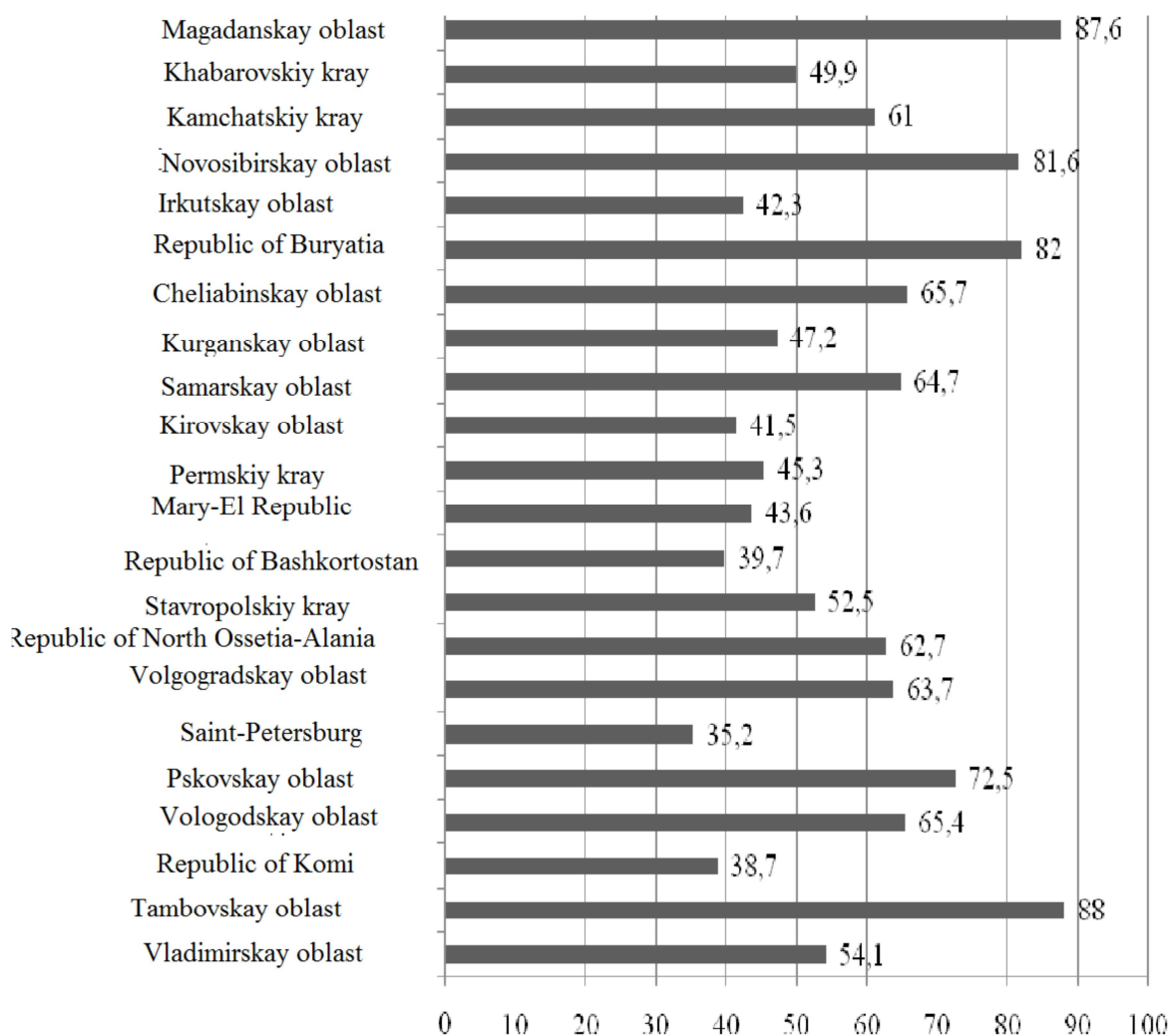


Figure 2.1 - Beneficiaries of services involving vocational guidance in some subjects of the Russian Federation in 2014,% applied to employment services for a job  
Regional employment services' clients coverage varies in the subjects of Russia (from 35.2% to 87.6%) due to the different activity of workers in these service because it is not possible to detect a clear link with financial capacity of the region and level of regional unemployment

### 3 Article 10 – The right to vocational training

With a view to ensuring the effective exercise of the right to vocational training, the Parties undertake:

1. to provide or promote, as necessary, the technical and vocational training of all persons, including the handicapped, in consultation with employers' and workers' organizations, and to grant facilities for access to higher technical and university education, based solely on individual aptitude;
2. to provide or promote a system of apprenticeship and other systematic arrangements for training young boys and girls in their various employments;
3. to provide or promote, as necessary:
  - a. adequate and readily available training facilities for adult workers;
  - b. special facilities for the retraining of adult workers needed as a result of technological development or new trends in employment;

4. to provide or promote, as necessary, special measures for the retraining and reintegration of the long-term unemployed;
5. to encourage the full utilization of the facilities provided by appropriate measures such as:
  - a. reducing or abolishing any fees or charges;
  - b. granting financial assistance in appropriate cases;
  - c. including in the normal working hours time spent on supplementary training taken by the worker, at the request of his employer, during employment;
  - d. ensuring, through adequate supervision, in consultation with the employers' and workers' organizations, the efficiency of apprenticeship and other training arrangements for young workers, and the adequate protection of young workers generally.

### 3.1 Article 10§1

Article 10§1 - to provide or promote, as necessary, the technical and vocational training of all persons, including the handicapped, in consultation with employers' and workers' organizations, and to grant facilities for access to higher technical and university education, based solely on individual aptitude;

1) We ask you to describe national employment policy and the overall regulatory framework. Please, specify the nature, causes and extent of reforms.

Since the 1<sup>st</sup> of September 2013 the constitutional right of Russian citizens to education including the right to vocational education and training has been implemented in accordance with a new Federal Law dd December 29, 2012 №273-FZ "On Education in the Russian Federation" (amended and supplemented, came into force on the 15<sup>th</sup> of October 2015) (hereinafter - the new law "On Education in the Russian Federation").

The new law "On Education in the Russian Federation" is a comprehensive basic legal act and along with the general provisions it contains rules governing the relations at all levels of education and defines the main concepts used in the field of educational relations. For the first time at the legislative level this law enshrined features of education for citizens with outstanding abilities (Article 77), foreigners and stateless persons (Article 78), convicts (Article 80). Particular attention is paid to the conditions of education for persons with disabilities (Article 79).

Article 3 of the law sets out the basic principles of state policy and legal regulation of relations in the field of education. It includes ensuring everyone's right to education and non-discrimination in education; freedom of choice in education according to human inclinations and needs, creating conditions for a free development and self-development of capabilities including a right to choose the form of education, training and educational institution; ensuring the right to education throughout life in accordance with the needs of the individual, adaptability of the education system to the level of training, needs, abilities and interests.

The education system includes: 1) federal state educational standards and federal state requirements, educational standards, educational programs of various kinds, level and (or) qualification; 2) educational institutions, teaching staff, students and parents (legal representatives) of minors; 3) federal state agencies and public authorities of the Russian Federation engaged in public administration in the education sector and local authorities managing education, their consultative, advisory and other bodies; 4) organizations promoting education, assessing the quality of education; 5) association of legal entities, employers and their associations, public associations in the field of education.

The education system creates conditions for lifelong learning through the implementation of various basic and additional educational programs, it also provides the possibility of simultaneous training in several educational programs taking into account existing education, skills and work experience.

Education is divided into general education, vocational education, additional education and vocational training. It provides the possibility to realize the right to education throughout life (lifelong learning). The new law "On Education in the Russian Federation" (Article 10) sets slightly different levels of general and vocational education in comparison to earlier levels. The level of general education includes: 1) pre-school education; 2) elementary general education; 3) basic general education; 4) general secondary education. Vocational education includes: 1) secondary vocational education; 2) higher education - bachelor; 3) Higher education – specialist's degree, master; 4) higher education - training of highly qualified personnel (Article 10 of the Law).

The content of education is determined by the educational programs of the appropriate level. As a rule, they are developed by educational institutions based on state standards (Article 12). General and vocational education, professional training is realized with basic educational programs, additional education is realized with additional educational programs.

The basic educational programs include:

1) basic programs for general education are educational programs for pre-school education, educational programs for elementary education, educational programs for general education, educational programs for general secondary education;

2) basic vocational educational programs are:

a) educational programs for secondary vocational education mean training for skilled workers, employees, training programs for mid-level professionals;

b) educational programs for higher education mean bachelor degree programs, specialist's degree programs, master degree programs, training of teaching staff in postgraduate studies (postgraduate military studies), residency programs, assistantship program;

3) basic vocational training programs mean training programs for trades workers, office workers, retraining program for workers, employees, professional development programs for workers and other employees.

Additional educational programs include:

1) additional programs for general education mean additional programs for general developmental, additional pre-service programs;

2) additional vocational programs - training programs, retraining programs.

The most important guarantee of the right to education of every person, regardless of gender, race, nationality, language, origin, property, social and official status, place of residence, attitude to religion, convictions, membership in public associations as well as other factors are contained in Article 5 of the Law. First of all, they include access to free education in accordance with the federal state educational standards for preschool, elementary general, basic general and secondary general education, secondary vocational education. Free higher education provided for the first time is guaranteed on a competitive basis.

The Law enshrines fundamental rights of students and measures of social support and incentives (Article 34 of the Law) including the right to provide conditions for learning taking into account the characteristics of their mental and physical development and health (social, educational and psychological assistance, free psychological, medical and pedagogical correction and etc.). Students are not only granted the right to choose the place of study (educational institution) and form of education but also the right to choose optional and elective (elected mandatory) subjects, courses, disciplines (modules). In addition along with academic subjects, courses, disciplines (modules) of the educational program, they have the right to select and study any other courses (in this educational institution or in the other) that allows them to master a few basic vocational educational programs simultaneously. Broad rights are granted to students in order to develop their creative abilities and interests including participation in competitions, contests, exhibitions, shows and sports events, etc. They are also entitled to participate in research, scientific, experimental and innovative activities of educational institution under the guidance of researchers and teachers of educational institutions of higher education and (or) scientists of research organizations. In addition, students may be sent for training and research on selected topics, traineeships including academic exchange to other educational institutions and research organizations including educational institutions of higher education and scientific organizations of foreign countries.

The organization of training for convicts or persons sentenced to forced labor as well as suspects and accused persons in custody is governed by Article 80 of the Law. In particular, this provision provides that convicts that have not attained the age of thirty obtain elementary

general, basic general and secondary general education in educational institutions of the Russian Federation established within correctional penal system and persons sentenced to forced labor or imprisonment are allowed to obtain secondary vocational and higher education extramural in vocational educational institutions and educational institutions of higher education. For convicts without occupation he\she can use in a correctional institution and (or) after the discharge penal system organized mandatory vocational training or secondary vocational education involving program of skilled workers, employees training (in accordance with the legislation of the Russian Federation).

There are special federal state educational standards or special requirements in the general standards to ensure the realization of the right to education of students with disabilities. Article 79 of the Law regulates the organization of education for students with disabilities in detail. Specifically, this provision provides that such people may study together with other students or in separate classes, groups or individual educational institutions. Vocational training and vocational education of students with disabilities are based on educational programs adapted to their training if necessary (see. Guidelines for the development and implementation of adapted educational programs of secondary vocational education. The letter of the Ministry of Education and Science of the Russian Federation dd April 22, 2015 N 06-443 «On Guidelines"). Vocational educational institutions and educational institutions of higher education as well as educational institutions using major vocational training programs create special conditions of education in accordance with the requirements for the organization of the educational process for invalids and persons with disabilities in vocational educational institutions including equipment of the educational process (app. by MES of Russia 26.12.2013 N 06-2412vn). During educational process students with disabilities are provided for free with special textbooks and teaching aids, other educational literature as well as services of sign language interpreters and audio description. Moreover, the State provides training of teachers holding special pedagogical approaches and methods of training and education of these students. For more information, see. Article 15§1.

The new law provides for the right of foreign citizens and stateless persons to study in the Russian Federation (Article 78 "Organization of education for foreign citizens and stateless persons in the Russian educational institutions").

Foreign citizens have equal rights with citizens of the Russian Federation to obtain pre-school, elementary general, basic and secondary education, vocational training involving vocational training programs for trades workers, employees within the educational program of secondary education free of charge and free for all (paragraph 2 of Article 78 of the Law).



In addition, foreign citizens are entitled to secondary vocational education, higher education and secondary vocational education through budgetary allocations from the federal budget, budgets of the subjects of the Russian Federation or local budgets in accordance with the international treaties of the Russian Federation, federal laws or quota established by the Government of the Russian Federation for education of foreign citizens in the Russian Federation as well as at the expense of individuals and legal entities in accordance with the agreements to provide paid educational services.

The annual quota for education of foreign citizens and stateless persons in the Russian Federation obtained in educational institutions involving educational programs of secondary vocational education, higher education and secondary vocational education at the expense of federal budget allocations does not exceed 15 thous. people (Government Decree dd 8 October 2013 N 891 "On quotas for education of foreign citizens and stateless persons in the Russian Federation"). The procedure of foreign citizens and stateless persons selection for training within the quota is approved by order of the Ministry of Education and Science of the Russian Federation dd 28 July 2014 N 844 (as modified by the Decree of the Ministry of Education and Science dd March 17, 2015 №248 ).

Foreign citizens studying within the quota have the right to education in preparatory departments, training departments of the federal state educational institutions involving additional program for general education providing training for foreign citizens with vocational training programs in Russian at the expense of federal budget allocations with payments to given citizens in the form of scholarships (during the whole period of the course regardless of academic success). Foreigners admitted by quota as well as Russian students receive state academic scholarship (during the whole period of the course regardless of academic success). They are provided with accommodation in dormitories under the conditions established for the citizens of the Russian Federation studying at the expense of federal budget. Thus, with respect the rights of foreign students and citizens of the Russian Federation are equal according to the new law. It means that their legal position is no different from the situation of citizens of the Russian Federation.

2) Please, indicate the measures taken (organizational and administrative activities, programs, action plans, projects, etc.) for legal documents enforcement.

According to part 5, Article 111 of the Federal Law "On Education in the Russian Federation" when this law comes into force standard provisions on educational institutions continue to act in so far as they do not contradict this law in particular the order of organization and implementation of educational activities involving relevant educational programs at different

levels and (or) purposes or respective type of education approved by the Ministry of Education and Science of the Russian Federation. A number of regulation issues of educational activities embodied in standard provisions are now assigned to the competence of the educational institutions. They have a right to develop and approve educational programs in accordance with the federal state educational standards taking into account relevant exemplary basic educational programs for programs with state accreditation.

In 2011, Federal target program for education development in 2011-2015 has been launched. It is aimed at ensuring access to quality education that meets the requirements of an innovative socially oriented development of the Russian Federation. The objectives of the Program are:

- Modernization of general and pre-school education as the Institute for Social Development;
- Bringing the content and structure of vocational education in line with labor market needs;
- Development of system for education quality assessment and demand in educational services.

The first stage of the Program (2011 - 2013) formed strategic development projects for education, including new interrelated areas. These projects were implemented by the subjects of the Russian Federation, educational and other institutions and organizations with federal support and participation of the professional education community.

Ministry of Education and Science of the Russian Federation prepared a new edition of the federal state educational standards for all areas of training for bachelor degree, master degree and qualifications of higher education establishing a requirement for direct participation of employers in the development and implementation of the basic vocational educational programs and eliminating restrictions in the formation of modular educational programs. The federal state educational standards for the new third level of higher education i.e. training of highly qualified personnel were developed for the first time ever.

In 2014, a nationwide project for teacher education upgrade was launched in the framework of the Federal target program for education development. A professional standard for a teacher was developed. Pilot projects on the transition to a new model of teacher training taking into account the possible practice-oriented training of future teachers and education institutions networking were launched at the premises of 13 teaching and classical universities - winners of the competitive selections.

The Education Law contains provisions to identify and support students with outstanding abilities on different levels of education (Article 77). There are a variety of intellectual and (or)

creative competitions (see. Rules of organization and holding of the All-Russian Olympiad for students of educational institutions of higher education (the All-Russian Student Olympics) in 2014/2015 as approved by the Ministry of Education and Science of the Russian Federation dd December 29, 2014 N VC-205 / 09vn), physical and sports activities designed to identify and develop students' intellectual and creative abilities, abilities in physical culture and sports, interest in scientific (research) activities, creative activities, sports activity and others. Students demonstrated outstanding ability are provided with special cash incentives and other incentives including enrollment in educational institutions without entrance examinations (article 71), education abroad and others.

It is important to note that measures to identify and support gifted individuals are for all student including students in schools of penal system where convicts are trained (see. Order of the Ministry of Justice of the Russian Federation dd January 30, 2014 . 12 N "On Approval of Regulation on competitions for students in the federal state educational institutions of the Ministry of Justice of the Russian Federation and the Federal Penitentiary Service").

3) Please, provide statistical data and other relevant information on the extent and manner of application of this provision in practice. Key indicators showing compliance with this provision: total amount of public expenditures on training; number of vocational educational institutions, technical training institutions as well as nature of education; number of teachers and students.

Table 3.1 — Public expenditures on education, vocational education and vocational training

	2010	2011	2012	2013
Expenditures of consolidated budget and state extra-budgetary funds on education, billion RUB	1893,9	2231,8	2558,4	2888,8
As a percentage of budget expenditures	10,8	11,2	11,0	11,4
As a percentage of the prior year	93,0	101,7	106,6	106,6
As a percentage of GDP	4,1	4,0	4,1	4,3
including:				
Elementary vocational education - expenses of consolidated budget and state extra-budgetary funds, total, billion RUB	61,7	62,4	58,4	52,5
As a percentage of GDP	0,1	0,1	0,1	0,1
Per student, thous. rubles (at constant prices of 2000)	17,0	16,2	15,5	14,1
Secondary vocational education - expenses of consolidated budget	102,1	115,3	130,3	144,9

and state extra-budgetary funds, total, billion RUB				
As a percentage of GDP	0,2	0,2	0,2	0,2
Per student, thous. rubles (at constant prices of 2000)	20,9	20,2	20,5	22,3
Higher and postgraduate vocational education - expenses of consolidated budget and state extra-budgetary funds, total, billion RUB	377,8	416,8	464,0	512,5
As a percentage of GDP	0,8	0,7	0,7	0,8
Per student, thous. rubles (at constant prices of 2000)	48,7	48,6	52,1	56,6
Vocational raining, retraining and advanced training - expenses of consolidated budget and state extra-budgetary funds, total, billion RUB	13,2	16,0	16,5	17,5
As a percentage of GDP	0,03	0,03	0,03	0,03

*Source:* Education in the Russian Federation 2014. St.b. – M.: National Research University - Higher School of Economics, 2014. <http://www.hse.ru/>

For the period from 2010 to 2013 expenses on education of the consolidated budget of the Russian Federation and state extra-budget funds as shown in Table 3.1 had been increasing steadily, they increased by 52.5% (compared to 2008 – 74%) over this period. However, such high indicators of growth had a significant inflationary component as evidenced by a slight increase in expenses on education in relation to gross domestic product (from 4.1 to 4.3%). Marked growth mainly connected to the pre-school and secondary education i.e. expenses over the considered period increased by 86.1% and 60.6% respectively). The growth of public expenses on vocational education was twice as little except for elementary vocational education (the expenses decreased by 15 % from 2010 to 2013) and this level of vocational education demonstrated a reduction in expenses per student (in constant prices). In other parts of the system of vocational education costs per student (in constant prices) grew. However, it should be noted that the financing of elementary vocational education consists of the budget funds of the subjects of the Russian Federation by two-thirds and most of these budgets are adverse while vocational secondary education and especially higher education are financed from the federal budget to a greater extent. At the same time, government's expenses on each level of vocational education in relation to GDP for the entire considered period were constant.

Beginning in 2010 there was a decrease in number of educational institutions of vocational education at all levels and in number of their students as well as indicators of admission and graduation of different specialists (Table 3.2). The number of educational institutions of elementary vocation decreased over the period 2010-2013 almost by halves (46%), the same

decrease in number of teachers. Number of students decreased by a quarter, admission and graduation of skilled workers also decreased to a lesser extent (17 and 19%).

Table 3.2 – Vocational education key indicators

	2008	2009	2010	2011	2012	2013	2014
Educational institutions of elementary vocational education (vocational educational institutions implementing educational programs for secondary vocational education - training programs for skilled workers, employees)							
Number of elementary vocational educational institutions	2855	2644	2356	2040	1719	1271	...
Students, thous. people	1115	1035	1007	921	838	774	...
Number of students in elementary vocational educational institutions per 10 000 population	79	73	70	64	58	54	...
Admitted to elementary vocational educational institutions, thous. people	541	543	609	533	499	451	...
Skilled workers and employees graduated from elementary vocational educational institutions, thous. people							
Total, thous. people	605	538	581	517	484	436	...
Per 10 000 employed in economic sector	88	80	86	76	71	61	...
Number of Teachers of elementary vocational educational institutions, thous. people	33	34,2	29,3	24,8	19,4	13,4	...
Amount of financing for elementary vocational educational institutions, bln. RUB , total	66,9	67,2	61,7	62,4	58,4	52,5	...
including:							
budget	61,2	61,3	55,0	53,9	57,4	49,2	...
extra-budget	5,7	5,9	5,4	5,0	3,9	2,9	...
Educational institutions of secondary vocational education (educational institutions implementing educational programs for secondary vocational education - training programs for mid-level professionals)							
Number of secondary vocational educational institutions	2784	2866	2850	2925	2981	2703	2909
including:							
State and municipal	2535	2564	2586	2665	2725	2488	2665
non-state (private)	249	302	264	260	256	215	244
Number of students in secondary				2082	2087	1982	

vocational educational institutions (before the beginning of academic year) thous. people	2244	2142	2126				2103
including:							
State and municipal	2136	2052	2027	1984	1984	1856	1963
non-state (private)	108	90	99	98	103	126	140
Number of students in secondary vocational educational institutions per 10 000 population	158	151	149	146	146	138	144
Admitted to secondary vocational educational institutions thous. people	703	694	705	660	656	637	673
including:							
State and municipal	670	667	672	629	621	591	618
non-state (private)	33	28	34	31	35	46	54
Coefficient of admission to secondary vocational educational institutions (ratio of admitted to the population at the age of 15 years), %	48,5	47,8	49,0	48,5	50,8	47,8	...
Graduates of secondary vocational educational institutions, thous. people	671	631	572	518	486	439	451
including:							
State and municipal	632	594	536	484	455	404	418
non-state (private)	39	37	36	34	31	35	33
Graduates of secondary vocational educational institutions per 10 000 employed in economic sector, people	98	94	85	76	72	65	63
Coefficient of graduation from secondary vocational educational institutions (ratio of graduates to the population at the age of 18 years), %	32,4	34,3	32,2	33,7	32,2	30,3	...
Number of Teachers of state and municipal educational institutions of secondary vocational ,thous. people	135,4	136,3	120,0	118,4	119,7	112,8	...
Educational institutions of higher vocational education							
Number of higher vocational educational institutions			1115	1080	1046	969	

	1134	1114					950
including:							
State and municipal(private)	660	662	653	634	609	578	548
non-state	474	452	462	446	437	391	402
Number of students in higher vocational educational institutions thous. people	7513	7419	7050	6490	6075	5647	5209
including:							
State and municipal	6215	6136	5849	5454	5145	4762	4406
non-state (private)	1298	1283	1201	1036	930	885	804
Number of students in higher vocational educational institutions per 10 000 population	529	523	493	454	424	393	357
Admitted to higher vocational educational institutions thous. people	1642	1544	1399	1207	1298	1247	1192
including:							
State and municipal	1363	1330	1195	1058	1112	1067	1021
non-state	279	215	204	150	186	180	171
Coefficient of admission to higher vocational educational institutions ( ratio of admitted to the population at the age of 17 years), %	89,2	92,1	91,1	80,0	90,0	91,4	...
Graduates of higher vocational educational institutions, thous. people	1358	1442	1468	1443	1397	1291	1226
including:							
State and municipal	1125	1167	1178	1157	1125	1060	1018
non-state	233	275	290	286	272	231	208
Graduates of higher vocational educational institutions per 10 000 employed in economic sector, people	198	215	217	213	206	181	171
Coefficient of graduation from higher vocational educational institutions ( ratio of graduates to the population at the age of 22	52,8	56,3	60,2	61,7	61,2	64,8	...

years), %							
Number of faculty members of higher vocational educational institutions, thous. people	404,6	377,8	356,8	348,2	342,0	319,3	...
including:							
State and municipal	341,1	342,7	324,8	319,0	312,8	288,2	...
non-state (private)	63,5	35,1	32,0	29,2	29,2	31,1	...
Coverage of young people by programs of elementary, secondary, higher and postgraduate vocational education ( ratio of students of elementary, secondary and higher vocational education, post-graduate students, postdoctoral students to the population at the age of 15-34)	24,8	24,6	23,8	22,6	21,8	20,8	...
Expenses of the consolidated budget of the Russian Federation and state extra-budget funds on education, total, bln. RUB	1658,8	1783,5	1893,9	2231,8	2558,4	2888,8	...

*Source:* Russian Statistical Yearbook - 2014 Rosstat; Finance of Russia - 2014 Rosstat; The social and economic situation in Russia - 2014 Report. Rosstat. [www.gks.ru](http://www.gks.ru); Education in the Russian Federation 2014. M.: National Research University - Higher School of Economics, 2014. <http://www.hse.ru/>

The number of educational institutions of secondary vocational education increased in 2010-2014 (2%) slightly, number of state and municipal educational institutions of this level increased by 3%, while number of non-state (private) institutions declined by 8%. Such dynamics may be related to reprofiling of some elementary vocational educational institutions into institutions of a higher level as well as to the association of small institutions (especially private) into large educational campuses. Number of teachers in state and municipal institutions of secondary vocational education decreased by 6%, number of students in specialized secondary educational institutions of all forms of ownership decreased by 7% while the admission decreased by 10% and graduation decreased by 23%. As compared to 2008, these indicators reduced significantly: number of teachers decreased by 17% , number of students - 12%, number of graduates 35%.

The number of higher vocational educational institutions of all forms of ownership decreased by 13% (as compared to 2008 — 15%) for 2010-2013, teaching staff decreased by 11% (as compared to 2008 - 21%), number of students decreased by 20% (decreased by 25% in 2008), admission decreased by 11% (decreased by 24% in 2008). Graduation of highly qualified



specialists decreased by 12% as compared to 2010 and only by 5% as compared to 2008. And this indicator demonstrated an increase until 2011. It is connected to the fact that until recent years people admitted to universities 5-6 years before were graduated from universities, and admission to universities had been much more numerous.

However, most of services involving vocational education are provided by state and municipal educational institutions and it is 92% of educational institutions of secondary vocational education and 60% of higher education, although the negative trend in those years was typical for them and for non-state (private) institutions of higher education. But online study mode is practiced by private institutions four times more often than state institutions.

The above-mentioned negative trend in vocational education is due to several causes. First of all, vocational educational institutions admitted smaller cohorts of people born during the most crisis years of restructuring and market reforms (general secondary education was affected earlier). Second, it is connected to the reform performed by the Ministry of Education and Science in vocational education aimed at improving its quality and compliance with current requirements, and therefore inefficient institutions were eliminated and small educational institutions were consolidated into the larger ones.

While describing the gender differences in levels of vocational education, it is necessary to mention a clear desire of women to get higher vocational training. If students of educational institutions of elementary vocational education by one third consist of female then more than half of students of secondary vocational education are female (although their number in corresponding age groups is 49%) and their share in students of higher education is 54% (female graduates in 2013 – almost 60%). And this ratio remained stable over the period 2010-2013.

Table 3.3 — Graduates of elementary vocational educational institutions by occupational sphere (thous. people)

	2008	2009	2010	2011	2012	2013
Graduates – total	604,7	537,6	580,5	516,7	483,5	436,0
Including by occupational sphere:						
ferrous and nonferrous industry	1,7	1,5	1,5	1,3	0,8	1,2
chemical industry	0,5	0,3	0,4	0,4	0,3	0,2
metal industry	105,6	91,0	95,9	82,9	75,8	66,0
logging, wood, pulp, paper and paperboard industry	17,8	17,5	17,2	17,6	16,5	15,7
construction materials	0,5	0,7	0,6	0,4	0,5	0,7
consumer goods industry	36,9	33,1	32,4	32,7	34,6	32,5

including:						
textile manufactures	0,5	0,4	0,4	0,2	0,2	0,2
garment manufactures	33,9	30,1	29,5	30,0	32,0	30,2
footwear industry	1,1	1,4	1,5	1,5	1,5	1,6
agriculture	56,7	47,9	47,1	43,1	41,0	37,2
construction, installation and repair and construction	78,1	73,0	74,9	69,4	67,0	61,3
transport	70,7	61,6	86,0	72,1	59,8	57,2
communication	3,8	3,0	3,1	2,6	2,4	2,0
catering, trade and food industry	88,1	78,4	80,8	71,9	76,5	67,2
service sector	16,3	16,0	22,0	19,0	17,8	15,2
common to all economic activities	58,3	52,6	56,5	47,6	43,0	39,8
others	...	...	35,5	30,9	23,4	16,6

Source: Russian Statistical Yearbook – 2014 St.b Rosstat. [www.gks.ru](http://www.gks.ru). Data are given according to the list of professions with elementary vocational training.

The above-mentioned dynamics in training of skilled workers and other employees with elementary level of vocational education affected almost all occupations except for the "ferrous and nonferrous industry" (growth in 2013), "construction materials" (growth in 2012-2013. ), "footwear industry" where the graduation has grown or remained stable throughout 2008-2013 (Table 3.3). All other occupations with elementary vocational training after a surge in 2010 demonstrated a decrease in the following years and some of them demonstrated a significant decrease: chemical and textile industry – a half, metal, transport and communications, service sector - more than 30%, agriculture - 21%, construction, catering, trade and food industry by 17-18%, common to all economic activities and others - 30 and 53%.

Table 3.4 — Graduates of state and municipal educational institutions of secondary vocational education by qualification (thous. people)

	2008	2009	2010	2011	2012	2013
Graduates – total	631,7	593,9	535,7	484,2	454,9	404,0
By qualification:						
Natural sciences	0,4	0,4	0,4	0,3	0,3	0,2
Liberal sciences	51,8	47,6	40,2	34,4	32,2	24,2
Social sciences	1,1	1,2	0,9	1,1	1,2	1,5
Education and pedagogics	53,6	50,2	45,3	40,2	38,0	33,4
Health care	63,5	64,1	63,0	56,2	49,6	46,4
Culture and art	18,6	17,7	17,6	16,9	16,5	14,6
Economics and management	159,8	143,7	130,9	119,8	101,9	72,3
Information security	0,3	0,3	0,4	0,4	0,5	0,6
Service sector	11,3	12,0	12,5	13,1	13,2	18,1
Agriculture and fisheries	24,7	21,8	17,6	15,2	14,8	15,6

Geodetics and land management	2,9	2,8	2,6	2,5	2,9	5,6
Geology, exploration and development of mineral resources	7,3	7,8	7,9	7,7	8,2	7,6
Energetics, power engineering and electrical engineering	19,1	18,4	16,5	14,6	14,8	14,2
Metallurgy, machinery and materials processing	28,8	26,8	22,6	19,7	18,4	17,5
Aviation, rocket and space technology	2,1	2,2	2,0	1,6	1,7	1,8
Marine facilities	3,7	3,5	3,1	2,6	3,0	3,2
Transportation	53,4	50,8	43,9	39,7	39,6	39,1
Professional equipment and optical engineering	1,6	1,5	1,3	0,9	0,9	0,8
Electronic engineering, radio engineering and telecommunications	11,9	10,8	9,0	7,3	6,6	6,1
Automation and management	7,2	6,9	5,8	5,3	5,3	5,4
Computer Science and Engineering	32,4	32,5	28,0	25,5	24,6	22,6
Chemical industry and biotechnology	5,0	4,3	3,8	3,3	3,2	3,1
Reproduction and processing of forest resources	6,1	5,9	4,7	4,2	4,3	4,0
Technology of food products and consumer goods	26,0	24,6	21,9	19,4	19,6	16,0
Architecture and construction	36,0	33,5	31,6	30,4	31,3	28,0
Life Safety, Environmental Engineering and Environmental Protection	2,9	2,6	2,3	1,9	2,2	2,5

*Source:* Russian Statistical Yearbook – 2012 St.b Rosstat; *Source:* Russian Statistical Yearbook – 2014 St.b Rosstat. [www.gks.ru](http://www.gks.ru). *Data are presented according to the National Classification for educational qualifications.*

A similar pattern was observed in the graduation of specialists with secondary vocational education from state and municipal institutions but without the spike of 2009-2010 and there was not a reduction of 2008-2013. (Table 3.4). Some increase in graduation occurred in 2013 in "social sciences", "information security", "agriculture and fisheries". Aviation industry and aerospace technology, marine facilities, service sector, health and safety, environmental engineering and environmental protection as well as surveying and land management demonstrated some growth in 2012 and in the latter casethere was a twice increase in graduation of specialists (93%) in 2013 .

The graduation in the other qualification declined and in some cases the decline was very noticeable compared to 2008 (humanities, economics and management, professional equipment and optical engineering in half or more, energetics, power engineering, electronic engineering, radio engineering and telecommunications- by 49 and 45%, education and pedagogy, metallurgy, machinery and materials processing, chemical industry and biotechnology, reproduction and processing of forest resources, technology of food products and consumer

goods – by more than one third, health care, information technology and computing, transportation, automation and management - by quarter or more).

A different situation exists in the state and municipal institutions of higher education (Table 3.5). Period of 2008-2010 demonstrated a growth in graduates of *specialists* but this trend reversed in 2011 and the decline was 10%, compared to a peak in 2010. And graduation from training programs increased over the period 2008-2012 by 56% (compared to 2010 – 24%) which is associated with the transition of higher education in Russia on a two-tier system of training (bachelor and master).

Table 3.5 — Graduates of state and municipal educational institutions of higher vocational education by qualification and training (thous.people)

	2008	2009	2010	2011	2012	2013
Graduates- total	1125,3	1166,9	1177,8	1157,3	1125,3	1060,0
Including :						
By qualification:	1051,5	1083,1	1084,7	1052,4	1010,2	1060,0
Physics and mathematics	11,3	10,8	9,7	9,0	8,6	15,7
Natural sciences	14,2	13,7	13,0	12,3	11,6	16,1
Liberal sciences	172,8	178,8	178,9	175,7	177,1	177,2
Social sciences	15,7	16,6	16,4	16,0	13,3	15,4
Education and pedagogics	125,6	123,3	116,3	103,8	93,4	102,6
Health care	32,1	33,0	33,3	33,5	34,3	36,0
Culture and art	16,8	18,2	18,7	18,7	18,3	20,6
Economics and management	359,7	374,9	386,7	380,1	359,3	350,5
Information security	2,8	3,3	3,6	3,7	3,8	3,4
Service sector	11,6	13,5	14,3	15,5	15,9	16,2
Agriculture and fisheries	35,9	36,3	35,1	33,3	32,4	35,2
Geodetics and land management	4,3	4,7	5,3	5,5	6,2	7,0
Geology, exploration and development of mineral resources	13,3	13,9	14,0	14,8	15,1	16,8
Energetics, power engineering and electrical engineering	24,6	24,3	24,0	24,3	23,8	28,0
Metallurgy, machinery and materials processing	25,7	25,6	24,0	22,0	19,6	23,1
Aviation, rocket and space technology	5,2	5,4	5,2	5,0	4,9	5,1
weapons and weapons systems	0,6	0,6	0,6	0,5	0,4	0,4
Marine facilities	4,1	4,1	4,2	4,1	3,8	3,6
Transportation	33,4	34,2	34,7	33,3	33,4	34,0
Professional equipment and optical engineering	7,5	7,7	7,4	6,9	6,0	7,6
Electronic engineering, radio engineering and telecommunications	16,1	15,5	14,7	13,6	12,0	15,3
Automation and management	13,6	14,7	14,1	13,6	13,2	15,8
Computer Science and Engineering			22,3	21,7	20,5	25,7

	21,1	22,6				
Chemical industry and biotechnology	11,3	11,2	11,0	9,7	8,9	10,2
Reproduction and processing of forest resources	6,7	6,3	6,2	5,9	5,5	6,4
Technology of food products and consumer goods	19,5	19,8	18,3	17,5	15,8	15,2
Architecture and construction	34,2	37,8	39,5	40,1	39,7	42,9
Life Safety, Environmental Engineering and Environmental Protection	11,7	12,6	13,0	12,3	13,4	14,0
By training:	73,7	83,7	93,1	104,9	115,1	-
Physics and mathematics	6,1	6,3	6,8	7,5	8,0	-
Natural sciences	3,3	3,6	3,7	4,3	4,9	-
Liberal sciences	10,6	12,5	13,6	17,1	19,0	-
Education and pedagogics	6,1	7,9	9,2	10,6	13,6	-
Economics and management	16,4	19,3	22,1	25,0	26,0	-
Energetics, power engineering and electrical engineering	4,9	5,3	5,4	5,4	5,6	-
Metallurgy, machinery and materials processing	3,9	4,2	4,4	4,6	4,6	-

Source: Russian Statistical Yearbook – 2014 St.b Rosstat; [www.gks.ru](http://www.gks.ru).

Growth in graduation of highly experienced professionals (with variations) was shown in almost every *qualification* except for education and pedagogy (decreased by 18% compared to 2008), economics and management (by 9% compared to 2010), weapons and weapons systems (by one-third compared to 2010), technology of food products and consumer goods (more than 20% over 2008-2013.).

Every *area of training* demonstrated a growth in graduation over the period

In terms of gender there is a narrow and fairly traditional set of qualifications and areas of training (11 of 27) with women domination both in secondary vocational and higher education. These are natural sciences, technology of food products and consumer goods, skills training in service sector, economics and management, arts and culture, health, education, social sciences (where the share of female students is 60 to 85%), humanities, chemical industry and biotechnology, geodetics and land management (except for specialist's degree) where this indicator ranges in 52-60%. The share of female students in all other qualifications areas of is not more than half and is less than 30% in the majority of qualifications.

### 3.2 Article 10§2

Article 10§2 - to provide or promote a system of apprenticeship and other systematic arrangements for training young boys and girls in their various employments;

1) We ask you to describe national employment policy and the overall regulatory framework. Please, specify the nature, causes and extent of reforms.

According to Article 13 of the new law "On Education in the Russian Federation", basic vocational educational programs include a requirement for practical training and industrial training of students. Practical training is performed by masters of industrial training and (or) professional teachers in training workshops, educational and experimental laboratories and other structural subdivisions of educational institutions or specially equipped rooms of other organizations in this field on the basis of contracts concluded with them. Industrial training is carried out in organizations based on agreements between educational institutions and organizations, enterprises and institutions.

Industrial training is an important component of vocational education. It is conducted directly at the enterprises and organizations and during the period of industrial training students can be taken on the relevant positions. In this case, the legal relationship between the intern and employer are governed by the Labour Code of the Russian Federation. A fixed-term agreement is concluded for a period of training, students are subject to all guarantees and benefits provided by the Labor Code. If a student is working by qualification he is entitled to practice at his workplace.

Vocational educational program also provides pre-diploma training which is carried out continuously after the practical training and training by qualification.

2) Please, indicate the measures taken (organizational and administrative activities, programs, action plans, projects, etc.) for legal documents enforcement.

Programs and apprenticeship are approved by the federal executive authority developing public policy and legal regulation in the sphere of education. The new law "On Education in the Russian Federation" has demanded the revision of the model provisions on organization of industrial training. April 18, 201 a new Regulation on apprenticeship of students mastering basic vocational educational programs of secondary vocational education was adopted and it was approved by the Ministry of Education and Science of the Russian Federation of N 291). "Regulations on apprenticeship of students mastering educational programs of higher education." were finalized and published on the site of the Ministry of Education.

The new documents kept number of provisions concerning arrangements of industrial training unchanged compared to previous provisions. They include: procedure for determination

of purposes and scope of training, authority of educational institutions of higher education in the development and approval of documents regulating the organization of apprenticeship, types and methods of apprenticeship.

3) Please, provide statistical data and other relevant information on the extent and manner of this provision's practical application. Key indicators showing compliance with this provision: apprenticeship and availability of other activities in the field of training for young people; number of young people using the system of apprenticeship; division of activities in the field of vocational training depending on the type of professional activity; duration of apprenticeship; total public expanses (and private expanses, if possible) on the mentioned types of apprenticeship, availability of jobs for job seekers; equality of access to apprenticeship for the concerned people including nationals of other States Parties.

All students in the educational institutions of elementary vocational education, educational institutions of secondary vocational education, educational institutions of higher education have training (apprenticeship).

Statistics on the number of students in these institutions is given in the answer to the question 3 under article 10§1.

The procedure for the separation of activities in the field of vocational training depending on the type of professional activity; duration of apprenticeship established in every basic vocational educational programs depending on the level, education level, qualification, areas of training, occupation.

### 3.3 Article 10§3

Article 10§3 - to provide or promote, as necessary:
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a. adequate and readily available training facilities for adult workers;
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b. special facilities for the retraining of adult workers needed as a result of technological development or new trends in employment.
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1) We ask you to describe national employment policy and the overall regulatory framework. Please, specify the nature, causes and extent of reforms.

The new law "On Education in the Russian Federation" provides vocational education for persons of different ages and it is not aimed at the development of educational level but at the acquisition of professional qualifications including work with specific equipment, technology, hardware and software and other professional tools as well as receiving qualifying categories, classes and categories of profession worker or employee (Article 73 of the Education

Act). Vocational training is done according to the programs: 1) vocational training involving positions of workers and employees for persons without the profession of worker or employee (it is free of charge at the level of general secondary and secondary vocational education); 2) retraining of workers and employees with a profession or position in order to obtain a new profession or a new working position taking into account needs of production, type of professional activity; 3) advanced training of workers and employees in order to improve professional knowledge and skills in current occupation servant positions available without educational level development.

Vocational training is carried out in educational institutions including educational centers of professional development and at production sites as well as in the form of self-education. The duration of vocational training is determined by a specific vocational training program developed and approved on the basis of professional standards and ends with final certification in the form of a qualifying examination including practical qualifying paper and theoretical exam. The results of the qualifying examination are the basis for assigning qualification categories, classes, categories of the relevant occupations, positions. The examination involves representatives of employers and their associations

The right of workers on professional training, re-training and skill improvement is reflected in article 21 of the Labour Code "Fundamental rights and duties of workers" as well as in section IX of the Labour Code "Training and further professional education of workers" (as amended by Federal Law dd July 2, 2013 number 185-FZ), article 197. Article 196 establishes the rights and obligations of the workers in this area. In particular, the employer is to create necessary conditions for workers doing their professional training, allowing them to combine work with study, and to provide guarantees stipulated by law (Labour Code, Chapter 26, "Guarantees and compensation for the workers combining work and study"). These issues can be discussed in details in collective agreements, local regulations, individual labor contracts.

The employer has a right to conclude a training agreement for professional training with a person seeking job, and a training agreement for in-service retraining with the organization's worker (Labour Code, Chapter 32, Articles 198-208). So the employer can conclude trainings agreements of two types: with a person seeking job and with the organization worker. The training agreement with the organization's worker is in addition to the employment contract. The subject of apprenticeship contract is work-based education or release education.

The training agreement must contain:

- names of the parties ;
- concrete profession, speciality, and qualification acquired by the trainee ;



– the employer's obligation to provide the worker with opportunity to train in accordance with the training agreement ;

– the worker's obligation to undergo training, and to work for the employer under labor contract, according to the acquired profession, specialty and qualification within the time period stated in the training agreement ;

– the time of training;

– the worker's salary during the training period. .

Time of training during the week must not exceed working time norms defined for workers of corresponding age, profession, and speciality when performing corresponding kinds of work. Workers doing their training in the organization may, upon mutual agreement with the employer, be excused of the work assigned to them by the labor contract or do this work on part-time basis. Within validity time of the training agreement workers cannot be made to work overtime or sent on business trips that are not related to their training. Labor legislation, including labor safety legislation, is applicable to trainees.

During the period of training trainees are granted a scholarship in the amount stated in the training agreement and depending on the profession, specialty or qualification they are training for, but no less than the statutory floor wage. The work done by the trainee during practical training is paid for according to the statutory rate.

Persons successfully completed their training, when concluding a labor contract with the employee under contract with whom they did their training, do not undergo a trial work period. If upon completion of training the trainee defaults on his obligations under the training agreement without reasonable excuse, including setting to work, he, upon the employer's demand, returns him the scholarship he received during the time of training, and compensates for other expenses related to the training the employer bore . A training agreement is terminated on the grounds suitable for termination of a labor contract. .

Training is organized in individual, brigade, course and other forms. With individual form the worker is attached to a skilled mentor or included in to a team where he is developing new skills. With the brigade form of training trainees are combined into groups trained by skilled workers. A course form is used in training for complex professions, it involves theoretical and practical courses.

2) Please, indicate the measures taken (organizational and administrative activities, programs, action plans, projects, etc.) for legal documents enforcement.

Order of the Ministry of Education and Science of the Russian Federation dd July 1, 2013 № 499 approved “Procedure for organization and implementation of educational activities for

additional vocational programs" that regulates the structure of training programs and vocational development programs, time of training, order of apprenticeship, quality evaluation of additional vocational programs. This document consistently uses a competence-based approach to the organization of additional vocational training. The document establishes that the structure of training programs should have a description of the list of professional competencies within the existing qualification which should be changed during training. The implementation of re-training programs is aimed at necessary competence to perform a new type of professional activity, acquisition of new skills.

On January 9 2014 the Russian Ministry of Education and Science issued an order № 2 "On approval of Order to apply e-learning, distance learning technologies in the implementation of educational programs by the educational institutions" in order to form a continuing education allowing to build flexible (modular) path of new competencies development.

The guidelines to encourage and support continuing education in the subjects of the Russian Federation are developed and sent to the regions in order to stimulate and support continuing education in the subjects of the Russian Federation. The implementation of training and re-training programs in priority areas of the national economy and training programs for engineering staff is being monitored; the best practices in lifelong learning are monitored and distributed.

In order to improve and expand the practice of continuing education throughout the life, Ministry of Education and Science has developed the concept of All-Russian competition of regional systems of continuous education for adults 'Educational region' aimed at identification and distribution of the best regional experience in the organization of education for adults.

It is possible to receive additional vocational training or retraining with the help of employment services. Order of the Ministry of Labour of Russia № 262n dd April 17, 2014 approved the Federal state standard of public services *involving vocational training and additional vocational education for unemployed including training in other areas*. The public service is provided to citizens officially recognized as unemployed and includes the following administrative procedures:

- Coordination on profession (qualification) with the unemployed he will be trained with or will obtain additional vocational training based on the level of education and professional qualifications of the applicant, demands on the regional labor market and employers requirements;

- Selection of educational institution according to the chosen profession;

- Informing the unemployed person about the content and timing of training by the chosen educational program, expected results; procedure and conditions of scholarship during the period of vocational training or additional vocational training.

3) Please, provide statistical data and other relevant information on the extent and manner of this provision's practical application. Key indicators showing compliance with this provision: availability of training and retraining educational institutions for adult workers, in particular, the activities for retraining of redundant workers and workers under the influence of changes in economy, scientific and technological progress; approximate number of adult workers participated in training and retraining; activation level - ie, the relationship between the annual average number of previously unemployed persons and persons involved in active measures divided by the number of registered unemployed persons involved in active measures; equal treatment of persons who are not citizens of the country regarding provision of access to continuing training ( data unavailable).

Table 3.6 — Distribution of total number of trained workers by training (thous. people)

	2010	2013
Additional vocational education	2155,4	2410,1
Vocational training or additional vocational training	1228,6	1955,7
Training courses	1787,3	

*Source:* Additional vocational training of workers in organizations in 2013. St.b. Rosstat. [www.gks.ru](http://www.gks.ru)

In 2014, continuing vocational education, vocational education and vocational training have been provided to 4365.7 thous. workers of organizations, enterprises and companies or 13.8% of their payroll, it is by 13% less than in 2010 when vocational professional training was provided to 4996.8 thous. people (Table 3.6). At the same time the number of people provided with additional vocational education increased by 11.8%, whereas the reduction (by a third) affected other types of training, including extra.

About a tenth of the above mentioned contingent was trained by contracts in the organizations of elementary vocational training as part of short-term (less than 500 hours) training programs (Table 3.7). After an increase in 2010-2012 there was a decline in training and retraining in 2013 and only advanced training demonstrated a tangible positive trend - an increase by 18% over the period and became almost equal to 2013 in the number of retrained people. However, the share of women in vocational training (and elementary vocational education in general) is less than one third of the total number of trainees.

Table 3.7 — Number of participants in short-term training programs (less than 500 hours) trained by contracts with vocational educational institutions of elementary vocational education implementing training programs for skilled workers and employees (thous. people)

Period	Total	Training of workers, employees	Re-training	Advanced training	Of the total number of students - women	
					In absolute terms	%
2010	467,2	259,0	121,2	86,9	...	...
2011	469,6	259,3	118,1	92,2	156,6	33,3
2012	483,5	267,2	117,7	98,5	159,8	33,1
2013	459,1	251,2	104,9	103,0	144,7	31,5

Source: Education in the Russian Federation 2014. St.b.- M.: National Research University - Higher School of Economics, 2014. <http://www.hse.ru/>

For 2010-2013 all forms of additional vocational training demonstrated a reduction in the number of trained, particularly significant (21%) for trained with partial day release (against 4-5% for the other forms of training). At the same time there have been changes in the structure of additional vocational training: if 40% had been trained on the job in 2010, then by 2013 the leading position has passed to training with day release pushing on-the-job training to the second position (table 3.8).

Table 3.8 — Distribution of total number of trained workers by type of training (thous. people)

	2010	2013
Day release	1999,6	1930,7
On-the-job	2078,3	1782,4
Partial day release	1106,4	870,2

Source: Additional vocational training of workers in organizations in 2013. St.b. Rosstat. [www.gks.ru](http://www.gks.ru)

Reduction in the number of trained, retrained and passed advanced training for 2010-2013. almost equally affected both men and women (respectively 13 and 12%). This indicator has significantly improved (43.5%) for persons with disabilities (invalids), it is a reflection of changes in the social policy of the Russian state apparently "turned around" to this category of citizens (Table 3.9).

The most dramatic was the decline was among persons at risk of dismissal, almost ninefold during the period. It may be related to the economic recovery and improvement of the economic

situation in the country in 2010-2013 responsible for reduction in the number of specified contingent.

Table 3.9 — Distribution of total number of organization's trained workers by sex and separate categories (thous. people)

	2010	2013
Female	2166,1	1883,7
Male	2830,7	2482,1
persons with disabilities	23,9	34,3
People at risk of dismissal	54,4	6,5

*Source:* Additional vocational education of workers in organizations in 2013 St.b. Rosstat [www.gks.ru](http://www.gks.ru)

Over 2010-2013 reduction of trained and retrained affected almost all age groups, but it was particularly visible in the age groups of 25 - 40 years, while people in their forties were not affected by changes because this age group is in need of updated knowledge and skills (Table 3.10).

Table 3.10 - Distribution of total number of organization's trained workers by age groups

2010		
Age group, years	thous. people	In % to the age group
15-24	486,4	2,3
25-29	940,4	7,9
30-34	1938,9	17,9
15-34	3365,7	7,7
45-64	1631,2	4,1
2013		
15-24	344,4	1,9
25-29	697,1	5,6
30-39	1232,6	2,5
15-39	2274,1	4,3
40-64	2091,5	4,2

*Source:* Additional vocational education of workers in organizations in 2013 St.b. Rosstat [www.gks.ru](http://www.gks.ru)

According to a report on the implementation and evaluation of state program effectiveness "Development of Education" in the Russian Federation for 2013-2020, coverage of the programs of additional vocational education ( proportion of employed population at the age of 25-65 trained or with advanced training in total number of economically active population in that age group) was 37% in 2014.

Within the framework of the Presidential program for advanced training of engineering personnel for 2012-2014 (Decree of the President of the Russian Federation dd May 7, 2012. № 594 "About the Presidential program for advanced training of engineering personnel for 2012 - 2014") 5017 engineers and technicians have been trained in 2014. During three years of the Program (2012-2014) 16,582 specialists have been trained.

As a part of experimental training implementation in 2013-2014 dedicated to retired military men involving additional vocational educational programs on the basis of state registered educational certificates (Decree of the Government of the Russian Federation dd May 21, 2012 № 501), discharged military men entered additional vocational educational programs in 74 institutions of higher education within the jurisdiction of the Ministry of Education and Science.

### 3.4 Article 10§4

**Article 10§4 - to provide or promote, as necessary, special measures for the retraining and reintegration of the long-term unemployed;**

1) We ask you to describe national employment policy and the overall regulatory framework. Please, specify the nature, causes and extent of reforms..

A Law of the Russian Federation "On employment in the Russian Federation" dd 19.04.1991 № 1032-1 (ed. Federal Law of 02.07.2013 N 185-FZ) in article 23 "Vocational training and continuing vocational education by the assignment of employment services" provides an opportunity of vocational training and additional vocational training for unemployed people by the assignment of employment services in the following cases: a) lack of qualifications of unemployed; b) inability to find a suitable job due to lack of necessary qualifications; c) the need to change profession (occupation) because of lack of job by occupation; g) loss of ability to work by occupation.

The right on vocational training and retraining by the assignment of employment services is also available to young mothers ( women on maternity leave with a child under 3 years old) and senior citizens (unemployed citizens who, in accordance with the legislation of the Russian Federation, has been granted with an old-age pension but who want to return to work).

Vocational training and additional vocational education for these categories of citizens are provided by educational institutions in accordance with the contracts concluded with employment services. There is a financial aid in case of training / retraining in another place by assignment, it includes travel costs; per diem expenses; rent for the period of study.

Priority right on vocational training and additional vocational education is available to people officially recognized as unemployed:

persons with disabilities;

parents, adoptive parents, guardians (trustees) with children with disabilities;

citizens after six months of unemployment;

citizens discharged from military service;

wives (husbands) of military men and citizens discharged from military service;

graduates of educational institutions;

citizens looking for a job for the first time (without previous employment) and without qualification;

citizens from compulsory military service, for three years after retirement

Thus, long-term unemployed persons are also classified as persons with a priority right on free training / retraining by the assignment of employment services and greatly it increases their chances for successful employment.

2) Please, indicate the measures taken (organizational and administrative activities, programs, action plans, projects, etc.) for legal documents enforcement.

3) Please, provide statistical data and other relevant information on the extent and manner of this provision's practical application. Key indicators showing compliance with this provision: nature of measures connected to training and retraining; number of trained and the impact of these measures on long-term unemployment reduction; equal treatment of persons who are not citizens of the country regarding provision of access to training and retraining of long-term unemployed.

Long-term unemployed citizens are a special category of citizens applied to the employment service for assistance as a prolonged period of unemployment leads to obsolescence of existing labor skills, to problems of mental and emotional nature associated with difficulties in finding work, to mental deterioration during unemployment together with the lack of proper job search skills as well as to reduction of their attractiveness in the opinion of employers

Employment services help long-term unemployed solve these problems through provision of public services in the field of employment promotion. As the special measures to accelerate the inclusion of long-term unemployed people into the labor market, first of all they are provided with public services involving vocational guidance in order to select areas of activity (occupation), employment, vocational training, psychosocial support, social adaptation on labor market.

705.8 thous. people seeking to return to work after a long (more than a year) break (hereinafter - long-term unemployed) applied to employment services as shown in the Table in 2014. And it is 17, 4% of total number of applicants to employment service for help in finding suitable work (for comparison: 2010 - 1312.7 thous. people or 20.5%, 2009 - 1611.1 thous. people 19, 0%). 386.4 thous. people were employed or 14.8% of all employed with the help of employment services (2010 - 629.58 thous. people or 15.8%, 2009 - 764.3 thous. people or 16.2%). Reduction of share of employed long-term unemployed people in the total number of employed with the help of employment services is related to even more significant reduction in share of long-term unemployed in total number of applicants to employment services for employment.

Table 3.11 — Unemployed registered in the state employment services

	2009	2010	2011	2012	2014	january-june 2015
The number of registered unemployed - total, end of period, thous. people	2147,4	1589,4	1285,6	1064,7	883,3	973,7
including citizens with a long (more than a year) break, thous. people	493,1	370,5	278,3	233,9	159,8	155,0
As Percentage of total number of registered unemployed	23,0	23,3	21,6	22,0	18,1	15,9

*Source:* based on Labor and employment in Russia – 2013. – St.b. Rosstat reports and data of the Ministry of Labor and Social Protection of the Russian Federation.

The share of long-term unemployed in the number of unemployed registered in employment services at the end of 2014 was 18.1% or 159.8 thous. people (at the end of 2010 – 23.3% or 370, 5 thous. people at the end of 2009 – 23.0% or 493.1 thous. people).

With an average duration of unemployment (about 5.2 months in 2014 (in 2010 - 5.5 months)), the number and percentage of unemployed registered in employment services for more than 1 year for 2009-2014 decreased (from 23% in total number of registered unemployed in 2009 to 18.1% in 2014).

If long-term unemployed citizens lost the ability to perform work by the same occupation (qualification) in case of lack of necessary professional qualifications, they are offered public services involving organization of vocational guidance for citizens in order to select areas of activity (occupation), employment and (or) vocational training. The beneficiaries of public



services are the citizens of the Russian Federation, foreign citizens, stateless persons, including the unemployed.

In 2014 vocational guidance was provided to 292.6 thous. long-term unemployed people or 11.3% of all people received this service from employment services (2010 - 546.5 thous. long-term unemployed or 14.6%, 2009 - 591.4 thous. or 15.1%).

In order to increase the motivation to work, reduce the relevance of psychological obstacles to professional and social fulfilment, long-term unemployed citizens are provided with public services on psychological support. The beneficiaries of this service are citizens officially recognized as unemployed.

In 2014 psychological support was provided to 35.1 thous. long-term unemployed or 17.5% of unemployed people receiving the service (for comparison: 2010 - 47.1 thous. long-term unemployed or 19, 3%, 2009 - 48.3 thous. or 20.8%).

The public service involving social adaptation of unemployed people on labor market promotes active, independent job search, resume writing, business conversation with employers, self-presentation, overcoming the consequences of long-term unemployment. The beneficiaries of this service are citizens officially recognized as unemployed.

In 2014 the service involving social adaptation on labor market was provided to 37.7 thous. long-term unemployed people or 15.3% of all people received this service (2010 - 47.1 thous. or 17.1%, 2009 - 55.3 thous. or 23.4%).

The most important measures to improve the competitiveness of long-term unemployed people on the labor market are vocational training for a profession highly demanded on the labor market and advanced training. State employment services provide unemployed citizens with free vocational training, re-training, advanced training with scholarship. According to Article 23 of the Law on Employment in the Russian Federation, unemployed persons at the end of six months of unemployment have a priority right on vocational training

In 2014, 36.9 thous. long-term unemployed were trained by the assignment of employment services, it is 18.1% of unemployed citizens received this public service (2010 - 95.2 thous., or 18.8 %, 2009 - 90.7 thous. or 20.0%).

In order to provide temporary employment including long-term unemployed people, employment services organize paid public works. In accordance with Article 24 of the Law on Employment in the Russian Federation, the preferential right to participate in public works belongs to unemployed citizens registered in the employment service for more than six months. The beneficiaries of public services are citizens registered in the employment service both as job seekers and as unemployed.

In 2014, the share of long-term unemployed people participated in paid public works was 48.7 thous. or 17% of number of citizens participated in paid public works (2010 - 297.6 thous. people or 27.4%, 2009 - 451.2 thous. people or 22.9%).

The promotion of self-employment provided by employment services for unemployed citizens is particularly relevant in addressing issues of employment especially in regions with the tense situation on labor market. The promotion of self-employment for unemployed citizens includes provision of entrepreneurship skills, assistance in preparing business plans, financial assistance for self-employment, advice on state registration as a legal entity, individual entrepreneur or peasant (farmer's) economy.

In 2014, 11.8 thous. long-term unemployed people received this public service. It is 16.6% of total number of unemployed citizens received this service (2010 - 86.9 thous. people or 30, 4%, 2009 - 61.5 thous. people or 27.8%).

Since 2010, the implementation of regional programs aimed at reducing of tensions on labor market of the Russian Federation has included financial assistance to unemployed in order to start their own business and to buy necessary equipment, tools, inventory and other expenses related to business's organization, creation of additional jobs for employment of unemployed citizens. So, in 2013 additional jobs created by unemployed citizens who started their own businesses with the help of regional programs to reduce tensions on labor market accounted for 9107 unemployed people or 103% of planned number of participants for the year<sup>3</sup>

In 2014, 17.3 thous. unemployed people opened their own business (registered as individual entrepreneurs, peasant (farmer) economies or legal entities) (for comparison: 2010 - 199 thous., in 2009 - 124, 4 thous. people). Participants are long-term unemployed citizens *prima facie*.

The decline in most of above mentioned indicators of employment services activity is due to the general improvement of economic situation in the country and reduction of unemployed and citizens applied to the employment services in order to receive appropriate services.

Despite crisis in the Russian economy in the end of 2014, the first half of 2015 did not show significant changes in the dynamics of the majority of the above indicators. The share of long-term unemployed in total number of applicants to the employment service for assistance declined by 1.1 percentage points (to 16.3%). The share of employed long-term unemployed people declined (by 0.3 percentage points) (14.5% of total number of employed with the help of employment services). While the average duration of unemployment has increased to 5.3 months in comparison with 2014, the number of long-term unemployed people and their share in the

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<sup>3</sup> A report on the results and main activities of the Ministry of Labor and Social Protection of the Russian Federation in 2014-2016 <http://www.rosmintrud.ru/ministry/about/reports/1>

total number of registered unemployed continued to drop and reached 155 thous. people or 15,9% to the end of June 2015).

161.8 thousand. long-term unemployed were provided with vocational guidance in the first half of 2015 and it is 11% of total number of people received the service (a decline of 0.3 percentage points if to compare with 2014). The share of long-term unemployed participated in paid public works decreased by 0.6 percentage points. The decrease in share of long-term unemployed provided with services involving self-employment was the most significant (by 1 percentage point to 15.6% compared to 2014)

The share of long-term unemployed received assistance in social adaptation on the labor market has not changed (a decline was about 0.1 percentage points compared to 2014, to a level of 15.2% of total number of people provided with the service).

At the same time, the share of long-term unemployed received psychological support increased by 0.3 percentage points (up 17.8%). The share of long-term unemployed people with vocational training increased by 0.4 percentage points to 18.5% of total number of registered unemployed received this service.

### 3.5 Article 10§5

Article 10§5 -to encourage the full utilization of the facilities provided by appropriate measures such as:

- a. reducing or abolishing any fees or charges;
- b. granting financial assistance in appropriate cases;
- c. including in the normal working hours time spent on supplementary training taken by the worker, at the request of his employer, during employment;
- d. ensuring, through adequate supervision, in consultation with the employers' and workers' organizations, the efficiency of apprenticeship and other training arrangements for young workers, and the adequate protection of young workers generally.

1) We ask you to describe national employment policy and the overall regulatory framework. Please, specify the nature, causes and extent of reforms.

a) In the Russian Federation, the principle of free education in accordance with the federal state educational standards of preschool, elementary general, basic general and secondary general education, secondary vocational education is enshrined in Article 5 of the Education Law. Free higher education is guaranteed on a competitive basis if provided for the first time,.

Students on a fee paid basis have the right to transfer to free education (paragraph 14 of Article 34 of the Education Law), if budget places are available and in the cases provided by law (see. The procedure and cases of students transfer from a fee paid basis to free education, accepted for educational programs of vocational and higher education, approved by the Ministry

of Education and Science of the Russian Federation dd June 6, 2013 N 443 with amendments approved by the Order of the Ministry of Education and Science of the Russian Federation dd September 25, 2014 N 1286). In particular, the right to transfer from t a fee paid basis to free education is given to a student without academic debts, disciplinary sanctions, arrearage in payments for training, if meeting one of the criteria: a) examinations grades are "excellent" or "excellent" and "good" or "good" for the last two terms prior to application; b) attribution to the following categories of citizens: orphans and children left without parental care as well as persons within orphans and children left without parental care; citizens under the age of twenty having only one parent and he is the invalid of the first group, if the average family income is below the subsistence minimum established in the subject of the Russian Federation; c) loss of one or both parents (legal representatives) or a single parent (legal representative) by the student during the period of education

b) In order to realize everyone's right on education, a financial support is provided during the period of education where necessary (full or partial) to persons in need of social support. The Education law, article 34 (paragraph 2) provides social support measures and incentives to students as established by special legislative acts:

1) full state support including provision of clothing, footwear, rigid and soft inventory in cases and in accordance with the procedure established by federal laws and laws of subjects of the Russian Federation (Article 38);

2) provision with meals in cases and in accordance with the procedure established by federal laws and laws of subjects of the Russian Federation (Article 37);

3) provision with places in boarding schools as well as providing with living quarters in dorms (Article 39);

4) transport services (free transportation to the place of study, etc.) - (Article 40);

5) scholarships, financial assistance and other cash benefits provided by the Education law (Article 36);

6) provision of educational loans (Article 104);

7) other measures of social support provided by regulatory legal acts of the Russian Federation and normative legal acts of subjects of the Russian Federation, legal acts of local governments, local regulations.

The following types of scholarships (article 36 paragraph 2 of the Education Law) are available in the Russian Federation:

1) state academic scholarships for students;

2) state social grants for students;

3) state scholarships for graduate students, residents, interns, assistants;

4) scholarship of the President of the Russian Federation and Government of the Russian Federation Scholarship;

5) scholarships;

6) scholarships to students granted by legal entities or individuals, including legal entities or individuals who sent them to training;

7) scholarships to students of preparatory departments in cases provided by law.

The law also provides scholarships to students - foreigners and stateless persons (Article 36, paragraph 11).

Special assistance in education is provided to orphans, persons with disabilities and other categories in need of social support. In particular, a special program of free training for young mothers has been performed in 2013 - 2015 (see. Resolution of the Government of the Russian Federation dd August 31, 2013, N 756 "On experiment in training for young women under the age of 23 with one or more children in the preparatory departments of the federal state educational institutions of higher education in 2013-2015").

In addition to these measures, the Education Law establishes the right of students on free use of library and information resources, educational, industrial and scientific base of the educational institution; publication of their works in the books of educational organizations free of charge (Article 34, paragraphs 20 and 25). Students of state-funded places can use textbooks and manuals at the time of educational free of charge as well as teaching materials (Article 35).

c) The Labour Code provides for a number of guarantees and compensation to workers combining work and study. Thus, according to Article 173 of the Labour Code (as amended by The Federal Law dd July 2, 2013 №185-FZ), workers who were sent to study by the employer or who entered independently a higher education institution are given an additional leave by the employer with preservation of the average wages for taking intermediate attestation in the first and second year - 40 calendar days each, and each of the following years - 50 calendar days; taking final state exams - four months according to the curriculum. Once during an academic year the employer is to pay for a return ticket to the place of the location of this education institution if it is located in another city. In addition, on the agreement between the parties of the labour contract the working hours may be reduced by giving the worker one day off a week or by shortening the length of working hours during the week with full or partial preservation of the average wages.

Article 173.1 of the Labour Code (introduced by the Federal Law dd July 2, 2013 №185-FZ) provides workers mastering programs for highly qualified personnel (residency/ adjuncture, internship and assistantship) with a right on additional annual leave- 30 calendar days with preservation of the average wages. The time taken to travel to the place of study and back is

added to this leave (average earnings and cost of travel is also paid by the employer). In addition, these workers are provided with one day off work with pay 50 per cent of the average wages.

Workers in residency (postgraduate military course) as well as candidates for a degree of Candidate of sciences are entitled to an additional leave - three months with preservation of the average wages.

According to article 174 of the Labour Code, workers combining work with secondary vocational training are also provided with additional leave with preservation of the average wages for taking intermediate attestation in the first and second year - 30 calendar days each, and each of the following years - 40 calendar days and taking final state exams - two months according to the curriculum. On the agreement between the parties of the labour contract the working hours may be reduced (by giving the employee one day off a week). In addition, the employer pays for a return ticket to the place of the location of this education institution (in the amount of 50 per cent of the fare).

Guarantees and compensation to workers going into general education or general secondary education in the form of part-time training are provided by the Article 176 of the Labor Code. They are also granted an additional paid leave of 9 and 22 days, respectively. At their request they can have a shorter week or shorter working day / shift (appropriate hours) and workers are paid 50 per cent of the average wages.

Guarantees and compensation to workers combining work with education are provided in case of going into education of the appropriate level for the first time. Guarantees and compensation to workers aimed at going into second education by agreement between the parties (employer and workers) are the same as well as additional guarantees may be established and provided in accordance with the contract of apprenticeship or employment contract.

d) Russian labor legislation provides the participation of workers 'representatives and employers' representatives in the organization and training of workers to ensure the most favorable conditions for effective vocational training within social partnership. The details of these issues can be described in collective agreements, local regulations on labor and individual labor contracts.

While the law guarantees the freedom of choice of the conditions included in the collective agreements, Article 41 of the Labor Code "Content and structure of the collective contract" refers to the ability to include provisions on vocational training (retraining) in the collective agreement of the enterprise, the organization (part 2 par. 4 Article 41 of the Labour Code). Article 46 "Content and structure of the agreement" says that a condition of "training and additional vocational training of workers including for the modernization of production" (Part 2

of Article 46 abz.5 the Labour Code (as amended by Federal Law dd June 2, 2013 №185-FZ) can be included into agreement.

Collective agreements and contracts include provisions for monitoring the implementation of all commitments. In organizations, enterprises such control is carried out by the parties of social partnership as a rule by a special commission composed of representatives of workers and employers. Thus, the representation of the social partners (workers and employers) is provided at all stages from the negotiation and conclusion of collective agreements to control of their execution.

2) Please, indicate the measures taken (organizational and administrative activities, programs, action plans, projects, etc.) for legal documents enforcement.

The procedure for granting of state academic scholarships and (or) the state social scholarships to students studying full-time at the expense of federal budget, state scholarships to graduate students, interns, assistants, interns, assistants studying full-time at the expense of federal budget, scholarships to students of preparatory departments of federal government educational institutions of higher education, studying at the expense of federal budget is approved by the Ministry of Education and Science of the Russian Federation dd August 28, 2013 N 1000. Other types of scholarships are also awarded and paid as provided by special regulations order.

Each year, a special order of the Russian Ministry set a quota for the scholarships of the President of the Russian Federation and the Government of the Russian Federation for full-time students of educational institutions of higher education, post-graduate full-time students of educational institutions of higher education and secondary vocational education and scientific institutions, studying in the field or fields of study, the relevant priority areas of modernization and technological development of the Russian economy,

In 2014, the Russian Ministry of Education has developed and approved a program "On measures on social support for citizens of the Russian Federation independently entered leading foreign educational institutions with majors and areas of training, which quality meets the highest international standards and measures to ensure their employment in organizations registered in the Russian Federation by qualification "(Resolution of the Government of the Russian Federation dd June 20, 2014 № 568). It is planned to train 1.5 thous. people in leading foreign universities in 2014-2016.

In 2008, Russia has launched a program of *educational concessional loan*. It means that recipients of students loans in basic vocational educational programs may be granted state

support. Every adult citizen of the Russian Federation studying on a fee paid basis in the educational institution on the basis of vocational educational programs and having positive results can be a recipient of *educational concessional loan*. Students concessional loan is available to students of educational institutions included in the list of educational institutions selected to participate in the state program of educational loans. In August 2014 the list was expanded to 134 institutions of higher education <sup>4</sup>

State educational loan is granted for a fairly long period (11 years) and payments are performed after graduation and employment. A deferral of payments can be granted in case of military onscription or academic leave. It has been possible to get educational loan on favorable terms for state subsidies program since 2009. This program is active in "Sberbank" and bank "Souz". In this program, the state pays three-quarters of the normal rate for students decided to take a loan and the borrower will have to pay 5% per annum. In addition, the state insures all its educational loans to reduce the risk of non-payment.

3) Please, provide statistical data and other relevant information on the extent and manner of this provision's practical application. Key indicators showing compliance with this provision: vocational education - free of charge or for a fee; the existence of financial support systems (grants, scholarships, student loans, etc.); measures to include time spent on workers training in their working time; measures to monitor and evaluate the effectiveness of young workers training in the enterprises undertaken with the participation of trade unions).

Financing of vocational education is mainly performed at the account of budgetary sources although their role is reducing as the level of education is rising (Table 3.12).

Table 3.12 - The structure of funds of vocational educational institutions of the Russian Federation by funding (as a percentage of total funding)

	2009	2010	2011	2012	2013
Elementary vocational education					
Total	100	100	100	100	100
Budgetary sources	91,1	91,1	91,6	93,6	94,3
including:					
Federal budget	...	...	...	23,5	29,9
Budgets of the subjects of the Federation	...	...	...	69,3	63,7
Local budgets	...	...	...	0,8	0,7
Extra-budgetary sources	8,9	8,9	8,4	6,3	5,7
including:					
companies	4,6*	5,0*	4,7*	2,6	2,8

<sup>4</sup>

Order of the Ministry of Education and Science dd 26/04/2013 N 311



people				3,2	2,3
Secondary vocational education					
Total	100	100	100	100	100
Budgetary sources	79,0	79,6	81,0	80,0	83,5
including:					
Federal budget	34,5	30,3	27,2	7,5	7,5
Budgets of the subjects of the Federation	44,5	49,3	53,2	69,9	73,2
Local budgets	1,0	0,4	0,6	2,5	2,8
Extra-budgetary sources	19,9	20,1	18,9	20,0	16,5
including:					
companies	5,0	4,0	4,0	4,7	4,7
people	14,5	14,8	13,7	14,8	11,1
Higher vocational education					
Total	100	100	100	100	100
Budgetary sources	50,5	53,5	55,1	57,2	57,7
including:					
Federal budget	48,7	51,6	53,3	55,0	55,3
Budgets of the subjects of the Federation	1,7	1,8	1,7	2,1	2,3
Local budgets	0,1	0,1	0,1	0,1	0,1
Extra-budgetary sources	49,5	46,5	44,9	42,8	42,3
including:					
companies	14,6	10,6	12,1	14,2	13,6
people	33,5	33,5	29,7	27,3	27,2
Other extra-budgetary sources	1,4	2,4	3,1	1,3	1,5

\*Sales income from additional educational services.

*Source:* based on Education in the Russian Federation 2014. St.b.- M.: National Research University - Higher School of Economics, 2014. <http://www.hse.ru/>

Elementary vocational education is almost entirely funded from the state budget (2013 - more than 94.3%), and over 60% accounts for the budgets of the subjects of the Federation, while the share of the federal budget is less than 30%).

A similar situation is in secondary vocational education, however, the share of the budget is accounted for approximately 80%, and 70% of which - funds of the subjects of the Federation (and during 2009-2013 the role of this source was growing considerably: 44, 5% to 73.2%), whereas the role of the federal budget decreased from 34.5% to 7.5%. It was a result of the redistribution of funding sources of this level of education between the budgets of different levels.

The share of budget in higher vocational education is much more modest: 2013 - 57.7%, there was a decrease by 7.2 percentage points compared to 2009. However, this funding comes from the state budget, the share of regional budgets and local budgets accounts for less than 4% of all financial resources of universities.

Extra-budgetary sources (organizations, population, non-budgetary funds) play a minor role in the financing of vocational education and their share tends to decrease at all levels of education. In 2013 the elementary vocational education accounted for only 5.7%, secondary vocational - 16.5% (2/3 of which - funds of population, 28% - funds of organizations) and only higher education accounted for 42.3% (60% of which - expense of population and 30% - expense of organizations). The funds of organizations accounted for almost a half (49.1%) of all extra-budgetary funds in the elementary vocational education in 2013.

Budgetary funds prevail in elementary and secondary vocational education (Table 3.13). Thus, the vast majority of students studies for free in the institutions of elementary vocational education (2013 - 98.5%). A small number of students studying at their own expense decreased more than twofold compared to 2010. And a very small number of students studying at the expense of organizations of employers has decreased fourfold over the same period.

Table 3.13 - Number of students by funding sources for vocational education (at the beginning of academic year, thous. people)

	2010	2011	2012	2013
<b>Elementary vocational education</b>				
Total number of students	1006,6	...	...	774,2
including:				
Budget	977,4	...	...	762,6
Organizations ( employers)	1,6	...	...	0,4
At student's expenses	26,9	...	...	11,2
Other sources	0,8	...	...	0,0
<b>Secondary vocational education</b>				
Total number of students	2125,7	2081,7	2087,1	1982,1
including:				
Budget including:	1485,9	1492,4	1524,2	1450,1
At state and municipal educational institutions	1485,7	1491,9	1523,4	1448,2
At private educational institutions	0,2	0,5	0,8	1,9
At the expenses of individual persons and(or) legal entities according to contracts for additional educational services including:	639,8	589,3	562,9	531,9
At state and municipal educational institutions	541,2	492,1	461,0	407,9
At private educational institutions	98,6	97,2	102,0	124,1
<b>Higher vocational education</b>				
Total number of students	7049,8	6490,0	6075,3	5647,7
including:				
Budget including:	2619,8	2455,8	2338,0	2196,9
At state and municipal educational institutions	2619,3	2455,2	2332,9	2190,3
At private educational institutions	0,5	0,6	5,1	6,6
At the expenses of individual persons and(or) legal entities according to contracts for additional educational services including:	4430,1	4034,1	3737,3	3449,7

At state and municipal educational institutions	3229,5	2998,6	2812,3	2571,6
At private educational institutions	1200,6	1035,5	925,0	878,1
From the number of students studying at the expenses of individual persons and(or) legal entities :				
at the expenses of individual persons	...	2778,7	2621,1	2426,5
at the expenses of legal entities	...	28,3	30,8	29,3
at the expenses of individual persons and legal entities	...	191,6	160,5	115,8

*Source:* Education in the Russian Federation 2014. St.b.- M.: National Research University - Higher School of Economics, 2014. <http://www.hse.ru/>

The share of students studying for free (at the expense of budgets) at the institutes of secondary vocational education increased from 69.9% in 2010 to 73.2% in 2013, while the percentage of students studying at the expense of individual persons and ( or) legal entities according to contracts for additional educational services decreased from 30.1 to 26.8% (mainly due to tuition fees in state and municipal institutions, because number of students in private institutions at this level of training increased by 26%) over the same period<sup>5</sup>.

The situation in higher vocational education is different. Less than 40% of students are studying for free (although during 2010-2013 this indicator increased by 1.7 percentage points, while the number in private universities increased by a factor of 13). The rest study at the expense of individual persons and (or) legal entities according to contracts for additional educational services , and 3/4 of them are students of state and municipal institutions. 70% of students studying on a fee basis study at the expense of individual persons, less than 1% - at the expense of legal entities and 3.4% - due to the combined source of funds (both individual persons and legal entities), although the number of these students decreased by 40% for 2011-2013.

In the 2013/2014 academic year, the scholarships were granted to 52% of students of state and municipal secondary vocational educational institutions and 46% of students of state and municipal universities, and the indicator remained practically stable for 2010-2014 (Table 3.14). In private (non-state) institutions where students study on a fee paid basis, the percentage of scholarship is low: 2% of full-time students in secondary vocational educational institutions and 4% - in higher vocational institutions, though both institutions demonstrated a significant growth during the period (6 and 7 times respectively).

Table 3.14 — Number of full-time students granted scholarships and other forms of financial support (at the beginning of academic year, thous. people)

<sup>5</sup> The available statistics for this level of education does not allow to split this group of students into students studying at their own expenses and at the expenses of organizations ( employers)

	2010/2011	2011/2012	2012/2013	2013/2014
Secondary vocational education				
Full time students in total	1578,2	1569,1	1608,2	1556,0
including:				
State and municipal educational institutions	1518,4	1506,9	1537,8	1465,1
Private educational institutions	59,8	62,2	70,5	90,8
Granted scholarships, total	749,7	764,4	789,1	762,4
including:				
State and municipal educational institutions	749,4	763,9	789,1	760,6
Private educational institutions	0,3	0,4	0,8	1,8
Other forms of financial support, total	316,3	329,8	322,2	284,2
State and municipal educational institutions	316,0	329,5	321,8	283,8
Private educational institutions	0,2	0,4	0,4	0,3
Including scholarship funds, total	267,8	289,0	275,5	238,9
State and municipal educational institutions	267,8	288,8	275,3	238,9
Private educational institutions	0,0	0,1	0,2	0,0
Higher vocational education				
Full time students in total		2847,7	2724,3	2618,8
including:				
State and municipal educational institutions		2687,1	2592,2	2496,0
Private educational institutions		160,5	132,0	122,9
Granted scholarships, total	1255,2	1226,9	1184,1	1143,2
including:				
State and municipal educational institutions	1254,5	1226,3	1181,9	1138,2
Private educational institutions	0,7	0,5	2,3	5,0
Other forms of financial support, total	626,5	604,7	604,2	577,2
State and municipal educational institutions	625,6	603,9	603,0	567,3
Private educational institutions	0,7	0,8	1,2	10,0
Including scholarship funds, total	493,4	487,5	496,6	484,2
State and municipal educational institutions	493,4	487,5	496,6	484,1
Private educational institutions	0,0	0,0	0,0	0,2

*Source:* based on Education in the Russian Federation 2014. St.b.- M.: National Research University - Higher School of Economics, 2014. <http://www.hse.ru/>

If to talk about vocational training of organizations' workers, according to the results of the federal statistical survey in 2013, 806,428 people were trained with the programs for workers and employees, for retraining of workers and employees as well as training of workers and employees directly in institutions, ie at the expenses of e employer. And it is 40.5% of all

organizations' workers trained in this program<sup>6</sup> Fifth part (21.6%) of them were trained in the form of mentoring.

The vast majority of trained directly in the organization (84.6%) were workers, a quarter of them were trained in the form of mentoring. In second place belongs to the specialists (8.8%), and only 6026 of them or 8.5% used mentoring <sup>7</sup>

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<sup>6</sup> Excluding small businesses.

<sup>7</sup> Education in the Russian Federation 2014. St.b.- M.: National Research University - Higher School of Economics, 2014. <http://www.hse.ru/>

#### 4 Article 15 – The right of persons with disabilities to independence, social integration and participation in the life of the community

With a view to ensuring to persons with disabilities, irrespective of age and the nature and origin of their disabilities, the effective exercise of the right to independence, social integration and participation in the life of the community, the Parties undertake, in particular:

1. to take the necessary measures to provide persons with disabilities with guidance, education and vocational training in the framework of general schemes wherever possible or, where this is not possible, through specialised bodies, public or private;

2. to promote their access to employment through all measures tending to encourage employers to hire and keep in employment persons with disabilities in the ordinary working environment and to adjust the working conditions to the needs of the disabled or, where this is not possible by reason of the disability, by arranging for or creating sheltered employment according to the level of disability. In certain cases, such measures may require recourse to specialised placement and support services;

##### 4.1 Article 15§1

Article 15§1 - to take the necessary measures to provide persons with disabilities with guidance, education and vocational training in the framework of general schemes wherever possible or, where this is not possible, through specialised bodies, public or private;

1) We ask you to describe national employment policy and the overall regulatory framework. Please, specify the nature, causes and extent of reforms.

In 2012, the Russian Federation has ratified the UN Convention on the Rights of Persons with Disabilities (2006) enshrining the basic policies to ensure access to education for persons with invalidity and disabilities (HL).

**On June 1, 2012 the President of Russia signed a decree "On the national strategy for protection of children in 2012-2017". It refers to the need for a legally enforceable right of children with disabilities to inclusive pre-school, general and vocational education. Inclusive education as a national strategy means that the creation of an environment accessible to persons with disabilities is imperative to the development of educational institutions. With requirement begins harmonization of educational standards with the UN Convention on the Rights of Persons with Disabilities.**

The provisions of the Convention are reflected in the legislation of the Russian Federation including the Federal Law dd December 29, 2012 № 273-FZ (rev. and amn., came force 03.31.2015) "On Education in the Russian Federation" (hereinafter - a new law "On Education in the Russian Federation").

The new law "On Education in the Russian Federation" enshrined term "persons with disabilities". "Persons with disabilities" mean individuals with deficiencies in physical and (or) psychological development as evidenced by the special board and is a condition that prevents obtaining education without

creating special conditions for them. The law confirmed the possibility of education for persons with disabilities and education programs adapted to them and individual education plans. **For the first time legislation enshrined provisions on inclusive, ie collective educating and training of children with disabilities.** In accordance with the Law in order to implement the right to education, the authorities (at all levels) must create "the necessary conditions for persons with disabilities to use the right to education **without discrimination** and on the basis of equal opportunity, to correct developmental disorders and for social adaptation, to provision of early correctional aid through special pedagogical approaches and with the help of the most suitable languages, methods and ways of communication. And conditions should conduct education of a certain level and certain direction as well as social development of these persons, including help of organization of inclusive education for persons with disabilities taking into account features of their mental and physical development and health including free social, educational and psychological assistance.

*Article 79 of the new law "On Education in the Russian Federation" says that the authorities of state power of subjects of the Russian Federation should create organizations engaged in educational activities involving adaptive basic educational programs for deaf, hearing-impaired, late deafened, blind, visually impaired, with severe speech disorders, with MSD, with mental retardation, mental retardation, autism spectrum disorders, with complex defects, and other students with disabilities.*

The new law "On Education in the Russian Federation" controls higher education (bachelor degree or specialist's degree) with special admission regulations. Children with disabilities, invalids of the I and II groups, disabled since childhood, disabled as a result of military trauma or disease obtained **during** military service and according to the conclusion of federal institution of medical and social assessment there are not any contraindications for their training in educational institutions, have a right to education within the quota and in case of successful admission examinations and the right to admission to the preparatory department of the federal state educational institutions of higher education at the expenses of budgetary allocations. The quota for admission to free higher education is set annually for every educational institution "in the amount of not less than ten percent of the total number of citizens trained at the expense of budgetary allocations" at all levels.

Right to admission to preparatory departments at the expenses of budget is given to 13 categories of citizens including: children with disabilities, invalids of the I and II groups according to the conclusion of federal institution of medical and social assessment there are not any contraindications for their training in educational institutions. These persons are granted the preemptive right to be admitted to educational institution for training (bachelor degree or

specialist's degree) in case of successful admission examinations and on the basis of equal opportunity. .

An important role in the realization of the right to education of children with disabilities and children with HL belongs to the opportunity to receive education during long-term care in special medical institutions. The new law "On Education in the Russian Federation" said that students who need long-term treatment, children with special social status (HL and children with disabilities) who can not attend educational institutions for health according to the conclusion of medical organization and written request of parents (legal representatives), training involving general curriculum is organized at home or health care organizations. In accordance with p. 5.art. 41 of the Federal Law "On Education in the Russian Federation", the conclusion of a medical organization or written request from the legal representatives of the child is the basis for the organization of training at home or hospital.

Provisions of the new law "On Education in the Russian Federation" established the rights of subjects of the Russian Federation to adopt laws and other regulations in the field of education does not contradict federal law. Many subjects of the Russian Federation adopted laws on education and acts regulating the issues of education for children with disabilities and children with HL. Among the new laws are:

- Law of the Chuvash Republic dd July 30, 2013 № 50 "On education in the Chuvash Republic";

- Law of the Republic of Bashkortostan dd July 1, 2013 № 696-3 «On education in the Republic of Bashkortostan»;

- Law of the Republic of Karelia dd 20.12.2013 № 1755-ZRK "On Education" and others.

The Law of the Chuvash Republic dd July 30, 2013 № 50 "On education in the Chuvash Republic" makes the authorities of the region responsible for regulation of conditions in the sphere of realization of the right to education of children with HL. The law specifies that the authority shall create the necessary set of conditions:

- to get quality education without discrimination;
- to correct developmental disorders and social integration;
- to provide early correctional aid through special technologies of training and with the most suitable languages, ways of communicating;
- to maximize the education of a certain level and orientation;
- for development of persons with special social status based on the institutions of inclusive education (art. 8 of the law).



The basic organizational conditions for education of persons with special social status and functional limitations are established in art. 19 of the Law of the Chuvash Republic dd July 30, 2013 № 50 "On education in the Chuvash Republic", including:

- establishment of special conditions for the training and development of students (application of special programs, teaching methods, training facilities, material and technical resources, etc.);

- provide students with the HI with special literature as well as the services of sign language interpreters and blind sign language interpreters at the expenses of the budget;

- provision of vocational education for persons with HL (also with various forms of mental retardation) without elementary or general secondary education;

- use of special education programs adapted for people with HL;

- training and assistance in attraction of teaching staff with special skills.

The Law of the Republic of Bashkortostan dd July 1, 2013 number 696-s "On education in the Republic of Bashkortostan" defined the following powers of public authorities in the field of education (art. 4 of the Act):

- provision of vocational training for persons with HL (with various forms of mental retardation) without elementary or general secondary education;

- ensuring the conditions for the preparation of teachers with special skills, methods and forms of training and education for persons with HL.

The Law of Moscovskay oblast "On education» № 17159 P odd July 11, 2013 defined the priority areas of education for persons with the HL and persons with disabilities:

- organization of education for children with HL in educational institution together with other students and in separate classes (groups) at least 2 times per month to participate in activities aimed at education, development and socialization of children with HL;

- establishment of forms and methods of implementation of inclusive education by psychological, medical and pedagogical council of educational institution with the direct participation of parents (legal representatives).

Amendments the law in connection with case of Shtukurov v. Russia. The Constitutional Court of the Russian Federation in the judgment dd 27.02.2009 №4-P "On the case on the constitutionality of certain provisions of Articles 37, 53, 135, 222, 284, 286 and 399 I of the Civil Procedure Code of the Russian Federation and Part 4 of Art. 28 of the Law "On psychiatric care and guarantees of citizens' rights in its provision" in response to complaints from citizens Y.K. Gudkov, P.V. Shtukurov and M.A. Yashina, has projected the findings of the European

Court of Human Rights on the Civil Procedural Law and Law of the Russian Federation "On psychiatric care and guarantees of citizens' rights in its provision " dd July 2, 1992 № 3186-1.

The adopted Law (№ 67-FZ dd April 6 2011 "On Amendments to the Federal Law" On psychiatric care and guarantees of citizens' rights in its provision " amending the Mental Health Law and Civil Procedure Code of the Russian Federation, went further the position of the Constitutional Court. It provided citizens recognized as incapable with additional rights, and it significantly changes the attitude of the law to the disability. For the first time the law has recognized the independence of people with mental disorders and declared incompetent in dealing with the issues that were deal by other people - their carers.

For the first time there was a right of the citizen recognized incapable to express his attitude to psychiatric treatment in general. The law stipulated that the citizen recognized as incapable gives his consent to treatment on an equal basis with other people (capable). The same applies to refusal of treatment, psychiatric examination, etc. There is the priority right of the citizen recognized as incapable and not his guardian, to express his attitude to any kind of psychiatric treatment.

Not all patients can express their attitude to the proposed treatment. Therefore, the law provides that the consent to or refuse of medical intervention (mental health care) gives a person suffering from a psychiatric illness. If the citizen himself in his condition can not give his consent or refuse treatment, the consents is given by his legal representative. Those. by way of exception there is a possibility to provide mental health care with the consent of a guardian or other legal representative.

The law introduced a provision that if the decision is made by guardian instead of incapable citizen, the guardian shall notify the guardianship agency at the place of residence no later than the day after the decision. So guardianship agency can check if a guardian abuses his authority giving consent to treatment or refusing it. If there is an information about the possible abuse by a guardian (from physicians, psychiatrists, relatives or other persons) the guardianship agency has the right to intervene and check.

The law contains a provision that the hospitalization of the citizen recognized as incapable is possible only by court order. Even if the citizen is not capable to give his consent to hospitalization it is possible at the decision of the guardian but in any case there is a judicial review. And in this case the guardian is oblige to notify the guardianship agency (the he makes that decision). Now the standard of the Law on Psychiatric Care says that the reasons for neuropsychiatric hospitalization is a private statement of a person including a person recognized as incapable. This suggests that the opinion of a legally incapable citizen is taken into account. The conclusion of medical board with the participation of a psychiatrist is necessary.

The provisions of the Law on social services for senior citizens and disabled people (Federal Law dd August 2, 1995 N 122-FZ (ed. November 25, 2013) had a common criteria relating to the possibility of involuntary placement in nursing homes and boarding schools:

Som on the one hand, capable persons can be hospitalized involuntarily, these persons lost their ability to self-care, i.e. an objective criterion, on the other hand, regardless of actual ability to meet their vital needs, disability in this way is regarded as the equivalent of human helplessness. Federal Law № 67-FZ dd06.04.2011 "On Amendments to the Federal Law" On psychiatric care and guarantees of citizens' rights in its provision" and " Civil Procedure Code of the Russian Federation " deleted the loss of ability to self-care, to mobility of capable citizen from the grounds of involuntary hospitalization.

The same changes effected the procedure of discharge from the psycho-neurological hospital. Discharge from social service institutions is performed at the personal request of the citizen, including incapable by the resolution of the medical commission with the participation of a psychiatrist stating that such person for medical reasons is able to live independently.

Amendments of the Civil Procedure Code of the Russian Federation. The cause of these amendments was the implementation of the provisions of the Constitutional Court (case of Shtukaturov P.V.) regarding procedural issues, procedural limitations of people in relation to the recognition of their legal capacity and in relation to the decision that had been already made.

Civil Procedure Code of the Russian Federation provides an unconditional right to the citizen to participate in the case dedicated to his incapability. Now the Code says that the participation of the citizen is mandatory if his presence in the court session poses no risk to his life or health or to health and lives of others. Such participation is necessary so he can explain his position to court. Moreover, if the personal presence of the citizen endangers his life and health, the case is considered by court at the location of the citizen including the room of a psychiatric hospital or psycho-neurological institution with the participation of the citizen so the possibility of failure to call the citizen is completely ruled out. This is very important because from the point of view of the European Court of Human Rights and Constitutional Court of the Russian Federation, it is important for the court to form an opinion about the need to recognize the person as incapable through direct contact with him.

Currently, the citizen has an opportunity to apply to court with an application to restore of legal capacity and it is considered by the same rules. The most important thing and the most revolutionary in relation to the status of disability is that the Civil Procedure Code of the Russian Federation now has an article 37, p. 5 of the Civil Procedure Code of the Russian Federation, and it is connected to the acts of legal representation in civil proceedings. A new standard has appeared and it says that the court is entitled to attract disabled people (recognized as incapable)

themselves to the cases their interests are represented by legal representatives. It actually gives the possibility to ensure the involvement of the incapable citizen in the process for any category of cases .

2) Please, indicate the measures taken (organizational and administrative activities, programs, action plans, projects, etc.) for legal documents enforcement.

Russia has developed a new concept of the state policy in the field of children's rights for the period until 2025, it has defined a set of proposals aimed at implementing the main tasks of differentiated support for families including families with children with disabilities including state guarantees on education to such children.

Together with the Russian Ministry of Labor, Ministry of Health, Ministry of Sports an inter-agency comprehensive plan for organizing of inclusive education and creation of special conditions for education of children-invalids and children with disabilities had developed and approved for 2015.

An annual monitoring of conditions in vocational educational for vocational education of persons with disabilities and HL is performed as part of a measures set aimed at improving the effectiveness of actions implementation to promote the employment of persons with disabilities and to ensure the availability of vocational education for 2012-2015, approved by the Federal Government on October 15, 2012 № 1921-p. Its results are presented as a report to the President of the Russian Federation and Government of the Russian Federation.

Guidelines on accessibility of buildings and structures of secondary vocational educational institutions and higher vocational educational institutions for persons with disabilities (letter dd December 3, 2012 № MK-1797 /10) are developed and sent to the heads of higher executive authorities of subjects of the Russian Federation. Guidelines are designed to ensure the availability of educational institutions buildings and areas including classrooms, student dormitories, sanitary facilities, dining rooms, sport facilities as well as the creation of an integrated information system of navigation including visual media for hearing impaired, tactile media, audio media and more.

Order of the Ministry of Education and Science of the Russian Federation dd September 20, 2013 № 1082 "On Approval of the psychological and pedagogical board" and Art. 42 "Law on Education" defines the rights of children with HL and parents on the psychological and pedagogical, medical and social assistance. Psycho-pedagogical boards are established in order to identify children with physical and (or) mental development disorders and (or) behavioral disorders, to perform complex psychological and medical examination and prepare

recommendations to provide them with psychological and educational and health care and organization of their education and training.

The board may be central or territorial. It includes: educational psychologist, teachers, speech pathologists, speech therapists, pediatrician, neurologist, ophthalmologist, otolaryngologist, orthopaedist, children psychiatrist, social pedagogue. If necessary, they invite other specialists. The number of boards is determined as one board per 10 thousand children living in the territory, but at least one board in the subject of the Russian Federation. Information about the survey of children by the board, results of the board as well as other information related to the examination of children by the board, is confidential.

The main activities of the Board:

a) examination of children at the age of 0 - 18 in order to identify characteristics of physical and (or) mental development and (or) behavioral deviations; b) preparation of recommendations to provide children with psychological, medical and educational assistance and organization of their education and training, validation, update or change of prior data; c) providing guidance to parents (legal representatives), workers of educational institutions and organizations providing social services, health care organizations, and other organizations in educational, training and deviation corrections of children with disabilities; d) promotion of development of individual rehabilitation program for a disabled child; d) data registration on children with disabilities.

The examination of children with disabilities and children-invalids before their graduation from educational institutions implementing standard or adapted educational programs is performed by the Board on written request from parents (legal representatives) or by the assignment of educational institutions as well as organizations providing social services, medical institutions and other organizations with the written consent of their parents (**legal representatives**). Medical examination of children at the age of 15 and older is performed with their consent unless otherwise provided by legislation of the Russian Federation. Examination of children, counseling of children and their parents (legal representatives) by the experts of the Board is free of charge. As a result of the examination, the Board creates a form with:

reasonable conclusions about the presence or absence of special need of the child (physical characteristics and (or) mental development) **and (or)** behavioral deviations and presence or absence of the necessity to create conditions for child's education, correction of developmental disorders and social adaptation based on special pedagogical approaches;

recommendations to determine the form of education, educational programs, forms and **methods** of psychological, medical and educational **assistance, creation of special conditions** for education.

Conclusion of the Board is of advisory nature for child's parents (legal representatives). The **conclusion** presented by parents (**legal representatives**) is the base to create **its** recommended conditions for education and upbringing of children by executive bodies of the subjects of the Russian Federation for public administration in the education sector and local authorities engaged in management of education, educational institutions, other bodies and organizations in accordance with **their** competence. The Board provides the children applied to the board independently with psychological, medical and educational assistance as well as inform them about their rights.

*Under the state program of the Russian Federation "Accessible Environment approved by the Federal Government on November 26, 2012 № 2181-r, measures are being taken to equip the ordinary educational institutions with special equipment and devices for easy access and education of children with disabilities including children with visual impairment, hearing loss, locomotor system disorders.*

As part of the national educational initiative "Our New School", a pilot transition to federal state educational standards for education for children with disabilities (124 educational institutions from 24 subjects of the Russian Federation takes part in the test) has started on September 2014. A draft of professional standard "Teacher-psychologist (a psychologist in the field of education)." has been developed. Standard is supplemented with indicators describing organization of education for children with disabilities and invalids.

A number of the subjects of the Federation have adopted regional regulations on the education of children with health limitations and disabled children in medical institutions or at home. These include: Resolution of the Government of Leningradskay oblast № 392dd 12.11.2013 "On approval of regulation and registration of state or municipal educational institutions relations with parents (legal representatives) of students in need of long-term care as well as of children with disabilities regarding organization of training involving general educational programs at home or in health care institutions in the territory of Leningradskay oblast"; Resolution of the Government of the Republic of Bashkortostan № 585 dd December 9, 2013 "On approval of regulation and registration of state or municipal educational institutions relations with students and (or) their parents (legal representatives) regarding the organization of training involving educational programs of elementary general, basic general and secondary general education at home or in health care organizations "; Order of the Ministry of Education and Science of Krasnodarskiy kray № 399 dd January 29, 2014 "On approval of regulation and registration of state or municipal educational institutions relations with students and (or) their parents (legal representatives) regarding the organization of training involving educational programs of elementary general, basic general and secondary general education at home or in

health care organizations "; Order of the Department of Education and Youth Policy of Orlovskaya oblast № 2070 dd December 11, 2013 "On approval of regulation and registration of state educational institution of Orlovskaya oblast or municipal educational institutions relations with students or their parents (legal representatives) regarding the organization of training involving educational programs of elementary general, basic general and secondary general education at home or in health care organizations "and others.

As a rule, in accordance with local regulations, relations of educational organizations with parents (legal representatives) of disabled children and children with HL in need of long-term care whose education is organized at home or in medical institutions of the subjects of the Russian Federation, are governed by local regulations of the educational organizations as well as agreement between the legal representatives of children with disabilities and educational organizations.

This agreement should be done in writing and include:

- rights and obligations of the parties;
- order and time for interim and final attestation
- procedure to provide a disabled child at home or in a medical organization with experts-teachers as well as procedure to provide guidance and advice required by students in order to follow basic educational programs;
- rules of provision of methodical and educational literature and other teaching aids.

An individual plan for the student in a special educational institution is an integral part of the agreement.

3) We ask you to report on relevant indicators, provide statistical data and other relevant information on the effective access of persons with disabilities to education and vocational training (total number of persons with disabilities, number of disabled people at the age of 0 - 18, number of disabled people participating in active measures, in vocational training and special education, including higher education, number of combined classes and special education institutions, basic education and training on the job for teachers).

Table 4.1 — Number of persons with disabilities including children under 19 years of age (thous. people)

	On April 1, 2013			On January 1, 2014			On January 1, 2015.		
	total	including		total	including		total	including	
		men	women		men	women		men	women
Total	12422	5153	7270	12813	5407	7405	12656	5355	7301

Children under 19 years of age	573	326	247	582	331	251	590	334	256
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Source: Rosstat [www.gks.ru](http://www.gks.ru)

Table 4.2 — *Number of people with health limitations studying in the organizations of general education ( thous.people)*

<i>Academic year</i>	<i>Total</i>	<i>Inclusively</i>	<i>Special schools or classes</i>
<i>2011/2012</i>	<i>350,8</i>	<i>141,9</i>	<i>208,9</i>
<i>2012/2013</i>	<i>407,4</i>	<i>196,3</i>	<i>211,1</i>
<i>2013/2014</i>	<i>417,4</i>	<i>207,2</i>	<i>210,2</i>

Source: Rosstat [www.gks.ru](http://www.gks.ru)

*A clear trend can be traced to an increase in the proportion of children health limitations studying inclusively during the considered period (Table 4.2).* Terms and conditions for inclusive education are created in 5961 organizations of basic education.

Inclusive practices are implemented in 316 educational organizations in Moscow. Inclusive education is provided to 8654 disabled children of school age. In order to ensure equal opportunities and access to educational services of a high quality for all students taking into account the diversity of special educational needs and individual opportunities, an issue on establishment of a resource school within each district providing a barrier-free development of adapted educational environment is discussed within inter-regional boards of directors of educational organizations. A variability of educational programs and possibility of internal migration psychologically comfortable for students, parents and teachers is an important resource such school.

The public task of educational organizations implementing inclusive practices includes public project "Implementation of psychological and pedagogical counseling for students, their parents (legal representatives) and teaching staff", funded at the amount of RUB 5 million. for the educational organization. The system of special (correctional) education has 41 educational institution with 4877 children with disabilities. 34 multidisciplinary educational systems implement adapted educational programs. Education at home including use of remote technologies is provided to 1859 children with disabilities.

In accordance with current legislation, parents (legal representatives) have the right to choose the form of education based on individual characteristics and capabilities of students.

Table 4.3 — Information on invalids-students of secondary and higher vocational educational institutions



Academic year	2008/ 2009	2009/ 2010	2010/ 2011	2011/ 2012	2012/ 2013	2013/ 2014	2014/ 2015
Secondary vocational educational institutions							
Invalids	4524	6091	5447	4993	5185	4456	4308
Students	14871	15910	14400	13548	14306	12359	12369
Graduated specialists	2953	4008	3374	3265	3099	2533	2475
Higher vocational educational institutions							
Invalids	5770	7204	6670	5599	5530	5194	5179
Students	24994	23248	22939	20080	18919	16779	16768
Graduated specialists	2463	3040	3080	2783	2712	2500	2561

*Source:* Rosstat and Ministry of education and Science of the Russian Federation

According to the monitoring of the Ministry of education and Science of the Russian Federation, the disabled people and people with HL are being trained in all enlarged groups of professions and specialties of secondary vocational education. The highest number of students is observed in the enlarged group "Computer Science and Engineering" - 17% of all students in secondary vocational education, "Economics and Management" - 12%, "Technique and technology of construction" - 8%, "Nursing Business" - 7%, "Industrial Ecology and Biotechnology" and "Technology of consumer goods industry" - 6%. Adapted educational programs of vocational education have 6036 students with HL and with disabilities. Adapted educational programs of secondary vocational education include 525 professional educational organizations, it is 45% of all educational institutions training people with HL and with disabilities involving programs of secondary vocational education. Total number of educational programs adapted for training of individuals with HL and with disabilities is 183 and it is 60% of all educational programs for SVE of these students.

Also, according to monitoring of conditions for SVE of students with HL and disabilities in educational institutions, the share of employed graduates in the 2012/13 was 58.8%, it is slightly higher than in the previous year (57.4%) . 22% of graduates continued training at the next levels of vocational education. Most of educational institutions implementing educational programs of secondary vocational education assist in the employment of graduates with disabilities - 84% of total number of educational institutions (with students with HL) that have passed the monitoring

There were 3009 young persons with disabilities including 1878 invalids in 75 vocational educational institutions of Moscow in 2013-2014 academic year. Number of teachers engaged in vocational education for persons with HL is 1276 people, including: 862 teachers,

219 trainers, 96 educational psychologists, 88 social workers, 11 teachers pathologists. The number of teachers with special education in order to work with students with disabilities - 279.

In 80% of Moscow colleges there are conditions for vocational training and employment of persons with disabilities and persons with health limitations. There are inclusive education, groups of Correction and Development Training, distance education technologies. The process connected with the provision of graduates with disabilities and persons with HL with jobs at the end of their training is in progress. Students in this category are assigned to companies for training and industrial practices from the first year. Pedagogical staff of vocational educational institutions and enterprises work on social adaptation of students in a particular industry. After graduation graduates start work at those enterprises they were trained and it provides them with professional adaptation and integration. According to the monitoring, 36.6% of graduates with disabilities of vocational education institutions were employed in 2013

Moscow Department of Education developed a model to render psychological and educational assistance for parents and children with special educational needs on the basis of educational institutions and centers for psychological and educational rehabilitation and correction.

In order to work with students with special educational needs and children with disabilities, there are position of teaching staff with appropriate skills to work with these limitations of children's health including assistants (helpers).

There are 10.5 thousand. professionals (teachers - psychologists - 4925, speech therapists - 4445, teacher - speech pathologists – 1104) in the educational institutions of Moscow that provide psycho-pedagogical support for students and pupils. A lot of attention is paid to training of professionals working with children with HL and disabled children. In 2013-2014 academic year schools in Moscow received the right to independent choice of educational training programs for professional development of teachers, it is designed to improve the cost-effectiveness of educational institutions in this field. 8 training programs, 5 master's degree program, 3 internship programs as well as bachelor's degree programs for training of specialists to work with children with special educational needs (Moscow Psychological and Pedagogical University, *Moscow City Pedagogical University*) have been opened at the premises of Moscow pedagogical universities.

In 2013 - 2014, 49% of teachers have been trained involving the program of inclusive education. In 2014, Qualification upgrading courses for educational psychologists of educational institutions took place at the premises of Moscow City Psychological and Pedagogical University. The program was called "Psychological prevention of social risks" and it was a distance course. *Moscow City Pedagogical University* has developed a personalized model of

professional development for teachers and support specialists implementing inclusive practices. In September 2014, 600 teachers and heads of educational institutions from different regions of Russia were trained at the University involving program of inclusive education for children with disabilities, children with health limitations.

#### 4.2 Article 15§2

Article 15§2 - to promote their access to employment through all measures tending to encourage employers to hire and keep in employment persons with disabilities in the ordinary working environment and to adjust the working conditions to the needs of the disabled or, where this is not possible by reason of the disability, by arranging for or creating sheltered employment according to the level of disability. In certain cases, such measures may require recourse to specialised placement and support services

1) We ask you to describe national employment policy and the overall regulatory framework. Please, specify the nature, causes and extent of reforms.

Russia's accessed to the UN Convention on the Rights of Persons with Disabilities in 2008 and ratified the Convention in 2011. It was the impetus for the development of a systematic approach to the regulation of the Russian labor market for persons with disabilities and solution of problems of the disabled in employment.

The Federal Law № 11-FZ "On Amendments to Certain Legislative Acts of the Russian Federation on job quotas for persons with disabilities" has come into force in March 2013, it affected the provisions of the Employment Law, Law on Social Protection of Persons with Disabilities and Code of Administrative Offences (Administrative Code) in the part of new jobs created for persons with disabilities.

In accordance with the amended Article 25 item 3 of the Employment Law, employers are required to submit monthly reports to the employment services with information on the availability of vacant jobs (positions) and implementation of a quota for employment of disabled people and also with :

- information necessary for vocational rehabilitation and employment promotion of persons with disabilities;

- information on the availability of vacancies (jobs) created or selected jobs for persons with disability in accordance with the established quota for the employment of persons with disabilities including information on local regulations containing information about these jobs.

The Code of Administrative Offenses of the Russian Federation (Part 2 st.5.42) amended to increase the extent of administrative responsibility for violation of rights of persons with disabilities by ES at the registration as unemployed. In particular, the size of the administrative

penalty for unjustified refusal to register person with disability as unemployed increased from RUB 2-3 thous. to RUB 5-10 thous.

In accordance with the amendments of part 2 article 24 of the Law on Social Protection of Disabled Persons, the employer in accordance with the established quota for the employment of disabled persons is obliged to:

- 1) create or allocate jobs for persons with disabilities and develop local regulations that contain information about these jobs;
- 2) create conditions for persons with disabilities in accordance with IRP of the person;
- 3) provide information necessary for employment of persons with disabilities in the prescribed manner to ES

As compared to the previous version, *employers have a new duty*: to create local regulations containing detailed information on these created jobs for persons with disabilities based on their disability.

Federal Law № 183-FZ dd July 2, 2013 gave a right to public authorities of the Russian Federation to establish quotas for the employment of persons with disabilities for organizations with more than 35 workers, not 100 as it was until 2013. Thus, the quota system includes small and medium businesses including rural areas, it has greatly expanded employment opportunities for persons with disabilities for additional quota of 300 thousand jobs.

Art. 22, Law on the protection of persons with disabilities was amended by the Federal Law N 168-FZ dd July 2, 2013 "On Amendments to Article 4 and 22 of the Federal Law" On social protection of invalids in the Russian Federation " in order to define special jobs for the employment of persons with disabilities as jobs requiring additional measures for the organization of work including 1) adaptation of basic and auxiliary equipment; 2) technical equipment and devices to suit individual peculiarities of persons with disabilities. It is determined that the special jobs for persons with disabilities are equipped by employer taking into account the impairment of persons with disabilities and their life limitations. According to p. 1 of the Presidential Decree № 597 dd May 7, 2012 "On measures for realization of the state social policy" it is necessary to ensure the creation of 14.2 thous. special jobs for disabled people in 2013-2015 in Russia .

According to art. 20 , Law on the protection of persons with disabilities (as revised on July 2, 2013), a guarantee of employment for this category of population is provided by the special measures enhancing people's competitiveness in labor market. These measures include:

- The establishment of quota for the employment of persons with disabilities (defined at the regional level in the amount of not less than 2% and not more than 4% of the average number of workers exceeding 100 persons. - art. 21) as well as *minimum number of special jobs* for

persons with disabilities set by employment services for enterprises/organizations regardless of their organizational- and legal forms and forms of ownership;

- reservation of jobs in professions most suitable for employment of persons with disabilities;

- encouraging the creation of additional jobs at the enterprises/organizations (including special) for the employment of persons with disabilities;

- creation of working conditions in accordance with the individual rehabilitation program for persons with disabilities.

2) Please, indicate the measures taken (organizational and administrative activities, programs, action plans, projects, etc.) for legal documents enforcement.

Decree of the Government of the Russian Federation N 1921-p dd December 15, 2012 approved the *package of measures aimed at improving the effectiveness of the implementation of activities to promote the employment of persons with disabilities and to ensure the availability of vocational education* including:

1. In accordance with the Order of the Ministry of Labour of Russia № 645 dd December 29, 2012. "On the monitoring of the implementation of additional measures aimed at reducing tensions on the labor market of the Russian Federation and attachment of persons with disabilities on equipped workplace for 2013-2015 ") and Order of the Ministry of Labour of Russia № 63 dd January 30, 2014" On monitoring of creation of equipped jobs and employment for unemployed persons with disabilities and attachment to these workplace "(as amended on September 26, 2014), an annual (since 2013) monitoring of employment and attachment to equipped jobs and demands of persons with disabilities of working age in employment, starting their own business with the presentation of the results to the Government of the Russian Federation.

2. In accordance with the Order of the Ministry of Labour of Russia № 685n dd November 19, 2013 "On approval of the main requirements for special jobs equipment for persons with disabilities taking into account their impairment", the basic requirements to equip special jobs were developed including: selection, installation and operation of the main technological equipment, technological and organizational equipment, tools, accessories. Requirements for the equipment of special jobs for persons with disabilities, using wheelchairs provide the equipment of workplace with devices allowing entrance to workplace and turn of wheelchair. Requirements for equipment of jobs for the visually impaired (blind) provide equipment of workplace with blind technical guidelines and devices with the possibility to use the bold sharp print and Braille, acoustic navigation aids.

3. According to the order of the Ministry of Labour N 515 "On Approval of the recommendations on the list of recommended types of employment and occupation for persons with disabilities in view of the impairment and limitations" dd August 4, 2014, the list of recommended occupations and positions based on impairment and limitations including 207 jobs and 241 offices was established, it is of advisory nature and it does not limit the rational employment of persons with disabilities involving other occupations and positions. The recommendations can be a base for the selection of jobs and careers offered to persons with disabilities by medical and social assessment institutions, employment services and organizations of persons with disabilities engaged in vocational guidance and promotion of employment for persons with disabilities as well as they can be used to coordinate the work of these institutions. It was determined that the rational employment of persons with disabilities should exclude industrial operations, physical and sensory load modes and working conditions than can affect the health and it is necessary to take into account the individual needs of the person in the special adaptation and additional technology.

4. The Government of the Russian Federation adopted the decisions (Government Decree N 1307 dd December 15, 2012 (as revised on September 26, 2013) Government Decree N 1198 dd December 20, 2013, Government Decree N 841 dd August 22, 2014) providing annual subsidies from the federal budget to the budgets of subjects of the Russian Federation on the implementation of measures to promote the employment of unemployed persons with disabilities involving equipped jobs.

5. The Regulation "On the establishment of criteria for assessing the effectiveness of the employment of unemployed persons with disabilities including equipped jobs at the expense of subsidies from the federal budget to the budgets of subjects of the Russian Federation " (approved by order of the Ministry of Labour of Russia N 82 dd 28 September 2013) was developed in order to improve the effectiveness of employment services working in the field of employment of persons with disabilities including equipped jobs at the expense of subsidies from the federal budget to the budgets of subjects of the Russian Federation. The following performance criteria of the employment of unemployed persons with disabilities were developed:

- a) level of employment of persons with disabilities with the assistance of employment services;
- b) level of wages of persons with disabilities employed with the assistance of employment services including equipped jobs;
- c) duration of unemployment of persons with disabilities;
- g) attachment of the person with disabilities to equipped job with the assistance of employment services;

d) impact of the creation of jobs for persons with disabilities with the assistance of employment services;

e) persons with disabilities demand for equipped jobs with the assistance of employment services.

The provision is recommended for use by employment services.

With regard to the activities of the state employment service to guarantee the employment of persons with disabilities and regulation of the inclusive labor market for persons with disabilities, an important step was the establishment of the *Federal government standards of public services and public functions in the field of employment promotion* enshrined in the Employment Law's article 15.1 in accordance with the Federal Law N 361-FZ dd November 30, 2011 (rev. May 27, 2014) "On amendments to certain legislative acts of the Russian Federation." It should be emphasized that in all cases federal government standards fully cover persons with disabilities receiving services provided that individual rehabilitation program issued in the prescribed manner and with a summary on nature and conditions of work presented. So, it is recognized that citizens with disabilities become an integral part of customers of employment services and the full range of services to promote the employment of the general population is applied.

One of the innovations embodied in every federal standard is requirements for the establishment of special conditions (infrastructure) for persons with disabilities seeking employment services. Now these services have to be provided in a separate specially equipped premises ensuring unhindered access including use of wheelchairs

According to the Federal state standard of public services to facilitate citizens in finding suitable employment and employers in selection of the right people, approved by the Order of the Ministry of Labour of Russia № 524n dd November 13, 2012, with respect to persons with disabilities this service means:

- selection of suitable employment options for persons with disabilities (on the basis of information about job vacancies) and by employer's approval;

- issuance of job placement (not more than two) and informing person with disabilities about the need to submit to assignment issued by the ES with the sign of the employer;

- issuance of job placement to the person with disabilities to a related job in the absence of suitable employment options, to offer options of the other paid work (including temporary) with or without advance training;

- execution of person's refusal of a suitable job (in case of disagreement); information about the provisions of labor law and legal consequences in case of refusal.

According to the Federal state standard of public services for organization of vocational guidance of citizens in order to select areas of activity (occupation), employment, vocational training and additional vocational education, approved by order of the Ministry of Labor of the Russian Federation № 380n dd August 23, 2013, with respect to persons with disabilities, this service means:

- consultation and training on identification of factors motivating persons with disabilities to work, search for a job, select occupation and employment, take part in vocational training and additional professional education;

- identification of skills and abilities of persons with disabilities allowing to conduct professional activities and perform work in specific occupations revealing his professional aspirations, physical and psychological qualities

- familiarization persons with disabilities with possible professional activities to enable him to operate in a certain area and perform work in specific occupations (specialties) as well as possible areas of vocational training or additional vocational training that is the most relevant to his features, physical and psychological qualities, health limitations ;

- familiarization persons with disabilities with basic educational and additional vocational programs in selected areas of vocational training (or additional vocational training); as well as with the list of educational institutions performing training and having special conditions for vocation education of persons with disabilities.

The result of the public service is the issue of conclusions to the person with disabilities on:

- 1) recommended occupations in a certain area, and work by specific occupations (specialties);

- 2) possible directions for vocational training;

- 3) conclusions may include an offer of state services involving training and additional vocational education.

According to the *Federal state standard of public service for social adaptation of unemployed people in labor market* approved by Order of the Ministry of Labor of Russia № 3N dd January 9, 2013, with respect to persons with disabilities this service includes:

- Test (questioning) with the help of methods used in the social adaptation of unemployed person with disabilities; identification of the main reasons of difficulties in finding suitable work and employment;

- perform studies involving social adaptation based on test results analysis, identified problems, individual characteristics and limitations of unemployed person with disability;



- Training of unemployed person with disability using methods, techniques and job search techniques, discussion of the best action in finding suitable work and employment;

- Training of unemployed person with disability in independent technology of job search, resume; how to conduct negotiations with the employer about the employment by means of telephone or video communication over the Internet as well as personal interview;

- Discuss preparations for a new job, adaptation in a team, adjustment to a new workplace, performance of professional duties.

- Assessment of information uptake and skills acquisition by the person with disabilities at the end of every lesson and at the end of the social adaptation course.

The result of the public service is the issuance of recommendations to the person with disabilities on job search, resume writing, business conversation with an employer, formation of active life position.

According to the Federal state standard of public services for *psychological support for unemployed citizens*, approved by the Order of the Ministry of Labour of Russia № 4n dd 9 January 2013, with respect to persons with disabilities this service includes:

- Test (questioning) with the help of methods used in psychological support and identification of unemployed on the basis of his major challenges in employment, professional fulfilment and career growth of unemployed persons with disabilities;

- Defining areas of psychological support, including counselling and psychological training, taking into account identified problems, individual characteristics and limitations of person with disability;

- Training sessions and psychological consultations with persons with disabilities aimed at the removal of mental and emotional stress and anxiety, formation of a positive attitude to difficulties in finding job, refinement of methods and ways of behaviour at work and labor market

The result of the public service is the provision of unemployed person with disabilities with recommendations to improve motivation to work, time reduction and enhancing of job search and employment, mitigate psychological obstacles to professional and social self-realization, improving adaptation to existing conditions.

According to the Federal state standard of public services for organization of *paid public works* approved by the Order of the Ministry of Labour of Russia № 52n dd February 11, 2013, with respect to persons with disabilities this service includes:

- existence or possibility of the employer to create working conditions and accessibility of jobs for persons with disabilities;

– availability of infrastructure and transport accessibility of the place of public works for persons with disabilities;

– employment opportunities for persons with disabilities for a permanent job after participation in public works combination of public work with elementary or secondary vocational education.

According to the Federal state standard of public services *for organization of temporary employment of minors between the age of 14 - 18 in their free time; unemployed people with difficulties in job seeking; unemployed people at the age of 18 - 20 from the graduates of educational institutions of elementary and secondary vocational education, people who seek job for the first time*, approved by the Order of Ministry of Labour of Russia № 58n dd 12 February 2013, with respect to persons with disabilities this service includes:

- Selection of employers for temporary employment taking into account the availability of infrastructure and remoteness of the place of temporary employment for persons with disabilities; conditions, timing and duration of temporary employment; employer's availability and possibility to create special conditions and accessibility of place for persons with disabilities( taking into account individual rehabilitation program); employment opportunities for permanent job after a period of temporary employment (including graduates seeking employment for the first time)

-offer of temporary employment options in accordance with the level of training and qualifications, experience and skills; recommended type and conditions of labor in individual rehabilitation program

- coordination of temporary employment options with the person with disabilities, coordination of candidates for vacancy with the employer; registration and issuance of no more than two job placements for temporary employment to the person with disabilities; registration in case of disagreement, refusal of temporary employment options.

According to the Federal state standard of public services *for self-employment promotion, including the provision to citizens officially recognized as unemployed and citizens officially recognized as unemployed with training or vocational training under the assignment of employment services, a one-time financial aid at their state registration as a legal entity, individual entrepreneur or a peasant (farmer's) economy, as well as one-time financial aid with documents for a proper state registration*, approved by the Order of the Ministry of Labour of Russia № 773n dd December 24, 2013, with respect to persons with disabilities this service includes:

- offer the unemployed with disabilities to *self-assess* readiness for entrepreneurship and perform tests aimed at identification of the capabilities and readiness for business, availability of

the necessary knowledge and skills;

- discussion of the results of testing and self-assessment based on which the unemployed person with disabilities decides whether the business is reasonable or not;

- in case of a positive decision on appropriateness of business, provision of unemployed persons with disabilities with information and reference materials for the preparation of business plan and basic requirements for its structure and content; introduction to fundamental entrepreneurship, psychological aspects of a successful business;

- self-preparation of business plan and its review by experts employment services in order to meet the requirements of its structure and content; preparation of documents necessary for the state registration;

- determination of needs of unemployed persons with disabilities to gain knowledge and skills necessary for entrepreneurship and if they are not enough to determine methods, forms and timing of acquisition of knowledge and skills.

In accordance with the Federal state standard of public service *for vocational training and additional vocational education of unemployed people* including training in other areas, approved by the Order of the Ministry of Labour of Russia № 262n dd April 17, 2014, with respect to persons with disabilities this service includes:

- coordination of occupation (specialty) for vocation training or additional vocational education with the unemployed person with disabilities based on the level of education and professional qualifications in demand on the labor market and mentioned by employers;

- selection of educational institutions in accordance with the occupation chosen by the unemployed persons with disabilities;

- assignment of the unemployed to a medical examination if the chosen occupation (specialty) requires mandatory examination.

- coordination of the other occupation (specialty) with the unemployed for vocational training or additional vocational education if medical examinations forbids to work by the previously chosen occupation (specialty);

- informing unemployed person with disabilities on the content and timing of training in the chosen educational program, its expected results; procedure and conditions of payment of scholarship during the period of vocational training or additional vocational training.

These federal state standards do not just adjust and dramatically extend the range of public services to promote the employment of this category of population, suggested by ES in inclusive labor market.

In addition to the federal state standard, *state supervision and control over the provision of state guarantees for the promotion of employment* approved by Order of the Ministry of Labour of Russia № 304n dd July 11, 2013, approved:

Federal state standard for *state supervision and control over the recruitment of persons with disabilities within the quota with the right to conduct inspections, issue binding instructions and reports* (order of the Ministry of Labor № 181n dd June 30, 2013);

Federal state standard for *state supervision and control over the registration of persons with disabilities as unemployed* (order of the Ministry of Labor № 303n dd July 11, 2013 ).

These standards are enforced by Rostrud with the help of routine/unscheduled inspections of employment services in order to comply with legislation that guarantees labor rights of persons with disabilities.

Routine inspections of employment services are performed in accordance with the annual plan approved by Rostrud. Unscheduled inspections are performed on the basis of complaints (applications) to Rostrud from persons with disabilities and their organizations, including:

- non-compliance with or violation of rules, requirements, terms of registration of persons with disabilities as unemployed or in order to find a suitable job;

- possible illegality of the refusal to recognize the person with disability as unemployed or refusal to register in order to find suitable employment, and illegal decisions, actions or omissions of employment service workers at de-registration of the person with disabilities in order to find suitable employment or as unemployed;

- irregularities in the selection of a suitable job for persons with disabilities in accordance with the recommendations contained in the individual rehabilitation program;

- incomplete and unreliable reflection of the information contained in the documents submitted by the person with disabilities in his personal file as the beneficiary of public services and / or in the register of beneficiaries of public services.

The result of the unscheduled inspection is an act of violation of the legislation of the Russian Federation for registration of persons with disabilities as unemployed based on which Rostrud receives the following documents and executes administrative actions:

- *Rostrud's draft order* to eliminate the violations by employment services at registration persons with disabilities as unemployed with the establishment of terms and forms of control over the elimination as well as measures to prevent violations;

- *draft protocol on administrative violations* identified during the inspection (in particular, unjustified refusal to register the person with disability as unemployed);

- *draft order (instruction) on disciplinary punishment* to the director of employment services;

- signing of these documents by the head of Rostrud and their issue to director of employment services, within two days after signing;
- issue of the protocol on administrative offense to court of general jurisdiction to examine the case of administrative offense;
- control the flow of information to Rostrud from the director of employment services on elimination of violations within the period determined by court of general jurisdiction.

Federal state standard for *state supervision and control over the recruitment of persons with disabilities within the quota with the right to conduct inspections, issue binding instructions and reports* will not only greatly expanded the rights of employment services to justification and perform inspections of businesses/organizations in terms of compliance with rules of job quotas for employment of persons with disabilities but also strengthened the administrative liability of employers for violations.

Thus, state supervision and control performed by employment services over enterprises / organizations with more than 100 people regardless of their organizational-legal forms and forms of ownership is performed by routine and unscheduled (field and documentary) inspections of the employment of persons with disabilities within the quota. The grounds for the inspection include:

- Employer's failure (or partial presentation of) to present information on the implemented quota to employment services;
- Failure to comply with quotas for hiring persons with disabilities;
- Expiration of the term given for elimination of previously identified by employment services violations of legislation in the field of job quotas for persons with disabilities as defined by court's decision;
- applications to employment services of persons with disabilities or their legal representatives with complaints about actions (inaction) of officials of the enterprise, unreasonably refused to hire person with disability within the established quota;
- information from government, local government and other organizations with data about unjustified refusal to hire person with disabilities within the established quota.

State supervision and control performed by authorities of employment service entitled to inspect organization include the following steps:

- analysis of information on compliance of jobs (including special) allocated (created) by the organization for employment of persons with disabilities with legal requirements in the field of job quotas for persons with disabilities;

- analysis of compliance of actual workers with disabilities with calculated number of jobs for their employment and with information submitted to employment services on implemented quota;

- inspection of premises persons with disabilities work at;

- decision on violations of legislation in the field of job quotas for persons with disabilities.

Based on the results of inspections perpetrators are brought to justice in case of violations, established by the legislation including:

- initiation of administrative offense proceedings;

- issue of administrative offense report to court of general jurisdiction to examine administrative case;

- issue a copy of the inspection report to prosecutors office.

3) Please, present relevant indicators and provide statistical data and other relevant information about the number of persons with disabilities of working age, number of persons with disabilities employed with conventional conditions and sheltered conditions (crude data, if necessary). We ask you to specify whether the basic provisions of labor law apply to persons with sheltered working conditions where the main work is related to the production.

After the signing of the Convention the number of workers with disabilities increases by 5-6% on average annually. According to the Pension Fund of the Russian Federation it has increased by 23% from 2008 to 2014 and was 2.47 million. people at the beginning of 2015 (Table 4.4 and 4.5).

Table 4.4 - The number of persons with disabilities including of working age and workers with disabilities (thous).

	On April 1, 2013			On January 1, 2014			On January 1, 2015		
	Total	including		Total	including		Total	including	
		men	women		men	women		men	women
Total persons with disabilities	12422	5153	7270	12813	5407	7405	12656	5355	7301
Of working age	3897	2418	1480	3896	2443	1453	3801	2389	1411
Workers with disabilities	2344	-	-	2407	-	-	2473	-	-

Source: Rosstat [www.gks.ru](http://www.gks.ru)

Table 4.5 — Workers with disabilities (on the 1<sup>st</sup> of January) (thous.people)

	2010	2011	2012	2013	2014	2015

Total persons with disabilities	2078	2195	2276	2344	2407	2473
including:						
I group	134	92	93	87	82	82
Including persons disabled from childhood	4	3	3	3	3	3
II group	819	887	898	906	913	923
Including persons disabled from childhood	26	22	23	23	23	23
III group	1115	1209	1280	1348	1409	1466
Including persons disabled from childhood	-	38	46	52	58	69
Children with disabilities	9	6	5	4	3	2

Source: Pension Fund of the Russian Federation

Table 4.6 — Provision of public services to persons with disabilities by employment services (persons)

	2009	2010	2011	2012	2013	2014
Applied for assistance in search of a suitable job	306478	268202	243407	211828	190631	170864
Registered as unemployed	270458	236606	214718	185001	159557	
Granted unemployment benefits*	133106	116874	104381	92429	79152	
Provided vocational guidance	158404	160486	155558	137871	123869	111272
Employed unemployed persons with disabilities	70125	75109	73546	65133	60955	
Found job	84651	87218	84980	76865	75642	73412
Employed within quota	5185	4869	4080	3708	4271	3887
Sent to training	12372	14078	12521	9592	8749	
Vocational training	10138	11720	10779	8717	7997	
including:						
Elementary training	3104	3456	3785	3463	3253	
re-training	5484	6180	4953	3533	3071	
Advanced training	1550	2084	2041	1721	1673	

\*at the end of the year

Source: Federal Service for Labour and Employment

In 2013, the number of persons with disabilities working in the quota-based jobs increased as compared to 2012 by 15.2% and was more than 350 thous. persons with disabilities. As of January 1, 2014, 84.5% of total number of persons with disabilities employed for these jobs during 2012-2013 continued to work in the equipped (equipped) jobs. In 2014, 14 900 jobs equipped for persons with disabilities were created. 15.0 thous. persons with disabilities were employed at these jobs and it is 2,0% more than in 2013

In November 2013 Rostrud opened an information portal “Work in Russia» ([www.trudvsem.ru](http://www.trudvsem.ru)) - a job search service for persons with disabilities to inform them about job opportunities in the open labor market. Internet resource allows them to find vacancies offered

by employment centers including quota and specially equipped jobs for persons with disabilities taking into account the region of residence, category of disability and other user-defined parameters. In May 2014 the portal published information about 64 thousand jobs for persons with disabilities presented by employers to employment centers.

In 2012-2013 there were positive results of employment promotion for persons with disabilities. Even in 2009, with the assistance of employment services 27.6% applied persons with disabilities were employed, in 2012 - 36.3%, in 2013 - 39.7%. The share of successful vocational guidance in 2013 increased from 52% to 65% as compared to 2009.

Socially oriented non-profit organizations that since 2012-2013 have been providing additional support services for specific employment of persons with disabilities to specially created jobs were created in some subjects of the Russian Federation (Moscow, Bryanskay oblast, Tambovskay oblast, Tyumenskay oblast, Nizhegorodskay oblas, Sverdlovskay oblast, Stavropolskiy kray and Krasnoyarskiy kray). Financial support of their actions is performed within the grant support programs and projects of non-profit organizations as well as by annual subsidies from the federal and regional budgets.

In the Russian Federation the control over the employment of persons with disabilities within the established quota is performed on the basis of planned and unscheduled inspections. The legal entities and individual entrepreneurs are inspected. The results for 2014 are published on the website of the Department for Labor and Employment or employment services of several regions.

Two employers violated law on employment quotas for persons with disabilities in the Republic of Komi. Administrative cases were initiated regarding these two employers; one of the employers was penalized. 15 employers received orders to eliminate violations in Tumenskay oblast. 6 employers were fined, others were reprimanded. 10 employers received orders to eliminate violations in Kaliningradskay oblast. All of them were subject to unscheduled inspections and it showed that the requirements were fulfilled. 6 employers received orders to eliminate violations in Volgogradskay oblast, two of them were fined and some of them were warned. One employer received a verbal warning. As a result, 8 working places for persons with disabilities were created. 54 legal acts were made as a result of inspection in Kurganskay oblast, 3 regulations were issued, and 3 protocols on administrative violations were written. Some employers were fined.

***Table 4.7 - Number of persons with disabilities with additional vocational training by economic activity***

	2010	2013



	person	% of trained	person	% of trained
Total	23911	0,5	34274	0,8
Agriculture, hunting and forestry	412	0,7	409	0,8
Fishing, fish farming	1	0,0	5	0,3
Mining	304	0,1	829	0,3
Manufacturing	4357	0,3	5548	0,5
Production and distribution of electricity, gas and water	1214	0,3	1363	0,4
Construction	569	0,3	710	0,5
Wholesale and retail trade; repair of motor vehicles, motorcycles, household goods and personal items	462	0,3	576	0,5
Hotels and restaurants	69	0,4	58	0,5
Transport and communications	1290	0,2	1979	0,3
Finances	489	0,2	329	0,2
Real estate operations, rent and services	2020	0,7	2161	0,9
Education	3701	0,5	6421	0,8
Health care and social services	8429	1,7	13082	2,3
Community, social and personal services	594	0,7	804	1,1

*Services:* Statistical monitoring of additional vocational training of organizations' workers, once per 3-4 years.

Table 4.8 - The level of economic activity, employment and unemployment rate of persons with a disabilities at the age of 15-72 in 2014 (%)

	Economic activity	Employment	Unemployment
Total	15,0	12,1	19,4
including disability groups:			
Ist group	6,6	4,9	25,6
IInd group	9,7	7,8	19,5
IIIrd group	27,6	22,3	19,0
Persons disabled from childhood	9,4	7,7	17,7
Men - total	16,8	13,2	21,5
including disability groups:			
Ist group	7,2	5,5	23,2
IInd group	11,2	8,8	21,7
IIIrd group	31,7	24,8	21,7
Persons disabled from childhood	10,8	8,9	17,4
Women - total	12,9	10,8	16,4
including disability groups:			
Ist group	5,6	3,9	30,0

IInd group	8,2	6,8	16,2
IIIRD group	23,3	19,8	15,3
Persons disabled from childhood	7,4	6,0	18,3

Source: According to a sample survey of population employment performed by Rosstat

Table 4.9 — Satisfaction with job of persons with disabilities at the age 15 and older (%)

Different work indicators	Persons with disabilities		Population in total	
	2011	2014	2011	2014
<i>wages</i>				
quite satisfied	20,4	33,2	26,2	37,1
not quite satisfied	58,1	48,7	52,4	50,0
not satisfied at all	21,5	18,1	21,1	12,9
<i>Reliability</i>				
quite satisfied	58,9	67,3	57,5	69,7
not quite satisfied	30,5	27,7	34,0	26,5
not satisfied at all	7,3	5,0	6,4	3,8
<i>Duties</i>				
quite satisfied	77,4	76,7	68,0	75,7
not quite satisfied	20,4	20,4	27,3	21,8
not satisfied at all	0,3	2,9	3,9	2,5
<i>Working hours</i>				
quite satisfied	91,3	86,4	76,1	82,2
not quite satisfied	7,8	11,8	19,8	15,7
not satisfied at all	0,0	1,8	3,7	2,1
<i>Labor conditions</i>				
quite satisfied	67,9	74,4	63,9	73,6
not quite satisfied	30,7	22,5	30,5	23,7
not satisfied at all	1,4	3,2	5,0	2,7
<i>Distance to work</i>				
quite satisfied	73,9	77,4	66,0	71,6
not quite satisfied	20,0	18,7	26,9	23,7
not satisfied at all	6,2	3,8	6,4	4,7
<i>Professional satisfaction</i>				
quite satisfied	51,7	64,5	54,5	65,6
not quite satisfied	34,9	27,0	32,3	28,5
not satisfied at all	5,1	8,5	8,8	5,9
<i>Moral satisfaction</i>				
quite satisfied	57,7	67,8	57,8	68,3
not quite satisfied	29,9	24,5	30,7	26,5
not satisfied at all	4,1	7,7	7,6	5,2

Source: Comprehensive monitoring of living conditions performed by Rosstat

## 5 Article 18§4 – The right to engage in a gainful occupation

### in the territory of other Parties

With a view to ensuring the effective exercise of the right to engage in a gainful occupation in the territory of any other Party, the Parties undertake and recognize:

4. the right of their nationals to leave the country to engage in a gainful occupation in the territories of the other Parties.

1) We ask you to describe national employment policy and the overall regulatory framework. Please, specify the nature, causes and extent of reforms.

The right of the Russian citizens to professional activity outside the territory of the Russian Federation is enshrined in the Federal law on employment № 1032-1 dd April 19, 1991 (amended on October 15 2015.). Article 10 of the law explicitly states that "citizens have the right to an independent job search and job placement outside the Russian Federation."

In order to prevent prejudice to rights, legitimate interests, life or health of citizens, the Federal Law N 99-FZ dd May 4, 2011 "On licensing of certain activities" (with amendment into effect since July 2015) considers activities connected to the employment of the citizens of the Russian Federation outside the Russian Federation as the subject to licensing (Article 12, paragraph 35 of the Law). However, citizens of the Russian Federation are not obliged to apply to private employment agencies for employment abroad and are not limited in their right to independent job search and to conclude employment contracts or contracts with foreign employers (Article 10 of the Employment Law).

The only limitation for certain categories of the Russian citizens is a temporary ban on travel outside of the Russian Federation under certain circumstances listed in the Law of the Russian Federation № 114-FZ dd August 15, 1996 "On the procedure for exit from the Russian Federation and entry to the Russian Federation" (Article 15 of the Law). Such circumstances related to the employment are connected in particular to access to state secret in accordance with the Law of the Russian Federation №5485-1 dd 21.07.1993 «On State Secrets" (Article 24 "Restrictions of the right of official or citizen with current or previous access to state secrets"). However, to this ban should be connected not just with a formal access to information and data related to state secrets but actual connection to information of special importance containing particularly sensitive information and it significantly limits the circle of persons subject to this ban.

The procedure for identification and determination of the degree of importance and secrecy of such information is approved by the Order of MFA, MIA, FSB and the Federal Migration

Service N 8722/996/562/350 dd November 17, 2008 «On approval of the order of information interaction of the Ministry of Foreign Affairs with the Ministry of Internal Affairs of the Russian Federation, Federal Security Service, Federal Migration Service to determine the circumstances that may lead to a temporary restriction of the right of a citizen of the Russian Federation to leave the Russian Federation and denial of a passport, diplomatic passport and service passport, that are basic identification documents of the citizen of the Russian Federation outside the territory of the Russian Federation "(as amended on January 23, 2013).

If a decision on the temporary restriction of the right to leave the Russian Federation is made the citizen is issued a notice indicating the reasons and terms. This decision can be appealed in the Interdepartmental commission for consideration of applications of citizens of the Russian Federation in connection with restrictions on their right to leave the Russian Federation (Order of the Ministry of Foreign Affairs, Ministry of Internal Affairs, Defense Ministry, FSB and Foreign Intelligence Agency № 4301/264/158/160/22 dd April 14, 2006) or by judicial process.

The temporary ban to leave the Russian Federation was examined by the Constitutional Court of the Russian Federation for its contradiction to the constitutional rights of citizens. Decision of the Constitutional Court of the Russian Federation №14-P dd 07.06.2012 said that this restriction does not contradict to the Constitution as at the conclusion of the employment contract to perform work related to access to classified information the citizen voluntarily assumed the obligations for non-divulging state secrets and agreed to the partial, temporary limitation of the rights under the Law on State Secrets including temporary ban to leave the country.

In addition, the refuse permission to leave the Russian Federation is not final and can be appealed in accordance with Article 17 of the Federal Law "On the procedure for exit from the Russian Federation and entry to the Russian Federation" in the appropriate Interdepartmental commission. It considered his appeal for three months, makes a reasoned decision on the validity or invalidity of restrictions on the right to leave the Russian Federation. In turn refuse permission to leave the Russian Federation and the decision of the Interdepartmental commission can be appealed in court. The right to judicial protection and appeal to an independent court regarding actions/inactions of public authorities is fully consistent with the constitutional guarantees of the rights of the Russian citizens.

The Constitutional Court of the Russian Federation noted the fundamental importance of formal access to information of special importance or top secret information classified as a state secret, but also an actual access to this information as well as the need to assess all the other

related circumstances determining the need for temporary restriction of his rights protected by the constitutional order.

2) Please, indicate the measures taken (organizational and administrative activities, programs, action plans, projects, etc.) for legal documents enforcement.

Order of the Federal Migration Service N 155 dd 05.04.2013 approved the new Administrative regulations of public service involving licensing activities related to the provision of services in employment of citizens of the Russian Federation outside the territory of the Russian Federation rendered by the Federal Migration Service of the. Administrative regulations determine the terms and sequence of administrative procedures (actions) of the Federal Migration Service in the provision of public services involving licensing activities related to the provision of services in employment of citizens of the Russian Federation outside the territory of the Russian Federation

## 6 Article 20 – The right to equal opportunities and equal treatment in matters

### of employment and occupation without discrimination on the grounds of sex

**With a view to ensuring the effective exercise of the right to equal opportunities and equal treatment in matters of employment and occupation without discrimination on the grounds of sex, the Parties undertake to recognise that right and to take appropriate measures to ensure or promote its application in the following fields:**

- a. access to employment, protection against dismissal and occupational reintegration;
- b. vocational guidance, training, retraining and rehabilitation;
- c. terms of employment and working conditions, including remuneration;
- ci.** d. career development, including promotion.

### Appendix to article 20

1. It is understood that social security matters, as well as other provisions relating to unemployment benefit, old age benefit and survivor's benefit, may be excluded from the scope of this article.

2. Provisions concerning the protection of women, particularly as regards pregnancy, confinement and the post-natal period, shall not be deemed to be discrimination as referred to in this article.

3. This article shall not prevent the adoption of specific measures aimed at removing *de facto* inequalities.

4. Occupational activities which, by reason of their nature or the context in which they are carried out, can be entrusted only to persons of a particular sex may be excluded from the scope of this article or some of its provisions. This provision is not to be interpreted as requiring the Parties to embody in laws or regulations a list of occupations which, by reason of their nature or the context in which they are carried out, may be reserved to persons of a particular sex

1) We ask you to describe national employment policy and the overall regulatory framework. Please, specify the nature, causes and extent of reforms.

State policy aimed at elimination of gender discrimination in employment is an integral part of the policy of discrimination elimination on all grounds specified by law in all spheres of Russian society. For example, the Federal Law № 162-FZ dd July 2, 2013 "On amendments to the law of the Russian Federation "On employment in the Russian Federation and certain legislative acts of the Russian Federation" discussed in the article 1§2 fully applies to gender discrimination as it introduces a ban on the dissemination of information about vacancies indicating among other things the desired gender of the worker. This ban not only allowed to remove the "legitimacy" of discriminatory requirements from the employment process but also contributed to increase of self-esteem of workers with discriminatory sign removing "preliminary" barriers in the recruitment process.

Any suggestions of experts and human rights defenders with respect to enshrine of the concept of indirect discrimination and the more advanced concepts of direct discrimination, possible expansion of trade unions authority to monitor the observance of labor rights, **adoption** of legislation governing the allocation of responsibilities for proof in court cases related to discrimination, clarification to courts the issues arising in cases of discrimination and so on in the Labour Code of the Russian Federation are relevant in elimination of gender discrimination.

In order to ensure the unity of the practice of courts' application of the legislation governing the employment of women and persons with family responsibilities and taking into account issues arising in courts in labor disputes with their participation Plenum of the Supreme Court of the Russian Federation adopted a special Resolution N 1 dd January 28, 2014 "On the application of the legislation regulating the work of women, persons with family responsibilities and minors." The Resolution states that discrimination in the sphere of labor within the meaning of article 1 of the Convention of the International Labour Organization N 111 1958 on discrimination (employment and occupation) and article 3 of the Labor Code of the Russian Federation is a distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation or any advantages received due to other factors not relevant to professional qualities of the worker (including not listed in that article of the Labor Code of the Russian Federation) and distinctions, exceptions, preferences as well as limitation of employees' rights which are determined by the requirements inherent in a specific kind of work as set by federal laws or caused by especial attention of the state to the persons requiring increased social and legal protection shall not be deemed discrimination.

So any distinctions in employment, wage setting, promotion, vocational training, termination of employment, etc., that are not based on professional qualities of women, persons with family responsibilities and minors are not permitted. In resolving disputes about unlawful dismissal without the guarantee provided by part 4, art. 261 of the Labor Code, the courts must proceed from the fact that single mothers within the meaning of this provision also mean woman being the only person actually carrying out parental responsibilities for the upbringing and development of children (natural or adopted) in accordance with the family and other legislation, so she brings them up without a father in particular in cases where the child's father is dead, deprived of parental rights, limited parental rights, declared missing, incapable (partially capable) and can not personally bring up and support the child for health reasons, imprisoned, resists upbringing or protection of their rights and interests, other situations.

In the Russian Federation legislation guarantees the right of everyone to education regardless of gender (as well as race, nationality, language, origin, property, social and official status, place of residence, attitude to religion, convictions, membership of public associations, and other circumstances) (art. 43 of the Russian Constitution, art. 5 of the Federal Law N 273-FZ dd December 29, 2012 "On education in the Russian Federation").

To protect the reproductive health of women Russian labor legislation establishes a number of restrictions on the employment of women in jobs with poor working conditions. In accordance with articles 3 and 253 of the Labour Code, Labor of females on hard, dangerous and/or

unhealthy trades as well as underground working excluding non-physical work or sanitary and domestic services is forbidden. Labor of females on the work related to manual lifting of weights exceeding maximum permissible standards. The lists of industries, professions, and jobs with unhealthy and/or dangerous work conditions with restricted female labor as well as maximum permissible weights for manual lifting and handling by females are approved in the procedure fixed by the Government of Russian Federation taking into account opinion of the Russian Trilateral Committee on Social and Labor Relations.

For the first time the list of professions and jobs prohibited to women was introduced in 1932 after special studies on the effect of harmful conditions of work on their reproductive health. This list was repeatedly adjusted with the development of the system of labor protection and working conditions in the factories. In the 1980s it included 700 professions and industries, in 1990s - more than 600.

Currently, the list approved by the Government Decree № 162 dd February 25, 2000 "On approval of the list of hard labor and jobs with unhealthy or dangerous conditions with restricted female labor" includes 456 jobs and jobs with unhealthy or dangerous work conditions. The list includes underground working in mining and construction of underground structures, cleaning pipes, furnaces and flues, etc.

The Decree specifically stipulates that the employer can make a decision on the employment of women in work (professions, jobs) included in this list provided that safe working environment confirmed by the results of certification with a positive conclusion of state expertise of working conditions and service of Sanitary Inspection of the subject of the Russian Federation are created. In addition, the Decree approved the list of managers, specialists and other professionals associated with underground works permitting the use of female labor in exceptional cases,:

- Director general, director , head, technical manager, manager, chief engineer of mines in mining of coal, ore and non-metallic minerals by underground method for construction of subway tunnels, mine construction and shaft-sinking offices, construction and assembly offices and constructions and other underground structures, their deputies and assistants; boss, chief engineer of the mining departments and sections, their deputies and assistants; senior engineer, engineers, technicians and other managers, experts and workers that do not perform physical work; engineers, technicians, laboratory, other professionals and workers that do not perform physical work with a non-permanent stay underground; chief surveyor, senior surveyor, surveyor of the mine, surveyor, surveyor; chief geologist, chief hydrogeologist, senior hydrologist, geologist, mine geologist, mine hydrogeologist, hydrogeologist ;



- workers working with stationary mechanisms with automatic start and stop and that do not perform other work-related physical activity; trainees and workers admitted to training underground;

- workers of scientific and educational institutions, construction and design organizations;

- doctor, mid-level health professionals, paramedical personnel, barman and other workers employed in sanitary and domestic services.

Maximum allowable weights of heavy objects is differentiated by Russian labor legislation according to gender and currently set in accordance with the Resolution of the Chief State Sanitary Doctor of the Russian Federation № 100 dd May 26, 2003 "On introduction of the sanitary and epidemiological rules SP 2.2. 2.1327-03". The resolution introduces optimal and allowable values of performance factors, severity and intensity of the work process for both women (taking into account the influence of factors of gravity and intensity on the reproductive health of a woman's body) and men (taking into account its impact on their health). So permissible standards of lifting and moving (single) together with other work (up to 2 times per hour) for women is considered to be up to 10 kg max., and 30 kg - for men, and the best value is 5 and 15 kg respectively. Permissible standards of constant lifting and moving (single) during the shift for women are equal to 7 kg, for men up to 15 kg, and the best value is 3 and 5 kg respectively. Permissible total weight of goods transported from working surface during every hour of the shift may not exceed 350 kg (870 kg - for men) and from the floor - 175 and 435 kg, respectively.

Parts one and three of Article 253 of the Labour Code provide restrictions for labor of females on dangerous and/or unhealthy trades as well as underground working, i.e. in conditions that have an adverse effect on the female body. These restrictions are established to protect woman's health from dangerous and/or harmful industrial factors. According to article 209 of the Labour Code, harmful and dangerous working conditions mean conditions the influence of whose on a worker may lead to his/her illness and/or trauma. If the employer does not create a safe working environment and this is confirmed by the results of special assessment of working conditions in the manner prescribed by the Federal Law N 426-FZ dd December 28, 2013 "On special assessment of working conditions" as well as by the conclusion of the state expertise of working conditions, the refusal to conclude an employment contract with a woman to perform these works is not a discriminatory.

Gender equality in the system of mandatory state insurance and state social support. In Russia, the social security system is formed by two systems: mandatory state social insurance and state social support.

The system of mandatory state social insurance is related to labor and applies mainly to working population and risk insurance associated with disability and maternity. Employers (pay contributions for their workers) are payers of insurance contributions, individual entrepreneurs are also payers of insurance contributions but the pay mandatory contributions only if they use wage labor and others may voluntarily insure against temporary disability and maternity.

The main legal act regulating payment of mandatory insurance contributions is the Federal Law № 212-FZ dd 24.07.2009 "On insurance contributions to the Pension Fund of the Russian Federation, Social Insurance Fund of the Russian Federation, Federal Fund for Mandatory Medical Insurance"

Currently, there are tariffs according to which the employer (policyholder) is required to pay contributions into the fund of mandatory social insurance (Social Insurance Fund) for his workers/insured. The rate is not differentiated by gender and equal to 2.9%. Annual base for calculation of insurance contributions to the Social Insurance Fund (payroll / income of the insured person) is RUB 670 000 for the Social Insurance Fund. Any excess of the base of insurance contributions to the Social Insurance Fund is not charged with additional contributions.

The system of mandatory state social insurance at the expense of the Social Insurance Fund or federal /regional budget pays the following benefits:

- temporary disability benefits;
- maternity benefit;
- monthly child care benefit;
- lump benefit to women registered at the hospital in the early stages of pregnancy;
- lump benefit at birth
- disability benefit due to industrial accidents or occupational disease;
- sanatorium-and-spa treatment benefit;
- social burial allowance;
- payment of vouchers for spa treatment and rehabilitation of workers and their families.

Algorithms for these benefits calculation and categories of beneficiaries significantly differ.

*Temporary disability benefits* are provided only for the citizens insured in the system of mandatory social insurance and paid from the Social Insurance Fund. Terms of temporary disability benefits and payments are governed by the Labor Code (Art. 183) and Federal law № 255-FZ dd December 29, 2006 "On mandatory social insurance in case of temporary disability and maternity"

Benefits are paid in case of:

- disability due to illness/injury, including due to abortion / in vitro fertilization;

- need to take care for a sick family member;
- quarantine of the insured person as well as quarantine of the child up to 7 years - preschool pupil or disabled family member;
- prosthetics for medical reasons in specialized institutions;
- after-care in sanatoria and health resorts immediately after hospital treatment.

Benefits in cases referred to in paragraph 1 shall be paid for the first three days of temporary disability at the expense of the insurer, and starting from the 4th day of temporary disability from the budget of the Social Insurance Fund of the Russian Federation.

To create conditions for equal rights and equal opportunities for women and men in employment it is important that benefits in cases specified in par. 2-5 are paid to insured persons from the budget of the Social Insurance Fund of the Russian Federation from the 1st day of temporary disability. Temporary disability benefit due to the need to take care for a sick child can be written by a mother and father of the child.

Benefits amounts for insured depend only on the duration of insurance period and earnings: with insurance period of 8 years or more the amount of temporary disability benefit will be equal to 100% of average earnings, with insurance period of 5 to 8 years - 80% of average earnings, with insurance period to 5 years - 60% of average earnings. There is a top limit of the amount of benefits due to the existence of a regressive tax scale and maximum wage for insurance contributions to pay for. In 2014 it was RUB 44,975.34

Since maternity leaves are counted in the overall insurance period taken into account for calculation of benefits for temporary disability, the worker's use of such leave will not adversely affect the size of his/her benefits in the event of disability.

In the system of mandatory state social insurance some benefits associated with the birth and upbringing of children is conventionally called "maternity insurance". At the same time, the law established that women are the only recipients of benefits associated with pregnancy and childbirth (maternity benefit, lump benefit to women registered at the hospital in the early stages of pregnancy).

Recipients of child care benefits include a broader range of people. According to Art. 38, Part 2 of the Constitution of the Russian Federation, both parents have equal rights and duties in care of children and their upbringing. In this regard, the right to *a lump benefit at birth* is given to one parent or surrogate parent and *monthly child care benefit until the age of one and a half* is given to citizens on leave for childcare (his mother or father and grandmother and grandfather as well as other persons who are in fact take care for a small child).

*Maternity leave* is provided to employed women (i.e., working under an employment contract, individual entrepreneurs, private lawyers, notaries and other self-employed subject to

insurance contributions) and is paid from the Social Insurance Fund (governed by art. 255 of the Labour Code of the Russian Federation and Federal law № 255-FZ dd December 29, 2006 "On mandatory social insurance in case of temporary disability and maternity"). Its size is generally calculated as 100% of average earnings over the past 2 years. The upper limit is determined by the amount of the benefit as well as the calculation of benefits for temporary disability. In the case of pregnancy female full time students of vocational institutions can receive an allowance at the amount of scholarship. Some Russian regions especially with low birth rates, introduced an additional payment for maternity leave

*Lump benefit to women registered at the hospital in the early stages of pregnancy and lump benefit at birth* is generally of the same amount for beneficiaries .

*Monthly child care benefit until the age of one and a half* is regulated by Art. 256 of the Labour Code of the Russian Federation and Federal law № 255-FZ dd December 29, 2006 "On mandatory social insurance in case of temporary disability and maternity". It is paid to a person taking care for the child directly and subject to mandatory social insurance in case of temporary disability and maternity in the amount of 40% of his/her average earnings (including regressive tax scale).

In order to ensure equal rights and equal opportunities for women and men in employment, it is important that maternity benefits, monthly child care benefit until the age of one and a half year shall be covered by the federal budget and budget of the Social Insurance Fund of the Russian Federation.

The state authorities of subjects of the Russian Federation in accordance with the laws of the subjects of the Russian Federation can increase the amount of state benefits from the budgets of subjects of the Russian Federation (art17.3 Federal Law N 81-FZ dd May 19, 1995 "On state benefits for citizens with children ").

*Social insurance against industrial accidents and occupational diseases.* This type of insurance is mandatory for employers i.e. they are obliged to insure all workers against industrial accidents and occupational diseases and pay contributions in accordance with their wages every month (wages accrued on all grounds).

Despite the fact that the Russian system of labor protection regulates the work of women and men in harmful and dangerous conditions differently, the contribution rate for mandatory social insurance against industrial accidents and occupational diseases<sup>8</sup> does not depend on the worker's gender. It is only determined by the class of professional risk of the primary

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<sup>8</sup> Federal law №401-FZ dd 01.12.2014 "On insurance rates for mandatory social insurance against industrial accidents and occupational diseases for 2015 and planning period 2016 and 2017"

business activity if the company assigned at the moment of state registration and sent to the appropriate department of the Social Insurance Fund.

Social insurance against industrial accidents and occupational diseases benefits depend only on the salary of the insured and degree of his incapacity (art. 183 and art.184 LC RF - "Guarantees for workers at temporary disability", "Guarantees and compensations in case of industrial accidents and professional diseases ") and Federal Law № 125-FZ dd 24.07.1998 "On mandatory social insurance against industrial accidents and occupational diseases". Thus, the amount of temporary disability benefit due to an accident at work or occupational disease is 100% of average earnings calculated according to the same rules as temporary disability benefits. A one-time insurance payment is determined in accordance with the degree of disability based on the maximum amount set by the federal law on the budget of the Social Insurance Fund of the Russian Federation for the next fiscal year. The amount of monthly insurance benefit is determined as a percentage of average monthly earnings of the insured calculated in accordance with the degree of disability.

Another part of the social support is the state social support funded from the budgets of all levels covers all groups of population and is aimed to maintain an acceptable level of life of any person in case of difficult situation. According to state social support the most part of the social allowances, benefits and material assistance is provided on the basis of category (there is not any benefit provided by gender to "women" or "men") the other part is a targeted one on the basis of criterion of need and it is not differentiated by gender.

Equal payment for work of equal value is guaranteed by article 132 of the Labour Code, every employee's wages depend on his or her qualifications, complexity of work executed, the amount and quality of the input labour. Any discrimination when establishing and changing the amount of wages and other terms of remuneration of labour is banned. The main direction of wages improvement in the public sector was the implementation of the Presidential Decree № 597 dd May 7, 2012 "On measures to implement state social policy" and № 761 dd June 1, 2012 "On national strategy for Children in 2012-2017 ".

2) Please, indicate the measures taken (organizational and administrative activities, programs, action plans, projects, etc.) for legal documents enforcement.

Currently, gender issues in the field of labor and employment in the Russian Federation are the problems associated not with the imperfection of legal regulation but with undisciplined execution of labor legislation and widespread traditional gender stereotypes in society which lead to gender asymmetries in benefits made for all workers with family responsibilities.

That is why the problems faced by men and women at work are solved by the state not only with the development of labor laws but also reinforcing efforts to improve its execution as well as creating the most favourable conditions of combination of professional, family and household responsibilities of workers with family responsibilities (primary, women), to overcome traditional stereotypes regarding gender roles in public and private spheres.

This approach allows to increase the effectiveness of existing mechanisms achieving equal rights and opportunities for men and women in employment and the labor market, significantly reducing the severity of a significant number of gender issues in the Russian society.

Development of the National mechanisms for gender equality. In 2011, the Coordinating council on gender was established at the Russian Ministry of Labor with interested federal executive bodies and women non-governmental organizations (Order of the Ministry of Labour №611 dd December 20, 2012 "On the Coordinating council of the Ministry of Labour of Russia on gender issues").

The main objectives of the Council are:

- implementation of the analysis of trends in the sphere of gender equality in the Russian Federation and development of proposals related to the comprehensive measures to promote gender equality and implementation of international obligations in this area;

- involvement of public organizations in the development and implementation of public policies aimed at ensuring equal rights and equal opportunities for men and women in the Russian Federation (hereinafter - the equal rights and equal opportunities for men and women).

*The main tasks of the Council are:*

- preparation of proposals on improvement of normative legal acts in order to ensure equal rights and equal opportunities for men and women;

- conducting public gender expertise of draft normative legal acts regulating the issues of equal rights and equal opportunities for men and women;

- recommendations to federal executive bodies, executive bodies of the subjects of the Russian Federation and local authorities on ensuring equal rights and equal opportunities for men and women;

- participation in organizing and conducting scientific and practical activities, round tables on equal rights and equal opportunities for men and women;

- cooperation with non-governmental organizations on gender equality.

**Activities of the Human Rights Ombudsman of the Russian Federation on gender discrimination and gender equality in the reviewed period were conducted primarily at regional level. The most significant activities in this segment are:**

An international scientific and practical conference "Monitoring of protection of constitutional rights of women: experience, problems and solutions" (April 11-12, 2013, Ivanovo). This conference included specialized section on gender discrimination in labor market. The event was organized by the Human Rights Ombudsman in Ivanovskay oblast in cooperation with the Coordinating council of the Russian ombudsmen. Following the conference, and recommendations were developed and published a collection of materials. The conference was attended by the vice-governor of Ivanovskay oblast Mr. V. Smirnov, commissioners and members of the staff of the 15 subjects of the Russian Federation, representatives of the Ombudsman for Human Rights in the Russian Federation.

There was a research project "Discrimination in employment based on gender" (2012-2013) performed in Moscow by order of the Human Rights Ombudsman. **As a result a system of proposals was developed** and some of the, has already been implemented.

To contact procedure for the Ombudsman is regulated by the Federal Constitutional Law № 1-FKZ dd 26 February 1997 "On the Human Rights Ombudsman in the Russian Federation." A Complaint (appeal, application) with attached accordingly created copies of the decisions made under the complaint examined by court or administratively should be send to the Ombudsman in writing to the address: 101000, Moscow, 47 Myasnitskaya street or at the personal interview of the applicant with authorized person working with the Ombudsman. The official website of the Human Rights Ombudsman in the Russian Federation is an additional tool allowing citizens to appeal to the Ombudsman or to his staff.

Reduction of indirect discrimination against women in wages. Decree of the Government of the Russian Federation № 2190-p dd November 26, 2012 approved a Program of gradual improvement of the system of remuneration in the state (municipal) institutions in 2012-2018. The program aims at the alignment of conditions of employment and wages in various economic activities,. Eventually, it should help to reduce indirect discrimination against women in wages

Programs for vocational training of women with children in order to increase their competitiveness in labor market.

*Training of women under 23 years old and with one or more children to enter universities.* Taking into account the particular importance of vocational training for women in the strengthening of their role in economic development the experiment was organized to further expand opportunities for women in education. In accordance with the Decree of the Government of the Russian Federation № 756 dd August 31, 2013, preparatory departments of 51 higher educational institutions in 50 subjects of the Russian Federation had a free training for women

under 23 years old and with one or more children. Young mothers with expired results of the unified state examination (USE) were trained for a new exam at the preparatory departments that allows them together with the school graduates to enter higher educational institutions involving bachelor degree and specialist's degree. Training was carried out at the expense of the federal budget. The experiment was performed from October 1, 2013 to June 30, 2015. Preliminary resume of this experiment proves its success.

Currently, the possibility of expanding this experiment are considered in particular a law providing establishment of preferences for women with children for admission is discussed.

*Vocational training during maternity leave.* Another state initiative to improve the competitiveness of women in labor market and strengthen their position in the economy was the program for organization of training, retraining and advanced training of women on maternity leave until the child reaches the age of three. The program is designed in accordance with the Law of the Russian Federation № 1032-1 dd April 19, 1991 «On employment in the Russian Federation" for the implementation of measures envisaged by the Decree of the President of the Russian Federation № 606 dd May 7, 2012 " On measures to implement population policy "

As part of the program woman on maternity leave has the ability to receive free training (retraining) in one of the institutions of higher education by the assignment of employment services including use of distance learning technologies involving 500 programs. Costs of vocational training for women on maternity leave under the assignment of employment services are paid by the republican budget.

Authorities in the regions have an opportunity to supplement federal program with their activities from their own funds. For example, the Government of Moscow on January 17, 2013 adopted a resolution "On approval of assignment of employment services in Moscow of women on maternity leave (till the child reaches 3) for training, retraining and advanced training" in accordance with the resolution if women are sent to vocational training in another location by the assignment of employment services they receive financial support in the form of compensation:

- for travel to the place of training and back;
- RUB 100 per day of travel to the place of training and back as well as of staying in a different location during vocational training;
- expenses for hiring of premises for a period of vocational training (but no more than RUB 550 per day).

In 2013, the discriminatory component of the program - its binding to the parent of one sex – mother was eliminated. Pursuant to the ratified in the Russian Federation ILO Convention №156 «*Convention concerning Equal Opportunities and Equal Treatment for Men and Women Workers: Workers with Family Responsibilities*” a law № 162-FZ "On amendments to the law of



the Russian Federation "On employment in the Russian Federation" and certain legislative acts of the Russian Federation" was adopted on July 2, 2013. So training, retraining and professional development of women on maternity leave can now also be provided to the child's father.

The program promoting corporate social policies regarding working mothers. In the reviewed period, some regions of Russia held an annual competition "Best Company for Working Mothers". It was initiated in Moscovskay oblast in accordance with clause 2.6. of Moscow Tripartite Agreement of 2012 between the Government of Moscow, Moscow trade unions and employers' associations adopted by the Resolution of the Government of Moscow N 552-PP dd November 22, 2011. For years of competition many enterprises and institutions of Moscow adopted special programs to support working women and families with children on the initiative of trade unions and employers.

Among the ways to support working mothers employed in enterprises and organizations-winners there are financial assistance, regulation of working time, social infrastructure, family policy, additional leave and additional payments.

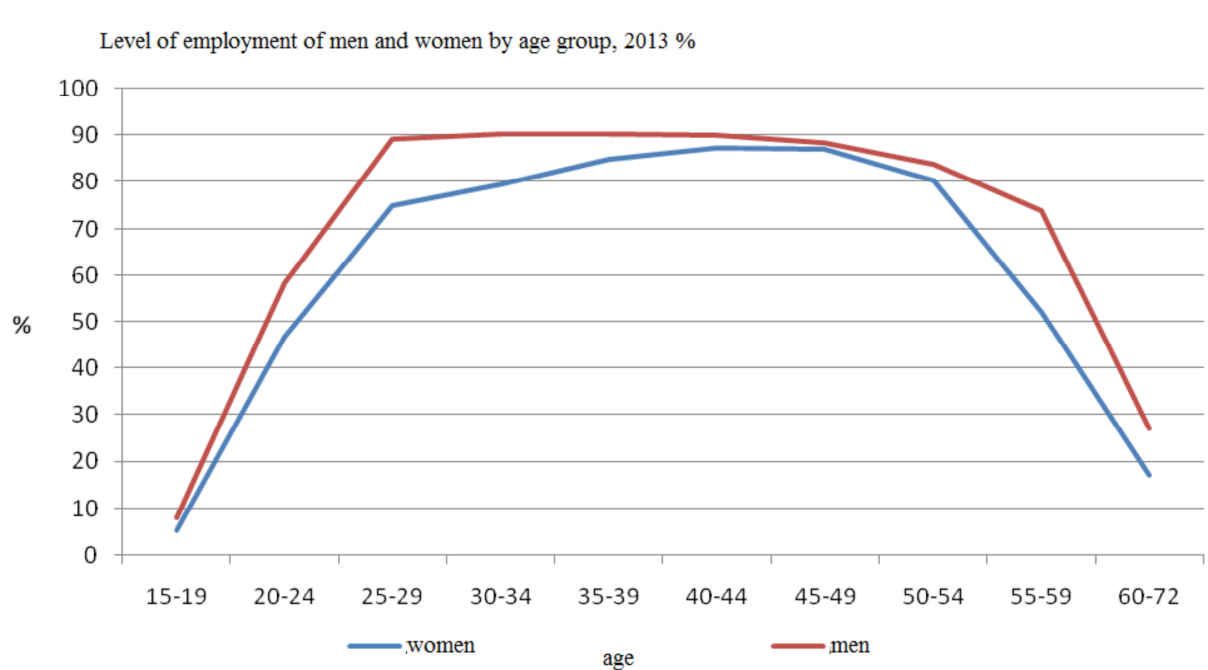
Development of gender education. There is a training on gender issues in this area in more than 150 scientific and educational organizations in order to promote gender education for civil servants and scientific research. The Russian Presidential Academy of National Economy and Public Administration (RANHiGS) established an International centre for gender budgeting and management for CIS member states. Information is published on-line: <http://www.genderbudgets.ru>.

Development of gender statistics. Statistical database has been formed and has been developing (available online at <http://www.gks.ru/>). This database describes the situation of women and men in all spheres of social life and it is the basis of gender analysis allowing to take into account characteristics of women and men as a specific social and demographic groups at the development of social and demographic policy, employment policy, implementation of principle of equal rights and equal opportunities for women and men, etc. Statistical compilation Women and Men in Russia is being published. During the reviewed period there were two compilations: in 2012 and 2014, they are available both in electronic and printed form.

3) Please, present relevant indicators and provide statistical data and other relevant information including number of employed and unemployed persons classified by gender and indicating the wage differential in percentage.

The level of economic activity of women in the Russian Federation remains high. In 2013, the level of economic activity of women was 63,0% for the age of 15-72 (men- 74.74%). The economic activity of women of working age (in Russia - 16-54 years) is significantly higher - 76.2% (for men of working age (16-59 years) this value is 82.6%).

The employment rate for women of 15-72 is also high. In 2013, it was equal to 58.8% (men - 70.4%). Today, Russian women create an actual half of the employed population of the country (49%).



Picture 6.1 – Level of employment of men and women by age groups

Low levels of professional employment of women (as of man) in the young age (25 years) is due mainly to a broad involvement of this category in vocational education, and, as a rule, it is a full-time education. The weight of such combination of study with professional employment (as freelancing or part-time employment) is formed only in the senior years of study.

Children are an additional factor in reducing employment levels of young women. However, the effect of this factor is limited since the ability to use partly paid leave after birth (till the child reaches 1.5) and then unpaid leave (till the child reaches 3) with a guarantee of job retention allows many parents (predominantly women) not to interrupt their employment. In addition, opinion polls show that women now refuse to use maternity leave in full and prefer return work early.

Peak employment of the Russian women is between 40-50 when the indicator's values reach 90,4-90,7%. A sharp decline in the employment rate of women over 55 (and men over 60) is largely due to statutory retirement age.

The Russian women take full advantage of opportunities for vocational education guaranteed by the state: they account for half of all students of secondary educational institutions (it corresponds to the demographic composition of the young people of appropriate age) and the majority of students in vocational schools. Moreover, if to talk about vocational training women prefer higher levels while men are more often prefer lower levels.

For example, women represent a clear minority (32.3%) among students of primary vocational education institutions trained for skilled workers and employees. The low share of women among the students in the educational institutions of this level in some extent due to the existence of a list of industries and jobs prohibited to women. Actually, the training of workers for employment in these industries and jobs mainly performed in the educational institutions of this particular level. There is a steady downward trend in the share of women among students of primary vocational educational institutions (in 2011 - 33.8%, in 2012 - 33.2%) due to the growing interest of women in higher levels of vocational education.

In Middle level of vocational training (educational institutions training mid-level professionals) women accounted for the majority of students for the last few decades but in recent years their share has been decreasing: in 2000 - 54.8% of all students at this level of education, in 2011 - 50.4%, in 2014 - only 49%.

In Russia, higher vocational education is the most massive and most feminized level of vocational education (Table 6.1). Women account for majority of students although their share is gradually declining (2000 -56.7%, 2005 - 58.2%, 2011 - 56.1%, 2012 - 55.2 %). In the 2013/2014 academic year women accounted for 54% of the students.

Table 6.1 — Number of students by educational institutions at the beginning of 2013/2014 academic year

	Women	Men	By gender	
			Women	Men
Total	100	100	50	50
including:				
Institutions of general education	60,4	61,8	50	50
Vocational educational institution with training of skilled workers, employees	2,2	4,3	32	68
Vocational educational institution with training of mid-level specialists	8,8	9,4	49	51
Educational institution of higher	27,9	23,9	54	46

education				
Post graduate	0,6	0,6	47	53
Doctorate training	0,020	0,022	48	52

Source: Rosstat

With regard to post-graduate and doctorate training (institutions offering training of the highest academic qualification) although the share of women is slightly lower than share of men (47 and 48%, respectively) but the participation of women is steadily growing while the share of men is reducing.

At the middle and top-level of vocational training women are represented among the students of all programs and areas of training but the degree of their representation is differentiated significantly. The most feminized areas are social sciences, pedagogy, health, culture and the arts, economics and management where the share of women is ranging from 65 to 80%. At the same time the share of women in training in engineering sciences is significantly lower than share of men (for example, 2013/2014 the share of women in physical and mathematical sciences was 34%, geology, exploration and development of mineral resources – 16%, marine engineering - 6%).

In the military institutions (Military University of the Ministry of Defence of the Russian Federation, Military Medical Institute, Academy of Civil Protection of the Ministry of Emergency Situations of the Russian Federation, Academy of the Federal Security Service), women can receive higher education on a limited range of specialties. According to Rosstat, the share of students in military training in 2013/2014 was 10,5%.

The program for vocational training, retraining and advanced training of women on maternity leave (till the child is 3) covers all subjects of the Russian Federation. The number of women on maternity leave (till the child is 3) sent to training is increasing gradually. In 2012, it was 9.8 thous. people, in 2013 - 13.3 thous. people, in 2014 - 16.3 thous. people. Analysis of the program result showed that the most attractive profession (majors) of training / retraining for women were: accountant, computer operator, nail technician, hairdresser, cook, salesman, clerk, nurse, secretary, HR manager, Personnel Manager, trade manager as well as the following courses: "1C: Accounting", "1C: Trade and Warehouse", "1C: Trade Management."

Currently, the Russian women have a higher educational level and higher professional potential in comparison with men. 2/3 of women employed in the economy have secondary or higher education while one in two men has this level of education (Table 6.2).

Table 6.2 — Women and men employed in economy, by level of education (% , 2013)

	Women	Men	By gender %
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			Women	Men
Total	100	100	49	51
Higher vocational	35,5	28,0	55	45
Secondary vocational	30,3	21,5	57	43
Elementary vocational	14,0	22,9	37	63
Secondary (complete) general	17,4	22,9	42	58
Basic general	2,6	4,4	37	63
Without basic general	0,2	0,3	36	64

*Source: Rosstat*

Professionally employed women are represented absolutely in all types of economic activities but their share among people employed in these activities varies considerably. This is the consequence of stable segregation of students on programs and areas of vocational training (as discussed above). The most feminized economic activities are education and health where the share of employed women is equal to 82% and 80%, respectively. Least of all women are employed in construction (15%) and fish farming (14%). In general, the level of segregation by economic activity is currently high (36%), more than that, it tends to increase (Table 6.3).

Table 6.3 - The dynamics of segregation indices by economic activities (%)

Segregation index by economic activities	2008	2009	2010	2011	2012	2013	2014
	34	35	35	35	36	35	36

*Source: calculated according to Rosstat data*

The vast majority of people employed in the Russian economy is hired workers and the share of women in paid employment is somewhat higher than share of men (in 2013 - 93.6 and 91.9%). Women are less involved in entrepreneurship than men. So according to Rosstat among only 0.9% of professionally employed women are employers (men - 1.7%) and 5.1% - are self-employed (men - 6.0%).

Russian women are represented in all professional and qualification groups including the highest one. But segregation by vocational and qualification groups is high and unchanged. The corresponding index for 2008-2014 did not increase (Table 6.4).

Table 6.4 - The dynamics of segregation indices by vocational and qualification groups (%, 2008-14)

Segregation indices by vocational qualification groups	2008	2009	2010	2011	2012	2013	2014
	47	47	47	47	47	47	48

*Source: calculated according to Rosstat data*

The most feminized professional and qualification groups are mid-level professionals and support staff of the natural sciences and health (women - 92%), mid-level professionals in the

field of education (94%), workers of service sector (89%), workers employed in preparation of information, documentation and accounting (87%).

The least of women are among drivers and operators of mobile equipment (3%), workers of metal and machine-building industry (7%), workers employed in mining, capital and construction and repair and construction work (9%).

In the subgroup of highly qualified specialists women are represented in all positions but in general it is possible to trace the following: the higher is the position the lower is the proportion of women among its members. So there were 38% of women in 2013 among the heads (representatives) of governing bodies at all levels including the heads of organizations, there were 70% of women among the "other" highly qualified specialists.

There are differences in average working hours between professionally employed women and men but they are not too big. In 2013, one average professionally busy woman worked 36.6 hours per week while man worked 39.5 hours.

Unemployment. Gender asymmetry of unemployed people is controversial in modern Russia but quite stable. On the one hand the overall unemployment rate (calculated according to ILO methodology) had a "male" face during the post Soviet period. In August 2015 the total level of women's unemployment rate was 5.1% (2011 - 6.0%, 2012 - 5.1%, 2013 - 5.2%), men - 5.4 % (6.9%, 5.8%, 5.8%, respectively) while the proportion of women among unemployed in august 2015 was 46.7% (2011 - 45.5%, 2012 - 45.5%, 2013 - 45.8%). And the predominance of men among the unemployed calculated by the ILO methodology is typical for every ages and place of residence (urban/rural). But average period of job search (2013 - 7.7 months for women and 7.5 months for men) and proportion of long-term unemployment when unemployment lasts for one year or more (2013 - 31.8% for women and 30.3% for men) is higher for women.

Diametrically opposite situation is in unemployment registered by the public employment services. It scale is less than the scale of total unemployment (in 2013 the number of unemployed calculated by ILO methodology amounted to 4138 thous. people., registered unemployed - 918 thous.people.). This type of unemployment has a stable "female" face. In 2013 it was 54.7% of women among the unemployed registered with employment services.

The gender gap in wages. The gender gap in wages remains significant although there was a pronounced downward trend in recent years. In 2011 it was 35.9% and 25.8% in 2013 (Table 6.5).

Table 6.5 -The ratio of women's wages to the wages of men by reviewed economic activities (%)

	2011	2013
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Total reviewed economic activities	64,1	74,2
Agriculture, hunting and forestry	-	83,5
Mining	74,6	76,2
Manufacturing	70,1	74,5
Production and distribution of electricity, gas and water	82,9	83,2
Construction	85,8	84,5
Wholesale and retail trade; repair of motor vehicles, motorcycles, household goods and personal items	67,5	79,8
Hotels and restaurants	76,1	80,6
Transport and communications	72,0	75,2
Real estate operations, rent and services	78,4	80,4
Research and development	70,8	73,8
Education	89,0	99,0
Health care and social services	83,3	90,8

*Source:* Rosstat sample survey by 57-T form in October 2011 and 2013 on wage categories of personnel and occupational groups of workers

The smallest gender gap in wages is observed in highly feminized economic activities - education, health and social services where the average monthly wage of women is respectively 99.0% and 90.8% of men's wages. The biggest - in research and development - 26.2%.

Gender gap in wages on the Russian labor market is influenced by many factors. First of all, it is segregation - an unequal distribution of professionally employed women and men by economic activity, occupation, position so more women than men are employed in low-paid economic activities. For example, in 2014 77.1% of professionally employed women and only 60.5% of all professionally employed men were employed in economic activities where average wage was lower than the nationwide.

A similar situation exists in the employment by professions and positions. Thus, there are only 47% of women among heads of organizations and their structural divisions/services (highly-paid category of workers) while there are 90.5% of women among the large group of workers engaged in preparation of information, documentation, accounting and service whose salary is twice as little as the salary of the previous category of workers.

The scale of gender pay in wages adversely affects the difference in working hours between men and women. Also, there is a discriminatory component of the gap. It is estimated in a range of 7-18% by different experts.

In recent years the reduction of the gender gap in wages was promoted by pay rise in public sector with preferential employment of women (education, health, culture, social protection). In 2009-2014 wage growth in these sectors significantly exceeded the growth rates in other economic activities. As a result during this period the average wage in the economy increased by a factor of 1.74, by a factor of 1.95 in education, by a factor of 1.83 in health care. A similar pattern is observed with the wages of workers employed in a highly feminized but low-

paid occupations and occupational groups. For example, wages of social workers increased by a factor of 2, wages of teachers of secondary education increased by a factor of 2,3 etc.

The reduction of the gender gap in wages was promoted by 12.9% increase in the minimum wage (up to 5205 rubles. per month) implemented on the basis of the Federal Law № 232-FZ dd December 3, 2012 "On amendments to article 1 of the Federal Law "On the minimum wage." In 2012, the number of workers with wages up to 5205 rubles was 1.3 million. people (2% of employment in the economy) half of them were employed in the highly feminized public sector so the increase in the minimum wage improved the situation with women.

State labor inspections regularly include issues on labor and labor protection of women and persons with family responsibilities. In addition, there are annual specialized inspections on observance of women's labor rights.

For example, in 2013 there were 5.2 thous. specialized inspections. They found and eliminated 4.8 thous. various labor law violations committed by employers against working women and persons with family responsibilities. Including 1.1 thous. inspections regarding pregnant women, women with children at the age up to three years and other persons with family responsibilities. They revealed 1.6 thous. violations in relation to this category of citizens.

As a result, 773 orders were issued to employers, 508 fines were imposed amounting to more than RUB 1 mln, 11 audit files were sent to the investigating authorities to initiate criminal proceedings (unjustified refusal to hire or dismissal of pregnant women or women with children under the age of three).



## 7 Article 24 – The right to protection in cases of termination of employment

**With a view to ensuring the effective exercise of the right of workers to protection in cases of termination of employment, the Parties undertake to recognise:**

a. the right of all workers not to have their employment terminated without valid reasons for such termination connected with their capacity or conduct or based on the operational requirements of the undertaking, establishment or service;

b. the right of workers whose employment is terminated without a valid reason to adequate compensation or other appropriate relief.

To this end, the Parties undertake to ensure that a worker who considers that his employment has been terminated without a valid reason shall have the right to appeal to an impartial body.

### Appendix to article 24

1. It is understood that for the purposes of this article the terms “termination of employment” and “terminated” mean termination of employment at the initiative of the employer.

2. It is understood that this article covers all workers but that a Party may exclude from some or all of its protection the following categories of employed persons:

a. workers engaged under a contract of employment for a specified period of time or a specified task;

b. workers undergoing a period of probation or a qualifying period of employment, provided that this is determined in advance and is of a reasonable duration;

c. workers engaged on a casual basis for a short period.

3. For the purpose of this article the following, in particular, shall not constitute valid reasons for termination of employment:

a. trade union membership or participation in union activities outside working hours, or, with the consent of the employer, within working hours;

b. seeking office as, acting or having acted in the capacity of a workers' representative;

c. the filing of a complaint or the participation in proceedings against an employer involving alleged violation of laws or regulations or recourse to competent administrative authorities;

d. race, colour, sex, marital status, family responsibilities, pregnancy, religion, political opinion, national extraction or social origin; e. maternity or parental leave;

f. temporary absence from work due to illness or injury.

4. It is understood that compensation or other appropriate relief in case of termination of employment without valid reasons shall be determined by national laws or regulations, collective agreements or other means appropriate to national conditions.

1) We ask you to describe national employment policy and the overall regulatory framework. Please, specify the nature, causes and extent of reforms.

Russian labor law does not contain grounds to deprive workers of protection against dismissal including regardless of the individual labor contract conditions on the duration of employment (fixed-term and short-term employment contracts) and on probationary period. It means that from the moment of the conclusion of the employment contract each worker including worker on probation is under the protection of the law and he is entitled to all the privileges and benefits on a par with other workers without any restrictions. In particular, article 70 of the Labor Code says that during probationary period a worker is subject to this Code, laws, other legislative standard acts, local legislative standard acts that contain norms of labor law, collective agreement and treaties (part 3, article 70 of the Labor Code).

As a general rule, the probationary period cannot exceed three months ( it can be less than three months but cannot exceed). For certain categories of responsible executives (chief executives of organizations and their assistants, head accountants and their assistants, chief

executives of branch offices, representative offices and other separate structural units of an organization) the probationary period cannot exceed six months for if the opposite is not stated by federal law (part 5, art. 70 of the Labour Code). In case of a short-term employment contract lasting from two to six months probationary period cannot exceed two weeks (part 6, article 70 of the Labor Code). In any case, the maximum duration of the probationary period is established by law and cannot be extended at the discretion of the parties to the employment contract (employer and worker).

Also it is not allowed to prolong the probationary period established by the employment contract albeit within the maximum duration permitted by law (for example, in case of a shorter period established in the contract). The only possible case of prolongation - a period when worker was actually absent from work (temporary disablement of employee) (part 7, article 70 of the Labor Code). In this case, periods when worker was actually absent from work are not considered a part of a probationary period and it is extended.

If employer is not satisfied with worker's performance during probationary period, then employer has right to terminate a labor agreement with employee before the probationary period expire (article 71 of the Labor Code). The possibility to use additional grounds for termination of employment by the employer distinguishes the status of a worker from the rest of staff. However, as in other cases of termination of employment the employer's decision to terminate employment on the grounds of the article 71 can be appealed in court by the worker and the court examines not only compliance with formal legal procedures by the employer (the proper documentation of the probation terms, deadlines, etc.) but also validity of the results considered negative by the employer. In particular, the reasons given by the employer should be connected to professional activities of the worker and labor functions performance according to the labor employment contract.

If the probationary period has expired and the worker continues performing job functions, then results of the probationary period are considered positive and the employment relationship continues without any additional instructions or orders from the employer.

The law provides the termination of the employment contract by the employer for economic reasons, in case of termination of activities of an employer, in case of reduction of number of employees in organization and in case of termination of employment on appropriate grounds either in case of dissolving of an organization or termination of activities of an employer if an employer is an individual entrepreneur (p. 1, art. 81 of the Labour Code) or in case of reduction of number of employees in organization\individual entrepreneur (p. 2, art. 81 of the Labor Code). The first and second case does not imply any fault of workers so the law provides a higher level of guarantees and compensation for termination of employment on these grounds

(article 180 of the Labor Code). In particular, it provides a longer period of notice (at least two months); severance pay at a higher rate (average monthly wages rather than a two-week average earnings as in other cases of part 1 art.178 of the Labor Code of the Russian Federation); average monthly wages are preserved for the period of taking up a job and during the second and third month from the date of dismissal.

In both cases, dismissed workers have a right to appeal to court to challenge the dismissal. When considering the labor dispute on dismissal on these grounds the courts verify compliance of the employer with all the guarantees provided by law. In addition, the courts may also investigate evidence of the validity of dismissal. For example, the Supreme Court of the Russian Federation considers that the essential fact for the proper resolution of claims for reinstatement of persons dismissed in connection with the liquidation of organization or termination of the individual entrepreneur (p. 1, art. 81 of the Labour Code) is *the actual termination of their activities* (p. 28 Resolution of the Supreme Court Plenum №2 dd 17 March 2004 as amended by the Resolution of the Supreme Court Plenum N 63 dd 28.12.2006)<sup>9</sup>. Moreover, the obligation to prove this fact lies with the defendant and that is the employer, the evidences provided by the employer are investigated by court. In particular, the basis for the dismissal of workers under p. 1, art. 81 of the Labour Code can be a decision to liquidate the legal entity, i.e., a decision to terminate its activities without transfer of rights and obligations in order of succession to other entities made in accordance with the law (article 61 of the Civil Code).

If the employer is a physical person registered as an individual entrepreneur the employment contract with the worker can be terminated on the ground when its activity is terminated according to the decision made as a result of the recognition as insolvent (bankrupt) by the court decision. (p. 1 of article 25 of the Civil Code) in connection with the expiry of the certificate of state registration, refusal to extend licenses for certain activities. If we are talking about the employer - physical person who did not have a status of an individual entrepreneur the basis for the dismissal of workers is the actual termination of the employer's activities. All these circumstances and confirming documents are investigated by courts in order to identify the validity of dismissal.

Termination of employment due to reduction of the staff or number of workers of organization/individual entrepreneur (paragraph 2 of Article 81 of the Labor Code) in addition to

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<sup>9</sup> Supreme Court periodically summarizes and analyzes the judicial practice in different types of cases and in its decisions points to the most important aspects for courts. In particular, the biggest generalization of practical application of the Labour Code of the Russian Federation was performed by the Supreme Court of the Russian Federation in 2004 and 2006. It is reflected accordingly in its decisions №2 dd 17.03.2004 and №63 dd 28.12.2006. The Supreme Court did not make recent decisions on the practical application of the Labour Code (except for some narrow issues).

above benefits and guarantees calls on the employer to fulfil additional requirements. Thus, in accordance with the third paragraph of article 81 of the Labor Code dismissal because of these reasons allowed if transition of a worker to a different job position with consent of an employee is impossible (as a vacant position or work matching the worker's qualifications as well as vacant lower positions or lower-paid job) that he can perform due to his health. Item 29 of the Resolution of the Supreme Court Plenum of the Russian Federation draws the attention of courts to the fact that the employer must offer the worker all vacancies that meet these requirements available to him in the area. While making the decision to transfer the worker to another job it is necessary to take into account its real ability to perform the proposed work taking into account his education, skills, work experience. It is necessary to remember that the termination of employment contract with the worker according to p. 2, art. 81 of the Labour Code is possible when he did not have preferential right to retain the job (article 179 of the Labor Code).

As a rule, courts analyse in details not only formal compliance with the law but also employer's arguments being the reason for choosing these candidates for dismissal and often courts make decisions to reinstate the worker on a former job due to insufficient and unconvincing evidences submitted by the employer.

However, the court is not competent to find out the economic prerequisites of organizational and economic decisions of the employer to reduce the staff or number of workers as well as to assess the feasibility of such activities because it would be an interference in the production and business activities of the subject of economic relations.

The legislative approaches to the dismissal on employer's initiative in connection with retirement age. The retirement age is not a common basis for the dismissal of the worker by the employer (such grounds are absent in the article 81 of the Labor Code). Article 3 of the Labor Code of the Russian Federation "Prohibition of discrimination in employment" expressly states that no one can be constrained in his/her labor rights and freedoms or get any advantages irrespective of factors not relevant to professional qualities of the worker including age.

On reaching retirement age (i.e., age being a condition for a state pension) all rights and guarantees provided by the labor legislation are retained and the fact of the pension is not a reason to reduce them. A worker who has reached retirement age may be dismissed by the employer only on the grounds provided by labor legislation for the dismissal of any other worker i.e. on general grounds (article 77 of the Labor Code).

In the event of the retirement age law guarantees not only the preservation of all rights and guarantees but also provides some other rights and guarantees such as the right to additional leave without payment for up to 14 days (p. 2, part 2, article 128 of the Labor Code) the right to terminate labor agreement upon worker's request without mandatory completion of the notice

period (part 3, art. 80 of the Labor Code). Collective agreements also have additional guarantees to working pensioners (mainly in order to keep experienced staff in enterprises with shortages of certain specialists).

Termination of employment contract due to retirement age and retirement is only possible on worker's initiative (p.3, part 1, art. 77 of the Labor Code). In this case the law provides worker with a preferential possibility of dismissal without two-week notice period (part 3, art. 80 of the Labor Code). During disputed courts assume that with worker's initiative to leave due to retirement the employer shall terminate the employment contract within the period specified in the application of the worker (paragraph 22 of the Resolution of the Supreme Court Plenum of the Russian Federation №2 dd 17.03.2004).

However, the dismissal of a worker due to a certain age (not necessarily a retirement) is possible in special cases provided by law related to a very narrow circle of workers. This is usually due to the nature of performed function. Thus, in accordance with paragraph 3 of Art. 336 of the Labour Code "Additional grounds for cancellation of the labor contract with a teaching worker" the dismissal is possible in connection with age limit for replacements. For example, in state and municipal educational institutions of higher education (universities) workers over 65(which is higher than the retirement age by 5 years for men and 10 years for women) cannot work as a rector, vice-rectors, heads of branches (institutes). At that age, persons holding administrative positions are transferred with their consent to other positions according to their qualifications (part 12, art. 332 of the Labor Code). Upon the recommendation of the Academic Council it is possible to extend employment contract with the person occupying the post of rector /vice-rector to 70 years (part 13 of article 332 of the Labor Code). It should be noted that the maximum age for senior management positions of universities has been increased from 65 to 70 years in 2013 (Federal Law №185-FZ dd July 2, 2013 ).

The law establishes some other cases of termination of employment contracts due to reaching the age limit, for example, of civil servants. Thus, in accordance with paragraph 1 of article 25 of the Federal Law № 79-FZ dd July 27, 2004 "On state civil service of the Russian Federation", the mandatory retirement age of civil servants (60 years) is the basis of the worker's dismissal on the initiative of the head of state authority. The head may also decide to extend the employment relationship to 65 years (with his consent). In order to preserve highly qualified managerial staff the maximum age for civil servants at category of "heads" of higher level has been increased from 60 to 70 years since 2013 (Federal Law № 327-FZ dd December 30, 2012 "On amendments to article 25.1 of the Federal Law "On state civil service of the Russian Federation").

Guarantees of workers in case of an appeal against actions of the employer or participation in proceedings against the employer. Constitution says that everyone shall be guaranteed judicial protection of his rights and freedoms (article 46 of the Constitution) and recognition shall be given to the right to individual and collective labour disputes (Article 37, paragraph 4, of the Constitution) and it is enshrined in the relevant provisions of the Labour Code (in particular, Section XIII «Protection of labor rights and freedoms. Consideration and resolution of labor disputes. Responsibility for violation of labor legislation and other acts containing standards of labor law").

For example, if a worker believes his rights have been violated he can address a letter, statement or appeal to the authorities of the Federal Labour Inspectorate which is obliged to consider the appeal and take appropriate measures (p.10 art. 356 of the Labor Code of RF). At the enterprise/organization it is possible to apply for legal aid and support to the trade union committee (if any and in case of membership) who can assist in the formulation of requirements, collection of evidence and even to act on worker's behalf in court (art. 391 of the Labour Code). In addition, individual labor disputes are processed by labor dispute commissions (art.382 of the Labor Code of the Russian Federation), labor dispute commissions are formed from the representatives of employees and employer in equal numbers (if there is such a commission at the enterprise). An employer has no right to block the protection of labor rights by workers themselves. (art.380 LC RF). In addition to these measures the worker is entitled to seek judicial protection i.e. to file a claim in accordance with established procedural regulations (jurisdiction, forms, terms and other legal requirements under the Civil Procedure Code). At the same time the worker shall be exempted from fees and legal expenses. (Art.393 Labor Code of RF).

In any worker's appeal against maladministration in order to restore violated rights the law does not allow any repression and persecution against worker as well as against people providing aid and assistance such as trade union representatives. Article 3 of the Labour Code says that no one can be constrained in his/her labor rights and freedoms or get any advantages irrespective of affiliation or non-affiliation with public associations as well as other factors not relevant to professional qualities of the employee. It applies to the persecution of persons in connection with the complaints against the employer in full.

In addition, the law establishes certain additional guarantees for workers' representatives. For example, in respect of heads/deputy heads of elected trade union bodies of primary trade union organizations within two years after the end of their term in office there is an extra guarantee against dismissal by the employer in connection with: a) in case of reduction of number of employees in organization (p.2, art. 81 of the Labor Code), b) in case if an employee is not fit for the occupied position or performed job functions because of insufficient

qualification according to the results of professional attestation (p. 3, art. 81 of the Labour Code), c) in case of repeated non-fulfilment of job functions by an employee without reasonable excuse (p. 5, art. 81 of the Labor Code). The employer is employer is obliged to agree with the head of an elective trade union body of a given organization the termination of a labor contract on these grounds (art.376 of the Labor Code).

There are additional guarantees for workers' representatives in the resolution of collective labor disputes - agents of workers, their associations participating in a settlement of collective industrial dispute, shall not be, for the period of such settlement, subject to any disciplinary punishment, re-engaged or dismissed upon the employer's initiative without prior consent of the authorizing body (art.405 of the Labor Code).

The period of the ban on dismissal by the employer during the absence of the worker due to illness or work-related injury and firing rules in case a worker's permanent disability. In accordance with the sixth part of art. 81 of the Labour Code the dismissal of an employee on employer's initiative is not allowed during the period of temporary incapacity of employee for work and during the period of leave of an employee (except cases of dissolving of an organization or termination employer's activities if an employer is an individual entrepreneur). . Moreover, the duration of disability or illness of the worker for this restriction does not matter - the employer does not have the right to dismiss his as long as his is absent for the reason that is certified by a temporary disability leave ("sick leave certificate").

The duration of the permission of the "sick leave certificate" is regulated by a special legal act namely the Procedure for sick leave certificates issuance approved by the Ministry of health and social development of the Russian Federation (Russian Health Ministry) № 624n dd June 29, 2011 "On approval of sick leave certificates issuance". Depending on the cause of disability, nature of disease and patient's health the period of sick leave certificate may be different (from a few days up to one year) but usually it does not exceed 4 months. After that under the conclusion of the medical commission a disabled worker may be referred to a medical and social expertise (MSE). In some cases, the period of sick leave certificate may be up to 10 months (in case of complex trauma and reconstructive surgery) and in case of the tuberculosis treatment - to 12 months.

Thus, the period during which the disabled worker cannot be dismissed by the employer corresponds to the actual duration of his illness confirmed by a temporary disability leave and can be quite long.

If as a result of illness or injury a worker has completely lost the ability to work and he will be granted a disability group a termination of an employment contract is possible on the following basis, "consideration of an employee completely incapable for work according to the

results of medical examination" (p. 5, part 1, art. 83 of the Labor Code). In this case, it is not dismissal by the employer but termination of employment because of the circumstances that do not depend on the will of sides (art. 83 of the Labour Code) which has a different procedure.

The status of state labor inspectorate. Article 359 of the Labor Code of the Russian Federation "The independence of state labor inspectors" says that while exercising their rights and duties, state labor inspectors are authorized representatives of the State and are therefore State-protected, acting independently of the state bodies and its officials, abiding only by the legislation. Nobody has the right to interfere with the activities of state supervision over compliance with labor legislation and to intervene in the decision-making process of the state labor inspector.

Appeals against verdicts of state labor inspectors can be submitted to their superior, the Labor Inspector-General of the Russian Federation and (or) to court. Verdicts of the Labor Inspector-General of the Russian Federation can be appealed against in court (Article 361 of the Labor Code).

The Labour Code does not contain any restrictions on the number of persons having the right to appeal against the decision (order) of state labor inspectors. It could be an employer whose actions considered as inappropriate or worker (or his representative) whose statement considered groundless by the state labor inspector. Thus, the courts have the right to consider complaints to the verdicts of state labor inspectors of all levels and take appropriate decisions including cancellation.

In the case of dissatisfaction with the decision of the state labor inspector on the illegal dismissal the worker may appeal to the court. According to article 391 of the Labour Code, "Settlement of individual labor disputes at courts» if a claim is submitted by the employee on reinstatement regardless of the grounds for termination of employment contract, on change of date or wording of the reason of dismissal it shall be considered directly at the court (p. 1, part 2, article 391 of the Labor Code).

Unlike the Court, State Labour Inspectorate is not an authority to consider the labor dispute and it has not got any procedural opportunities of detailed study of the case as the court. In this regard, an appeal to the state labor inspectorate is promising only if there is a formal obvious violation of the employer and in case of more complex circumstances its decisions often do not satisfy the worker. Employee has the right to refer to the court for dismissal disputes - within one month (part 1, art. 392 of the Labor Code). Dismissed worker who wants to restore his violated rights may within one month from the date of dismissal seek judicial protection whether he applied to the state labor inspectorate and despite its decision. At the same time workers



referring to the court with claims arising out of employment relations, shall be exempted from fees and legal expenses (article 393 of the Labor Code).

Compensation for illegal dismissal. Article 234 of the Labour Code says that in all events of illegal revocation of the right to labor the employer is obliged to reimburse financial damage to the worker. Such damage is estimated in underpaid wages in connection with the illegal actions of the employer including illegal dismissal and refusal of the employer to fulfil or untimely fulfilment of decisions of labor disputes authorities or a governmental labor inspector on reinstating the employee on the work.

The industrial tribunal shall rule on average wage payable to worker for his forced absence at the expenses of the employer i.e. for the whole period when worker could not perform work functions and get paid (part 2 of article 394 of the Labour Code).

According to p. 1, part 2 of Article 391 of the LC RF the courts shall hear individual labor disputes. While making decisions on labor disputes including reinstatement of employment the courts at the same time solve the problem of payment for forced absence.

Besides restitution of material damage illegally dismissed worker is entitled to restitution of moral damage. Article 237 of the Labour Code says that the moral damage inflicted to an employee by illegitimate activity or omission of an employer is repaired in terms of money at the amount fixed upon agreement of labor contract parties. In event of any disputes the moral damage inflicted to the employee and the amount of compensation will be established by court in regardless the type of damage. Moral damage due to the dismissal will be refunded only if dismissal is illegal. The law does not establish limits and amount of such compensation, the court decides this matter at its discretion. At determination of the amount the court takes into account the nature of physical and mental suffering caused to worker, the degree of fault of the employer as well as the requirements of reasonableness and fairness. Taking into account the nature of physical and moral suffering the court also pays attention to circumstances of moral damages and the individual characteristics of illegally dismissed worker.

2) Please, indicate the measures taken (organizational and administrative activities, programs, action plans, projects, etc.) for legal documents enforcement.

3) Please, present relevant indicators and provide statistical data and other relevant information .

Appeal to court is one of the most effective ways to protect labor rights. According to the Judicial Department at the Supreme Court of the Russian Federation the number of labor disputes considered by the courts in 2011 was 251.6 thous. cases, in 2012 - 251.6 thous. cases,

in 2013 - 240.5 thous. cases, in 2014 - 230.8 thous. cases. Of these, the number of labor disputes for reinstatement in 2011 - 25.5 thous. cases, in 2012 - 22.0 thous. cases, in 2013 - 19.6 thous. Cases, in 2014 - 18.3 thous. cases<sup>10</sup>. Approximately nine of ten labor disputes are considered according to the claim of worker and nine of ten of these suits are being satisfied<sup>11</sup>. The hearings of labor disputes involving state labor inspectors in 2014 examined twice as much as in 2009.

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<sup>10</sup> Review of judicial statistics on activities of federal courts and justices of peace in 2012. P. 9; Review of judicial statistics on activities of federal courts and justices of peace in 2014. P. 36.  
<http://www.cdep.ru/index.php?id=80>

<sup>11</sup> FITUR in a changing world. M., 2015. P.60.