



07/10/2020

RAP/RCha/RUS/9(2020)

## **EUROPEAN SOCIAL CHARTER**

9<sup>th</sup> National Report on the implementation of the European  
Social Charter

submitted by

**THE GOVERNMENT OF THE RUSSIAN FEDERATION**

Article 1, 9, 10, 15, 18, 20 and 24

for the period 01/01/2015 - 31/12/2018

Report registered by the Secretariat on  
5 October 2020

**CYCLE 2020**

The Report of the Russian Federation to the Council of  
Europe on implementation of the European Social Charter  
(revised), 1996.

“Employment, training and equal opportunities”

## *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.

Since 2013, the state program “Employment Promotion” has been implemented in the Russian Federation. Its latest revision was approved by Decree of the Government of the Russian Federation No. 348 dated March 28, 2019. The implementation of the state program is designed for the period until 2024.

The basis of the state program includes:

- federal projects that are part of national projects developed in accordance with the national goals and strategic objectives of the development of the Russian Federation for the period until 2024 (Decree of the President of the Russian Federation No. 204 May 7, 2018);

– 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);

– concept of Demographic Policy of the Russian Federation for the period until 2025 (Presidential Decree N 1351 dd October 9, 2007);

– concept of Demographic Policy of the Far East for the period until 2025 (order of the Government of the Russian Federation No. 1298-r dd June 20, 2017);

- forecast of socio-economic development of the Russian Federation for the period up to 2024.

The overall contribution of the state program to the socio-economic development of the Russian Federation is to create conditions for formation of a flexible, efficiently functioning labor market. In this regard, the goal of the State Program is to create legal, economic and institutional conditions conducive to the effective development of the labor market.

To achieve this goal it is supposed to solve the following tasks:

increasing labor market flexibility;

improving quality of workforce and development of its professional mobility;

development of labor market institutions, growth of employment and labor efficiency, including by increasing the territorial mobility of labor resources;

Incident and Injury Free;

creation of working conditions allowing to preserve the working capacity of the working population throughout the professional career;

creation of conditions for attracting foreign labor, taking into account the prospective needs of the economy in labor resources and principle of priority use of national personnel.

The following subprograms are aimed at solving the tasks during the implementation of the State program:

1. "Active policy of employment and social support for unemployed". The purpose of the sub-program is to prevent the growth of tension in the labor market. sub-program implementation period: 2013-2024.

2. "External labor migration". The purpose of the subprogram is to attract foreign workers in accordance with the needs of the economy. sub-program implementation period: 2013-2016. Since 2017, the subprogram has been transferred to the state program of the Russian Federation "Maintenance of public order and fight against crime".

3. "Development of labor market institutions." The purpose of the subprogram is to promote maintenance of highly qualified workers, to ensure protection of labor rights of citizens. sub-program implementation period: 2013-2024.

4. "Incident and Injury Free". The purpose of the subprogram is to create conditions to create safe work culture and increase effectiveness of measures aimed at preserving the life and health of workers in the course of work. Sub-program implementation period: 2018-2024.

According to the State Program, the main measures and their financial support are planned for the entire period of its operation with a breakdown by years. 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.

All subjects of the Russian Federation develop regional programs (disaggregated by sub-programs) to promote employment indicating financial support.

The measures of the state program affecting the achievement of goals related to the subject of joint jurisdiction of the Russian Federation and the constituent entities of the Russian Federation include:

Name of the event \ Terms of financing

implementation of measures of an active employment policy at the expense of the budgets of the subjects of the Russian Federation

implementation of measures to improve working conditions and labor protection

implementation of additional measures in the field of employment with co-financing from the federal budget provided to budgets of subjects of the Russian Federation in the form of subsidies or other inter-budget transfers

implementation of regional programs to increase labor mobility

implementation of measures of federal projects that are part of national projects

making social payments to unemployed citizens at the expense of federal budget, provided to budgets of subjects of the Russian Federation in the form of a subvention.

In 2015-2016, according to the decisions of the Government of the Russian Federation, Programs of additional measures in the field of employment were implemented, they were aimed at reducing tension in the labor market of subjects of the Russian Federation. The main types of measures aimed at reducing tension in the labor market of subjects of the Russian Federation included:

- advanced vocational training for workers of enterprises at risk of dismissal (2015-2016);
- temporary employment of workers of organizations at risk of dismissal, and citizens seeking work (2015-2016);
- social employment of persons with disabilities (2015);
- assistance in the employment of unemployed persons with disabilities for jobs equipped for them (2015);
- reimbursement to employers of costs associated with the employment of persons with disabilities (2016);
- reimbursement to employers implementing programs for company's development of costs of partial remuneration for workers dismissed from other companies in connection with the liquidation or reduction of workers and unemployed citizens (2016).

In 2017, by decision of the Government of the Russian Federation, in connection with the release of AvtoVAZ workers, budget of Samarskaya oblast was allocated a subsidy to co-finance additional measures aimed at reducing tensions in the regional labor market. These activities included:

partial reimbursement to companies hiring the dismissed workers of the joint-stock company, and before the corresponding employment, to the joint-stock company (hereinafter referred to as workers) of expenses for labor remuneration and material and technical support for the repair of industrial premises, installation, dismantling of equipment and other types of preparation work infrastructure for creating new jobs;

partial reimbursement to employers of cost of vocational training, retraining and advanced training of workers.

In 2018, measures to reduce tensions in labor market were implemented only in the subjects of the Russian Federation that are part of the North Caucasus Federal District. They included:

advanced vocational training, supplementary vocational education and internships (including in another locality) of workers at risk of dismissal, as well as citizens hired for permanent work in order to ensure employment in the construction and resort-tourist complex, as well as during implementation other socio-economic projects;

stimulation of entrepreneurial activity in order to create new jobs;

internships for graduates of institutions of higher and secondary vocational education in order to gain work experience for further employment in companies in need of personnel.

In 2015-2018, regional programs for increasing labor mobility were co-financed.

In 2018, in 6 pilot subjects of the Russian Federation (Samarskaya oblast, Tulsckaya oblast, Republic of Bashkortostan, Republic of Tatarstan, Permskiy kray and Tyumenskaya oblast), measures were taken to retrain and improve qualifications of workers of enterprises in order to support their employment. Since 2019, these measures have been included in the federal project “Supporting Employment and Increasing the Efficiency of Labor Market to Ensure the Growth of Labor Productivity”.

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.

Employment Trends. In the period 2015-2018, the situation on the labor market remained stable. The employment rate of population at the age of 15-72 fluctuated slightly around 65.5% of the population, unemployment rate showed a pronounced downward trend (Table 1.2).

As in previous years, men's employment exceeded women's employment. At the same time, the employment gap increased by 0.5 percentage points (from 11.0 percentage points in 2015 to 11.5 percentage points in 2018). This is due to an increase in the level of employment of men in the period under review, while the level of employment of women has not changed.

The unemployment rate in 2018 updated the historical minimum and amounted to 4.7% of the workforce at the age of 15-72. The gender structure of unemployed has somewhat leveled off. If in 2015 the proportion of men was 53.8%, then in 2015 it decreased to 52.4%.

Table 1.2 — Main indicators of labor market

	2015	2016	2017	2018
Workforce at the age of 15-72, thous. people including:	76587,5	76636,1	76108,5	76011,4



	2015	2016	2017	2018
men	39432,6	39469,7	39209,8	39113,7
women	37154,9	37166,4	36898,7	36897,7
Employed population at the age of 15-72, thous. people	72323,6	72392,6	72142,0	72354,4
including:				
men	37136,5	37201,0	37108,1	37198,6
women	35187,1	35191,6	35033,9	35155,8
Unemployed population at the age of 15-72, thous. people	4263,9	4243,5	3966,5	3656,9
including:				
men	2296,1	2268,7	2101,7	1915,1
women	1967,8	1974,8	1864,8	1741,9
Level of participation in the workforce,% of the total population at the age of 15-72	69,1	69,5	69,1	68,9
including:				
men	75,5	75,9	75,6	75,4
women	63,4	63,8	63,3	63,1
Employment rate, % of total population at the age of 15-72	65,3	65,7	65,5	65,6
including:				
men	71,1	71,6	71,5	71,7
women	60,1	60,4	60,1	60,2
Unemployment rate,% of total workforce at the age of 15-72	5,6	5,5	5,2	4,8
including:				
men	5,8	5,7	5,4	4,9
women	5,3	5,3	5,0	4,7

*Source:* Labor, employment and unemployment in Russia (based on sample labor force surveys). 2018: Stat.sb./ Rosstat. □ M., 2018; 2018 Labor Force Sample Survey: Statistical Bulletin. [www.gks.ru](http://www.gks.ru)

The employment indicators of the working-age population showed positive dynamics throughout the entire reporting period (Table 1.3). The employment rate increased by 2.3 percentage points over 3 years. Moreover, employment rate of women grew faster (+2.5 percentage points) than men's (+2.2 percentage points). The unemployment rate, on the contrary, decreased more intensively for men (-1.0 percentage points) than for women (-0.6 percentage points). In 2018, the difference between the unemployment rate of men and women was only 0.1 percentage points.

Table 1.3 – Workforce, employment and unemployment of the working-age population<sup>1)</sup>

--	--	--	--	--

	2015	2016	2017	2018
Workforce participation rate, %	80,6	81,4	81,9	82,4
including:				
men	83,9	84,6	85,0	85,4
women	77,0	77,9	78,6	79,1
Employment rate, %	75,9	76,6	77,5	78,2
including:				
men	78,9	79,6	80,3	81,1
women	72,6	73,4	74,4	75,1
Unemployment rate, %	5,8	5,8	5,4	5,0
including:				
men	6,0	5,9	5,5	5,0
women	5,7	5,7	5,3	5,1

<sup>1)</sup>Men at the age of 16 – 59, Women at the age of 16 - 54.

Source: Labor, employment and unemployment in Russia (based on sample labor force surveys). 2018: Stat.sb./ Rosstat. □ M., 2018; 2018 Labor Force Sample Survey: Statistical Bulletin. [www.gks.ru](http://www.gks.ru)

The employment rate for all age groups for men was higher than for women (Table 1.4). It reaches a peak value (about 90%) in a rather wide age group of 25-49 years for men and a relatively narrow age group of 40-49 years for women. With the onset of retirement age (55 years for women and 60 years for men), employment rates are sharply reduced, and for men this decrease is more pronounced. After 60 years, the bulk of both men and women stop working.

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
Total										
2015	5,9	49,9	82,4	84,7	87,4	88,9	88,4	83,0	62,0	22,1
2016	6,4	49,9	82,9	85,4	87,5	89,4	88,9	83,9	62,7	21,9
2017	5,7	48,7	83,9	86,0	88,3	89,9	89,4	84,5	62,4	20,9
2018	5,6	47,8	84,3	86,8	88,9	90,2	89,8	85,3	64,2	21,2
Men										
2015	7,3	55,1	89,8	91,0	90,7	90,3	89,5	84,7	74,6	27,6
2016	8,0	55,3	90,1	91,3	90,9	90,7	89,6	85,8	75,8	27,1
2017	6,9	53,9	90,8	92,2	91,7	91,2	90,1	86,2	75,5	26,5
2018	6,4	52,9	90,7	92,7	92,2	91,9	90,9	87,1	77,6	...
Women										
2015	4,4	44,5	75,0	78,4	84,3	87,5	87,3	81,6	52,3	18,5
2016	4,7	44,3	75,5	79,4	84,3	88,3	88,2	82,2	52,4	18,6
2017	4,4	43,2	76,8	79,8	85,1	88,6	88,7	83,0	52,0	17,3

2018	4,7	42,5	77,6	80,8	85,7	88,6	88,8	83,7	53,6	...
------	-----	------	------	------	------	------	------	------	------	-----

*Source:* Labor, employment and unemployment in Russia (based on sample labor force surveys). 2018: Stat.sb./ Rosstat. □ M., 2018; 2018 Labor Force Sample Survey: Statistical Bulletin. [www.gks.ru](http://www.gks.ru)

With age, the unemployment rate shows a clear downward trend (Table 1.5). The highest unemployment rates are characteristic for the age group of 15-19 years, where they reach one third of the labor force, for 20-24-year-olds this indicator is almost halved. 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 35 unemployment loses so called "woman personality", and the unemployment rate among men is higher than among women.

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, years									
	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-72
<b>Total</b>										
2015	32,4	14,3	6,2	5,1	4,5	4,1	4,0	4,5	3,9	3,1
2016	29,1	14,9	6,3	5,1	4,6	4,0	4,0	4,3	3,8	3,3
2017	28,4	14,7	5,9	4,7	4,1	3,9	3,9	4,1	4,1	3,4
2018	27,6	15,3	5,5	4,4	3,9	3,5	3,5	3,7	3,4	2,9
<b>Men</b>										
2015	28,6	13,8	6,0	4,8	4,7	4,5	4,3	5,1	4,8	3,1
2016	26,7	14,4	5,9	4,9	4,8	4,4	4,3	4,7	4,7	3,5
2017	25,7	14,4	5,4	4,4	4,2	4,3	4,1	4,6	4,8	3,5
2018	25,6	14,7	5,2	4,0	4,0	3,6	3,7	4,1	4,0	...
<b>Women</b>										
2015	38,2	14,9	6,3	5,4	4,2	3,7	3,7	4,0	2,9	3,1
2016	33,1	15,5	6,8	5,4	4,4	3,7	3,7	4,0	2,8	3,1
2017	32,4	15,2	6,4	5,1	4,1	3,5	3,8	3,6	3,3	3,3
2018	30,3	16,1	5,9	4,8	3,9	3,4	3,4	3,3	2,6	...

*Source:* Labor, employment and unemployment in Russia (based on sample labor force surveys). 2018: Stat.sb./ Rosstat. □ M., 2018; 2018 Labor Force Sample Survey: Statistical Bulletin. [www.gks.ru](http://www.gks.ru)

In the structure of unemployed, the largest group was the group of long-term unemployed (seeking work for a year or more), which accounted for about a third of all unemployed (Table 1.6). The share of those who seek work for more than six months was almost half. Another 20% are those who are seeking work from 1 to 3 months. The smallest group represented group seeking job less than 1 month, and it represented 10% of all.

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

	Total	Including searching for a job, months				
		Less than 1	1 - 3	3 - 6	- 6 - 12	12 and more
2015	100	11,5	22,7	17,8	20,6	27,3
2016	100	10,3	21,0	17,9	21,1	29,6
2017	100	11,2	20,8	17,3	20,3	30,4
2018	100	11,5	21,5	18,0	20,3	28,6

Source: Labor, employment and unemployment in Russia (based on sample labor force surveys). 2018: Stat.sb./ Rosstat. □ M., 2018; 2018 Labor Force Sample Survey: Statistical Bulletin. [www.gks.ru](http://www.gks.ru)

The average duration of a job search in 2015-2018 fluctuated around 7.5 months (Table 1.7). With age, the duration of job searches increases for 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 (8-9 months) is observed among the group of unemployed over 40 years old, especially for men at the age of 55-59.

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	60-69	70 and older
Total												
2015	7,3	4,7	5,9	7,2	7,3	7,6	8,2	8,1	8,4	8,2	...	...
2016	7,6	5,0	6,6	7,6	7,6	7,8	8,2	8,6	8,6	8,4	...	...
2017	7,6	4,6	6,0	7,6	7,7	8,0	8,3	8,9	8,6	8,7	8,4	9,0
2018	7,4	4,0	5,7	7,3	7,4	7,8	8,1	8,5	8,8	8,6	8,7	8,4
Men												
2015	7,1	4,4	5,9	7,0	7,1	7,5	8,2	7,9	8,1	8,2	...	...
2016	7,4	4,8	6,5	7,4	7,2	7,5	7,9	8,3	8,5	8,6	...	...
2017	7,5	4,6	6,0	7,5	7,4	8,0	7,9	8,7	8,6	8,9	8,0	8,9
2018	7,3	4,1	5,7	7,0	7,2	7,4	8,0	8,4	8,7	9,0	8,4	8,8
Women												
2015	7,4	5,0	6,0	7,4	7,6	7,7	8,1	8,2	8,7	8,2	...	...
2016	7,8	5,2	6,7	7,8	8,0	8,1	8,5	8,8	8,7	8,1	...	...
2017	7,8	4,6	6,1	7,7	8,0	8,0	8,6	9,1	8,7	8,5	8,9	9,1
2018	7,5	4,0	5,7	7,6	7,7	8,3	8,2	8,6	8,8	7,9	8,9	8,2

Source: Labor, employment and unemployment in Russia (based on sample labor force surveys). 2018: Stat.sb./ Rosstat. □ M., 2018; 2018 Labor Force Sample Survey: Statistical Bulletin. [www.gks.ru](http://www.gks.ru)

Employment patterns. According to Rosstat, the main trend in the structure of employment by status at the main job is a decrease in the share of self-employed. In terms of gender, the

percentage of self-employed women was on average 2 p.p. lower than that of men, which is a consequence of a somewhat wider spread of employment among women (Table 1.8).

**Table 1.8 - Distribution of employment in the economy by status at the main job (%)**

	Total	Including					
		Paid employment	Freelancers	including			
				employers	self-employed	Members of industrial cooperatives	Assisting at Family household
Total							
2015	100	92,8	7,2	1,3	5,5	0,0	0,4
2016	100	92,5	7,5	1,3	5,8	0,0	0,4
2017	100	93,4	6,6	1,3	4,8	0,0	0,4
2018	100	93,2	6,8	1,4	5,0	0,0	0,4
Men							
2015	100	91,9	8,1	1,7	6,0	0,0	0,4
2016	100	91,4	8,6	1,7	6,4	0,0	0,4
2017	100	92,3	7,7	1,8	5,5	0,0	0,4
2018	100	92,2	7,8	1,9	5,5	0,0	0,4
Women							
2015	100	93,7	6,3	0,9	5,0	0,0	0,4
2016	100	93,6	6,4	0,8	5,1	0,0	0,4
2017	100	94,6	5,4	0,9	4,1	0,0	0,4
2018	100	94,2	5,8	0,9	4,4	0,0	0,4

Source: Labor, employment and unemployment in Russia (based on sample labor force surveys). 2018: Stat.sb./ Rosstat. □ M., 2018; 2018 Labor Force Sample Survey: Statistical Bulletin. [www.gks.ru](http://www.gks.ru)

Program "Employment Promotion" implementation. The key performance indicators of the Program are its target indicators. (Table 1.10). Over the period under review, the unemployment rate according to the ILO methodology has decreased due to the relatively favorable labor market situation, and the gap between unemployment (ILO) and registered unemployment has widened.

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

Indicators	2015		2016		2017		2018	
	plan	actual	plan	actual	plan	actual	plan	actual

Unemployment rate (ILO methodology)	5,7	5,9	5,9	5,5	5,9	5,2	5,0	4,8
Registered unemployment rate	1,7	1,3	1,3	1,2	1,3	1,1	1,2	0,9
Ratio of unemployed citizens registered with the employment service authorities to the total number of unemployed citizens (according to the ILO methodology),%	29	23	23	23	25	21	24	20
Proportion of workers employed in work with harmful and (or) dangerous working conditions in the total number of workers	-	39,1	-	38,5	38	38	37	38

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

The following table gives an idea about the fulfillment of planned target indicators of the sub-program of an active policy of employment and social support for unemployed citizens for the same period.

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

Indicators	2015		2016		2017		2018	
	plan	actual	plan	actual	plan	actual	plan	actual
Ration of citizens de-registered in connection with employment to the total number of citizens applied to the employment services for assistance in job search, %	67	62	66	64	67	67	68	67
Proportion of unemployed seeking job for 12 and more months in total number of unemployed registered with the Employment Service, %	9	9	11	9	11	9	10	8
Proportion of citizens recognized as unemployed in the total number of unemployed citizens who completed vocational training, received supplementary vocational education, %	6,5	2,5	2,5	1,8	2	3,3	1,5	2,0
Number of equipped jobs for employment of disabled people, thousand jobs cumulatively since 2013	42,7	44,2	-	-	-	-	-	-
The share of attracted workers hired by employers - participants	-	-	26,5	26,5	79	54,1	79	90

in regional programs to increase labor mobility in the reporting period, in the total number of workers provided for by the agreement,%								
Share of workers engaged in continuing to work at the end of the reporting period in the total number of workers attracted by employers under the agreement,%	-	-	80	80	80	88	80	94
Proportion of unemployed citizens employed in another locality with the assistance of employment services in the total number of unemployed citizens registered with the employment service,%	0,9	0,3	0,6	0,2	0,6	0,3	0,7	0,3
Ratio of the maximum size of unemployment benefits to the cost of living of the working age population,%	100	47	46	46	44	45	42	45
Share of people aged 16 and over satisfied with <i>government</i> services in the field of employment promotion,%	82	72	-	-	86	72	-	-
Share of attracted foreign workers in the workforce,%	-	-	4,5	4,3	4,1	2	4	2

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

Since January 1, 2019, for the first time since 2009, the minimum and maximum unemployment benefits have been increased in the Russian Federation. The minimum unemployment benefit has been increased from 850 rubles to 1,500 rubles, and the maximum - from 4,900 rubles to 8,000 rubles. For citizens of pre-retirement age who have less than 5 years until retirement, the maximum amount of unemployment benefits is RUB 11280 - at the subsistence level of the working age population for Q2 2018.

According to the Federal Service for Labor and Employment, the average unemployment benefit in 2015 was RUB 3,620.3, in 2016 – RUB 3,828.8, in 2017 – RUB 3,895.8, in 2018 – RUB 3654.0, in 2019 – RUB 6062.8. (excluding persons of pre-retirement age) and RUB 8098.8 (persons of pre-retirement age). The average monthly number of beneficiaries was 790.9 thousand people in 2015, 792.7 thousand people in 2016, 675.1 thousand people in 2017, 589.7 thousand people in 2018 and 598, 7 thousand people in 2019. An increase in benefits contributed to an increase in the number of officially registered unemployed, while unemployment according to the ILO methodology decreased. However, this growth cannot be called significant (732.9 thousand people in 2019 compared to 713.3 thousand people in 2018)

Employment services' clients survey for satisfaction with state services in the field of employment promotion have been conducted by the Federal State Statistics Service since 2015 with a frequency of once every 2 years (data are given in table 1.11)..

Information on the target indicators of the external labor migration sub-program is shown in Table 1.12. Since since 2017, the sub-program has been transferred to the state program of the Russian Federation “Maintenance of public order and fight against crime”, information is provided for 2015 and 2016 only.

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

Indicator	2015		2016	
	plan	actual	plan	actual
Number of highly qualified foreign professionals with permission to work in Russia, thous. people.	22,2	35,2	22,5	23,1
Number of foreign nationals - qualified professionals attracted to the territory of the Russian Federation in accordance with the list of occupations (specialties, positions) of foreign nationals - qualified professionals employed according to their occupations (specialty), not subject to quotas, thous. people	121,0	22,1	122,0	14,8
Number of patents issued to foreign citizens arrived in a manner that does not require visas, pc.	37	47,2	39	41,4
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,%	100	16,3	100	64,7
Ratio 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,%	96	80,7	96,5	92,5
Ratio of permits to attract and use foreign workers issued to employers in the current year to number of permits to attract and use foreign workers issued to employers in the previous year,%	87	84	88	90,7
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,%	80	94	80,5	76,9
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,%	37	47,2	39	41,4
Number of foreign nationals with permission to work in the current year, thous. people	1191,2	217,0	1191,2	140,4
Proportion of foreign workers with documented proof of command of the Russian language and Russian legislation in total number of foreign workers with work permits %	2,7	83,89	3	81,6
Share of foreign nationals illegally staying at the territory of the Russian Federation in total number of foreign citizens at	50	61,2	45	65,3



the territory of the Russian Federation for employment,%				
--	--	--	--	--

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

Information on costs of activities in the field of employment promotion are shown in Table 1.13.

Table 1.13 Costs of employment promotion activities

	2015	2016	2017	2018
Total (excluding administrative expenses), billion rubles				
including:				
active employment policy measures	16,4	9,2	7,4	7,3
passive employment policy measures	39,0	40,9	36,1	31,3
Total,% of GDP				
including:				
active employment policy measures	0,02	0,01	0,01	0,01
passive employment policy measures	0,05	0,05	0,04	0,03
GDP, billion rubles	83087,4	85616,1	91843,2	104335,0

## 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.
--

### Appendix to article 1§2

This provision shall not be interpreted as prohibiting or authorising any union security clause or practice.
--

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 occupation 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 occupation 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 ( decision № 1400 dd December 18, 2014), as well as an allowable share of foreigners in certain sectors of economy (Decision № 1420 December 19, 2014 ). 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 site 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 originals 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" or 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 on the phone during his working day. This position of the Labour Code excludes legal opportunities for employer intrusion into worker's personal time.

Leave. 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 leave into parts etc.

Dismissal. Like in any other employment contract, remote work employment contract can be terminated by the worker (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 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 leave.

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 № 115-FZ dd July 25, 2002 "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 № 86-FZ dd 19 May 2010). 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 he 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 № 53-FZ dd 28.03.1998, "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 № 113-FZ dd July 25, 2002 "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, occupation, 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 № 5473-1 dd July 21, 1993 «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 occupation 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 № 162-FZ dd July 2, 2013 "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 N 1032-1 dd April 19, 1991 «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 thousand to five thousand rubles); for legal bodies ( ten thousand to fifteen thousand 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 and also 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.

Code of Administrative Offenses of the Russian Federation, art. 5.62, gives the following description of discrimination:

«Discrimination, that is, violation of human and civil rights, freedoms and legitimate interests depending on gender, race, color of skin, nationality, language, origin, property, family, social and official status, age, place of residence, attitude to religion, beliefs, affiliation with public associations or any social groups ».

Art. 3 Labor Code of the Russian Federation establishes:

«Nobody may be subject to restrictions in labor rights and liberties or gain any advantages regardless of sex, race, color of skin, nationality, language, origin, property, family, social status and occupational position, age, place of residence, attitude to religion, political views, affiliation or failure to affiliate with public associations, as well as other circumstances not pertaining to the business properties of the worker».

p.1 Art. 19 Constitution of the Russian Federation (hereinafter referred to as the Constitution) establishes that all people shall be equal before the law and court .

The State shall guarantee the equality of rights and freedoms of man and citizen, regardless of sex, race, nationality, language, origin, property and official status, place of residence,

religion, convictions, membership of public associations, and also of other circumstances. All forms of limitations of human rights on social, racial, national, linguistic or religious grounds shall be banned (p. 2, art. 19 Constitution).

As previously stated in previous reports of the Russian Federation, Art. 64 of the Labor Code of the Russian Federation (hereinafter - the Code) prohibits to refuse to conclude a labor contract without reason.

Any direct or indirect restriction of the rights or granting direct or indirect advantages in the conclusion of a labor contract depending on sex, race, skin color, nationality, language, origin, property, social and positional status, age, place of residence (including the presence or absence of registration at the place of residence or stay), as well as other circumstances not pertaining to the business properties of the workers shall not be permitted except for the cases envisaged in federal law.

At the demand of the person being refused conclusion of a labor contract, the employer must report the reason for the refusal in writing within seven days after the demand/

A refusal to conclude labor contract may be appealed to a court. Also appeals of persons who believe that they have been discriminated shall be examined by court (Article 391).

Thus, Art. 3 of the Code prohibits discrimination in the sphere of work, and Art. 64 prohibits direct or indirect restriction of rights or establishment of direct or indirect advantages on the grounds listed above, which in the legal sense is tantamount to a prohibition of direct and indirect discrimination, since the meaning of the word “discrimination” (lat. *discriminatio* “distinguish”) implies distinction and unequal treatment.

Also, according to the Constitution, art. 7 Labor is free. Everyone shall have the right to freely use his labor capabilities, to choose the type of activity and occupation. According to p. 3 art. 19 Constitution «Man and woman shall enjoy equal rights and freedoms and have equal possibilities to exercise them ».

In the Russian Federation, the gender of a citizen (male or female) is determined by identity documents. When changing sex, changes are also made to the identification documents. The form and procedure for the issuance of a document on sex change by a medical organization was approved by Order of the Ministry of Health of Russia No. 850n dd 10.23.2017. Thus, the choice of personal identity remains an inalienable right of a human and citizen.

Protection of personal, family, including sexual, life of a citizen is regulated by Art. 152.2 of the Civil Code of the Russian Federation and prohibits the collection, storage, distribution and use of any information about his\her private life. Sexual orientation can not be the subject of discussion in a professional interview or contained in the subject of an established test for employment.

Meanwhile, when considering cases of this category in order to coordinate the interests of the employer and person wishing to conclude an employment contract optimally, and taking into account the fact that, based on the content of Art. 8, part 1, article 34, parts 1 and 2 of Art. 35 of the Constitution and para. 2 p. 1 art. 22 of the Code, the employer, for the purpose of effective economic activity and rational management of property, independently, at its own risk, takes the necessary personnel decisions (selection, placement, dismissal of personnel) and conclusion of the employment contract with a specific person seeking job is the right and not the obligation of the employer.

The institution of differences, exceptions, preferences, as well as restrictions of the rights of employees determined by the specific requirements for the given type of work specified in federal law, or stipulated by the special care of the state with respect to persons needing greater social and legal protection or established by the Code, or in cases and in the manner that they are provided for, in order to ensure national security, maintain an optimal balance of labor resources, promote, as a matter of priority, the employment of citizens of the Russian Federation and in order to solve other tasks of the state's domestic and foreign policy (Article 3 of the Code) are not considered as discrimination.

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 N 74n dd February 22, 2013.

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 N 603n dd September 3, 2014.

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 N 321n dated October 17 2012.

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 N 354n dated October 30, 2012.

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 N 125 dd June 29, 2012.

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 Arkhangelskaya oblast, Astrakhanskaya oblast, Belgorodskaya oblast, Volgogradskaya oblast, Kaliningradskaya oblast, Kurskaya oblast, Nizhegorodkaya oblast, Novosibirskaya oblast, Penzenskaya oblast, Samarskaya, Tverskaya oblast, Ulyanovskaya oblast and Chelyabinskaya oblast, St. Petersburg and Leningradskaya 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.

### 1.3 Article 1§3

Article 1§3 -to establish or maintain free employment services for all workers;.
--

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 № 1032-1 dd April 19, 1991 «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 № 361-FZ dd November 30, 2011 , 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 the manner 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 community service;
- 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 N 133-FZ dd July 28, 2012 "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 N 1032-1 dated April 19th, 1991 «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.

The possibility of switching to unemployment insurance, which existed before 2001, is regularly discussed and considered at the federal level, but so far this transition has not been deemed as appropriate. Arguments are put forward that it would increase the burden on employers (contributions to extrabudgetary funds for social insurance are paid by them) and they are not ready for, especially since the existing extrabudgetary funds are already partially subsidized by the federal budget.

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 N 361-FZ dd 30.11.2011 (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 occupation (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 occupation (specialty);

- Assistance to unemployed and their families to resettle in another area for employment according to existing occupation .

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 supplementary vocational education*, approved by the Order of the Ministry of Labor № 380n, dd 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 dd 17 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).

In 2015-2016 employers reduced the hiring of new staff, as a result their average monthly need for workers declared to public employment services stabilized at 1.3 million units, which was slightly more than the average monthly number of unemployed registered in employment service (Table 1.21). However, since 2017, the situation has changed and average monthly number of vacancies has increased over the year by 16%, in 2018 - by 7%, to 1.6 million units, and number of unemployed registered with the employment services in order to find a suitable job decreased by more than a quarter.

Table 1.21 - Average monthly number of jobs and vacancies declared by employers at public employment service

	2015	2016	2017	2018
Number of vacant jobs and positions, thousand units	1281,6	1293,0	1496,3	1597,6
Number of unemployed registered in order to find a suitable job	1165,2	1135,3	975,9	859,3
Load of unemployed population registered in public employment services for 100 jobs and vacant positions	91	88	65	54

*Source:* calculated according to Rostrud

An increase in the number of vacancies with a decrease in the number of citizens seeking job has led to a decrease in the rate of filling jobs by the assignment of public employment services (Table 1.22).

Table 1.22 - Filling vacant jobs and positions declared by employers in public employment services by citizens registered in order to find suitable job by the assignment of PES

	2015	2016	2017	2018
Declared vacancies and positions for the year (including those available at the beginning of the year), thousand units	7256,5	7345,5	8213,1	8660,1
Filled by citizens seeking jobs, by PES assignment thousand people	1508,7	1424,2	1394,8	1328,5
The same, in % of the number of declared vacancies	20,8	19,4	17,0	15,3

*Source:* calculated according to Rostrud

During 2016-2018 number of citizens applied to public employment services in order to find a suitable job decreased by 21%, which was a consequence of an improvement in the situation on the Russian labor market and decrease in the number of unemployed population. At the same time, analysis of the ratio of the number of citizens' applications for assistance in finding a suitable job and number of citizens applied to employment services for this state service indicates an increase in repeated applications by citizens to employment service during the year (Table 1.24).

In connection with the decrease in number of people applied to employment services, the number of public services in the field of employment assistance provided to citizens decreased. The exception included vocational orientation, psychological support for unemployed citizens, and promotion of self-employment of unemployed citizens. The number of services provided to organize the participation of citizens in public works decreased most significantly (almost 2 times).

Table 1.24 - Key performance indicators of public employment services of the Russian Federation for implementation of active policy measures to promote employment

Indicator	2015	2016	2017	2018
Number of people applied to PES, thous. people	...	4965,6	4598,6	4175,7
of which looking for a suitable job	3871,0	3534,6	3305,1	3055,8
Number of citizens' applications for assistance in finding a suitable job, units	4290,0	4002,3	3761,0	3508,4
Of which unemployed	3463,8	3224,4	2993,1	2739,2
Ratio of citizens' applications for assistance in finding a suitable job and number of citizens applied to PES for this public service,%	111	113	114	115
Deregistered applications in connection with the employment of citizens (including self-employment), units	2639,5	2577,4	2511,9	2332,0
Number of unemployed at the beginning of the year, thousand people	900,9	1001,1	894,6	775,5
Recognized unemployed, thousand people	2007,4	1871,7	1644,0	1489,7
Employment contracts for temporary work in their free time from studies were concluded with minor citizens at the age of 14-17, thousand units	616,0	583,7	588,6	575,7
Number of services in vocational guidance provided to, thousand units	2607,9	2547,9	2800,3	2783,3
of which unemployed citizens	1339,0	1173,2	1168,1	1083,8
Number of psychological support services provided to unemployed citizens, thousand units	206,3	210,4	247,3	242,9
Number of citizens send to vocational training, supplementary vocational education, thousand people	206,0	190,1	197,6	192,6
of which:				
unemployed	183,2	167,7	175,3	169,6
women on three years' parental leave	17,9	18,5	18,1	18,4
retirees seeking to resume work	4,9	4,0	4,2	4,6
Number of services for social adaptation in the labor market provided to unemployed citizens, thousand units	259,8	253,1	266,5	258,5
Number of unemployed received services to promote self-employment, thousand people	76,3	83,1	85,9	97,2
Employment contracts for temporary work with unemployed citizens at the age of 18-19 with secondary vocational education and looking for a job for the first time, thousand units	5,3	4,9	4,3	3,3
Employment contracts for temporary work with unemployed experiencing difficulties in finding work, thousand units	50,3	46,1	50,0	43,6
Employment contracts for participation in public works, thousand units	301,3	281,6	247,7	218,4

Indicator	2015	2016	2017	2018
of them with unemployed citizens	120,2	102,7	82,7	67,7

*Source:* Rostrud data

Despite the decrease in absolute values of PES services provided to citizens in the field of employment promotion, relative data indicate their growth, with the exception of services for organization of temporary employment (including public works) (Table 1.25).

Thus, the proportion of unemployed citizens received vocational guidance increased by 6.1 percentage points over 3 years, proportion of unemployed citizens received psychological support increased by 3.6 percentage points, proportion of unemployed citizens received vocational training, supplementary vocational education - by 1.2 percentage points, proportion of unemployed citizens received services in social adaptation in the labor market - by 2.5 percentage points, proportion of unemployed citizens received services in self-employment promotion - 1.7 percentage points

An increased of 3.3 p.p. (up to 52.7%) in the level of employment of citizens applied for assistance in finding suitable job; number of employed unemployed citizens among those who completed vocational training and received supplementary vocational education increased by 4.1 percentage points (up to 61.3%); number of citizens recognized as unemployed repeatedly after completing vocational training and supplementary vocational education decreased by 1.7 pp (up to 2.0%).

These data indicate an increase in the efficiency in the PES performance.

Table 1.25 – PES performance in the Russian Federation for implementation of active policy measures to promote employment

Indicator	2015	2016	2017	2018
Level of employment of citizens applied for assistance in finding a suitable job (including self-employment),%	49,4	49,9	52,4	52,7
Proportion of citizens recognized as unemployed, in% of the total number of unemployed applied for assistance in finding a suitable job	58,0	58,0	55,0	54,4
Satisfied applications of minor citizens at the age of 14-17 on temporary employment in their free time,% of received applications	95,0	96,3	96,6	95,4
Proportion of unemployed citizens received vocational guidance,% of number of citizens recognized as unemployed during the reporting period	66,7	62,7	71,0	72,8
Satisfied applications of unemployed citizens for provision of psychological support,% of applications received	97,6	98,7	99,4	99,0

Indicator	2015	2016	2017	2018
Proportion of unemployed citizens received psychological support,% of total number of unemployed registered in the reporting period	7,1	7,3	9,7	10,7
Satisfied applications of unemployed citizens for vocational training, supplementary vocational education,% of applications received	89,0	90,0	88,9	88,8
Proportion of unemployed citizens received vocational training, supplementary vocational education,% of total number of unemployed citizens registered in the reporting period	6,3	5,8	6,9	7,5
Employed from among those who completed vocational training, supplementary vocational education,%:				
unemployed	57,2	60,0	61,5	61,3
retirees seeking to resume work	40,3	42,8	48,6	44,9
Recognized as unemployed from among those who received vocational training, supplementary vocational education,%	3,7	3,4	3,3	2,0
Satisfied applications of unemployed for social adaptation in the labor market,% of applications received	97,2	96,2	98,6	98,3
Proportion of unemployed received social adaptation in the labor market,% of total number of unemployed registered during the reporting period	8,9	8,8	10,5	11,4
Satisfied applications of unemployed for services to promote self-employment,% of applications received	93,2	93,1	90,8	93,4
Proportion of unemployed received services to promote self-employment,% of total number of unemployed registered during the reporting period	2,6	2,9	3,4	4,3
Satisfied applications of unemployed at the age of 18-19 with secondary vocational education and looking for a job for the first time, on temporary employment, % of received applications	82,8	80,2	71,1	82,2
Proportion of unemployed at the age of 18-19 with secondary vocational education and looking for a job for the first time, employed in temporary jobs,% of total number of unemployed in this category register during the reporting period	6,1	6,2	6,4	6,2
Satisfied applications of unemployed having difficulties in finding a job, on temporary employment,% of received applications	81,9	78,9	72,4	62,6
Proportion of unemployed experiencing difficulties in finding work, employed in temporary jobs,% of total number of unemployed in this category register during the reporting period	1,7	1,6	2,0	1,9
Satisfied citizens' applications for employment in community service,% of received applications	87,7	84,6	80,9	78,0
of which unemployed citizens' applications	86,6	83,6	78,3	75,2
Proportion of unemployed citizens employed in community service,% of total number of	8,5	7,8	7,5	7,2

Indicator	2015	2016	2017	2018
unemployed registered in the reporting period				

*Source:* calculated according to Rostrud.

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

	2015	2016	2017	2018
Number of de-registered citizens in PES due to their employment thous. people	2639,5	2577,4	2511,9	2332,0
Number of workers on payroll employed during the year thous. people	9097,2	9140,1	8999,3	9152,6
Ratio (%)	29,0	28,2	27,9	25,5

*Source:* calculated according to 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	Applied to private employme	Used media, Internet	Applied to relatives,	Applied to the employer directly	Other ways

	services	nt services		friends and acquaintances		
2015	28,3	4,4	45,3	65,5	31,3	10,8
2016	28,0	4,4	48,2	68,0	33,6	11,5
2017	27,9	4,3	51,1	70,0	34,0	11,5
2018	26,1	4,4	53,7	73,6	35,5	11,6
Men						
2015	26,5	4,2	44,9	66,5	31,2	11,6
2016	25,7	3,9	47,1	68,9	33,8	12,3
2017	26,1	4,4	49,8	70,8	33,7	11,9
2018	24,2	4,3	52,6	73,9	35,2	12,3
Women						
2015	30,4	4,7	45,9	64,3	31,4	9,9
2016	30,6	5,0	49,4	67,0	33,5	10,5
2017	29,9	4,3	52,6	69,0	34,3	11,0
2018	28,2	4,6	54,9	73,2	35,8	10,9

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

Source: Sample Labor Force Survey: Statistical Bulletin. www.gks.ru

#### 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 №273-FZ dd December 29, 2012 , 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; supplementary education (for children and adults, supplementary 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). *Supplementary 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.

Supplementary education for children plays an important role in their vocational guidance and is implemented in accordance with the Concept of development of supplementary education for children, approved by the Government of the Russian Federation dd September 4, 2014 N 1726-r. According to the Concept, supplementary 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. Supplementary 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 № 1032-1 dd 19 April 1991. «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 supplementary vocational education.

In accordance with Article 9 of the Federal Law № 181-FZ dd 24 November 1995. "On Social Protection of Disabled Persons in the Russian Federation" (as amended by Federal Law N 419-FZ dd December 1, 2014 "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"), 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..

Within the framework of the national project "Education", the federal project "Every child's success" is being implemented, its task is to create an effective system for identifying, supporting and developing the abilities and talents of children and youth, aimed at self-determination and vocational guidance of all students.

By 2024, it is planned to create regional centers for identifying, supporting and developing abilities and talents for children and youth in 85 subjects of the Russian Federation, it is planned to updating material and technical base for physical education and sports in the rural areas for 935 thousand children, to create 245 children's Quantorium technology parks and 340 Quantorium mobile technology parks for 2 million children, coverage of at least 70% of children with disabilities with additional programs of general education.

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..

For 2016-2018, despite the general decrease in citizens' applications to employment service in connection with the improvement of situation on the labor market, number of vocational guidance services provided increased by almost 200 thousand units, or 7%, (Table 2.1 ) The structural gender section of vocational guidance services shows the numerical predominance of women over men, but it is not significant (52% and 48%, respectively). About half of all recipients were young people at the age of 14-29.

In the majority of groups highlighted in the table, number of vocational guidance services provided increased compared to 2015: citizens at the age of 14-17 - by 15%, disabled people - by 21%, and citizens released from prisons - almost by 30%, citizens seeking to resume work after a long (more than a year) break - by 40%, citizens of pre-retirement age - by 12%, pensioners seeking to resume work - by 47%.

Table 2.1 - Information on provision of vocational guidance by PES

	2015	2016	2017	2018
Number of vocational guidance services provided	2607,9	2547,9	2800,3	2783,3
including:				
men	1219,6	1244,4	1343,4	1342,3
women	1388,3	1323,5	1456,9	1441,0
citizens at the age of 14-29	1271,7	1190,3	1 298,7	1269,7
Of which at the age of 14-17	687,2	666,5	767,2	790,7
disabled people	96,0	100,0	125,0	116,2
citizens released from prisons	13,1	14,3	16,6	16,9
citizens seeking to resume work after a long (more than a year) break	289,5	324,1	387,1	406,4
citizens of pre-retirement age	127,5	136,1	140,8	142,2
pensioners seeking to resume work	33,0	30,2	46,8	48,4

*Source: Rostrud data.*

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.

The Ministry of Education of Russia, together with interested federal executive authorities in cooperation with state executive bodies of subjects of the Russian Federation, local authorities, national public organizations, are implementing a set of measures to create conditions for development and self-realization of students within the process of education and training for 2016-2020, approved by the Government Of the Russian Federation No. 4455p-P8 dated June 27, 2016.

In all subjects of the Russian Federation, work has been organized to ensure that students' achievements (portfolio) are taken into account in order to further their professional self-determination and formation of an individual development path. At the same time, share of students took part in vocational guidance events, including those with a portfolio, increased by 2.48% compared to 2018 and in 2019 amounted to 79.1%.

Vocational guidance is part of the main educational program, it is carried out in various forms including the most effective ones, such as open lessons, career counseling contests, design research, occupational tests, open house days, field trips to enterprises and companies in various fields of employment as well as conversations and lectures.

Ministry of Education of Russia performs a number of vocational guidance activities in order to promote vocational guidance for students .

In order to ensure equal opportunities for implementation of individual vocational paths of students as well as to achieve the result of the federal project “Every child’s success” of the national project “Education”, a cycle of the All-Russian open online lessons “ProJECtoriaya” for students of 8-11<sup>th</sup> grades is held annually during the school year and they are opened to all general educational institutions (more than 30 thousand educational institutions are connected on a regular basis). Topics of open lessons are formed in accordance with the current needs of modern Russian society and the state, global challenges and conditions for development of the country in the world. Open lessons are held in an interactive format through discussions and game practices from leading industry experts and business leaders.

In 2019, more than 5 million children attended on-line lessons, with the total number of viewings in 2019 exceeding 90 million (since September 2017 - 30 open lessons, in 2020 - 7 open lessons). By the end of 2024, it is planned to attract 12 million children to participate in open online lessons of ProJECtoriaya.

There is ProJECtoriaya professional navigation portal for teens (hereinafter - the portal) ([proektoria.online.ru](http://proektoria.online.ru)) to view the open lessons on-line. This portal is designed to help motivated students in implementation of their projects.

The portal on-line can connect educational institutions, institutions of supplementary education, colleges and other educational sites to view open lessons. There is an opportunity to view lessons as a records or download to personal devices for use in the educational process.

In addition, the portal presents on-line simulator “Occupations Fitting”, it helps students to form the skill of choice in the process of getting to know different professional competencies. Each of the occupations presented is accompanied by expert comments and video materials, as well as information about the necessary knowledge and skills. Currently, the catalog updated regularly includes more than 400 occupations.

Also, the All-Russian forum of vocational guidance ProJEctoriaya” is held annually in Yaroslavl, it brings together the best teachers of the country and motivated students to solve pressing issues in the field of vocational guidance and self-determination. Annually, more than 500 high school students, more than 100 teachers, as well as representatives of major corporations and leading industry enterprises take part in the forum to solve pressing issues in the field of vocational guidance and self-determination.

### 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 Federal Law). With the adoption of the Federal Law, a number of previously existing legislative acts were repealed, including the Law on Education of 1992, the Law on Higher and Postgraduate Vocational Education of 1996, and a number of existing legal acts were amended (Federal Law N 185-FZ dd 02.07.2013 "On Amending Certain Legislative Acts of the Russian Federation and Recognizing Legislative Acts (Certain Provisions of Legislative Acts) of the Russian Federation invalid in connection with the adoption of the Federal Law).

The Federal Law 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.

In accordance with Article 5 of the Federal Law:

1. In the Russian Federation, the right to education is guaranteed to everyone.

2. The right to education in the Russian Federation is guaranteed regardless of gender, race, nationality, language, origin, property, social and official status, place of residence, religion, beliefs, membership in public associations, or other circumstances.

3. In the Russian Federation, accessibility and gratuity are guaranteed in accordance with federal state educational standards of pre-school, primary general, basic general and secondary general education, secondary vocational education, as well as on a competitive basis, free higher education, if a citizen receives this level of education for the first time.

4. In the Russian Federation, the realization of the right of every person to education is ensured through the creation of appropriate socio-economic conditions for its receipt by the federal state bodies, state authorities of subjects of the Russian Federation and local governments, and expansion of opportunities to meet the human needs for education of various levels and focus in throughout life.

5. In order to realize the right of every person to education, the federal state bodies, public authorities of subjects of the Russian Federation and local authorities:

1) create the necessary conditions for receiving, without discrimination, a quality education by persons with disabilities in order to correct developmental disorders and social adaptation, to provide early corrective assistance based on special pedagogical approaches and languages, methods and communication methods most suitable for these people and conditions, contributing to the maximum degree to the education of a certain level and direction, as well as social development of these people including through organization of inclusive education for people with disabilities;

2) assist persons who have shown outstanding abilities and who have shown a high level of intellectual development and creative abilities in a certain field of educational and research activity, in scientific, technical and artistic creativity, in physical culture and sport according to this Federal Law;

3) provide full or partial financial support for persons in need of social support in accordance with the legislation of the Russian Federation during their education.

Education is divided into general education, vocational education, supplementary education and vocational training, which provide the opportunity to realize the right to lifelong education (lifelong education).

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, vocational training is realized with basic educational programs, additional education is realized with additional educational programs.

The basic educational programs include basic vocational training programs - training programs for trades workers, office workers, retraining program for workers, employees, professional development programs for workers and other employees.

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.

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.

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 N 06-443 dd April 22, 2015 «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 N 06-2412vn dd 26.12.2013). 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.

Vocational training is aimed at the acquisition of professional competence by individuals of different age including for working with specific equipment, technologies, hardware-software and other professional means, the receipt of qualification categories, classes, categories in the occupation of a worker or position of an employee without changing the level of education.

Persons of various age including those without basic general or secondary general education, including persons with disabilities (with various forms of mental retardation), are allowed to master basic vocational training programs in vocational training programs for workers' occupations and positions of employees.

Vocational training is carried out in institutions engaged in educational activities, including in vocational training centers and production as well as in the form of self-education. Training centers for vocational qualifications can be created in various legal forms of legal entities provided for by civil law or as structural units of legal entities.

The list of workers' occupations, positions of employees vocational training is carried out for, with qualifications assigned to the relevant workers' occupations, positions of employees is approved by the federal executive body developing and implementing state policy and legal regulation in the field of general education.

The Federal 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)..

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

In 2018, the composition of participants in implementation of state policy in the field of education underwent a serious transformation. In accordance with the Decree of the President of the Russian Federation No. 215 dated May 15, 2018 “On Structure of Federal Executive Bodies”, the Ministry of Education and Science of the Russian Federation was transformed into the Ministry of Education of the Russian Federation and Ministry of Science and Higher Education of the Russian Federation.

In 2018, in accordance with the Decree of the President of the Russian Federation No. 204 dated May 7, 2018 “On National Goals and Strategic Tasks for Development of the Russian Federation for the Period until 2024”, education was included in the number of 12 industries, the further development of which will be carried out through the implementation of national projects .

The national project "Education" includes 10 federal projects, each is aimed at solving specific tasks for the development of the industry.

The Russian Ministry of Education and Science is the federal executive body responsible for implementation of the following three federal projects:

“Young professionals (increasing the competitiveness of vocational education)” - aims to modernize vocational education through introduction of adaptive, practice-oriented and flexible educational programs, as well as updating the material and technical base;

“New opportunities for everyone” - aims to solve the problem of creating a system of continuous updating of professional knowledge and acquisition of new professional skills by by working population including mastering digital economy by everyone who wants;

“Export of education” - aims to solve the problem of at least doubling the number of foreign citizens studying in educational institutions of higher education and scientific institutions, as well as employment of the best of them in the Russian Federation.

Within the framework of the federal project “New Opportunities for Everyone” the Ministry of Education and Science ensured the implementation of activities on the basis of 70 educational institutions of higher education:

preparation of scientific and pedagogical workers and employees of employing companies for implementation of modern lifelong education programs;

training citizens in lifelong education programs in educational institutions that implement supplementary educational programs and vocational training programs.

As part of implementation of measures to prepare scientific and pedagogical workers and employees of employing companies for implementation of modern lifelong education programs, 19.8 thousand people were trained (with a planned value of 18.9 thousand people).

As part of implementation of measures to educate citizens in lifelong education programs in educational institutions that implement supplementary educational programs and vocational training programs, 146.2 thousand people were trained (with a planned value of 134.8 thousand people).

The largest number of announced and implemented programs is concentrated in the fields of education and pedagogical sciences, digital technologies, mechanical engineering, economics and management.

In total, in 2019, within the federal project “New Opportunities for Everyone”, 21.9 million people were trained in lifelong education programs at higher educational institutions implementing supplementary educational programs and vocational training programs..

The strategic goal of state policy in the field of education is to increase the availability of quality education that meets the requirements of innovative development of the economy, modern needs of society and every citizen.

The key mechanism for ensuring the accessibility of higher education is the formation of volumes and structure of admission quotas (AQ) for studies at the expense of the federal budget allocations.

In accordance with the Federal Law “On Education in the Russian Federation” No. 273-FZ dated December 29, 2012, financial support for higher education programs is provided for at least eight hundred students for every ten thousand people at the expense of the federal budget allocations at the age of 17-30 living in the Russian Federation.

Over the past five years, every second graduate of institution of general education has the opportunity to gear a budget place in an educational institution of higher education.

The total amount of AQ established by educational institutions of higher education in undergraduate, graduate, specialist, postgraduate study programs, residency programs, and internship programs for the 2019/20 academic year amounted to about 524,564 budget places.

Over the past four years, there has been an increase in the demand for graduates of natural science, engineering, pedagogical and medical areas of training and majors, and it has influenced

the structure of full-time admission to bachelor and specialist's degree programs in the 2018/19 academic year: 47% AQ is allocated to engineering; 11% - social sciences, 10% - natural sciences, 9% - pedagogics, 9% - medicine.

Since January 2019, amendments to the Law on Education related to targeted education have come into force: amendments have been made to Article 56 “Targeted Education” and article 71.1 “Features of admission to targeted education in higher education programs” has been introduced. Decree of the Government of the Russian Federation No. 302 dated March 21, 2019 approved a new procedure for admission to targeted training.

Of the total number of students studying at the expense of budgetary funds, 10.9% were enrolled within targeted education quota. Monitoring of targeted training in 2019 showed a 2-fold increase in the list of customers.

Students enrolled in full-time education at the expense of the budget allocation of the federal budget are awarded with a state scholarship.

State social scholarships are awarded to students who are orphans and children left without parental care, persons from among orphans and children left without parental care, persons who have lost both parents or a single parent, disabled children, persons with disabilities of the I and II groups, disabled since childhood, students exposed to radiation as a result of the Chernobyl disaster and other radiation disasters due to nuclear tests at the Semipalatinsk test site, students disabled due to a military injury or illness received during military service, and combat veterans, as well as students from among citizens who have been in military service under contract with military positions for at least three years.

The Russian Federation also provides state support for educational loans to citizens studying in basic vocational educational programs (Articles 36, 100, 104 of the Federal Law).

The Russian Ministry of Education and Science, together with educational institutions of higher education, are taking measures to improve the quality and expand educational opportunities for all categories of citizens through the development of the Russian digital educational space.

Expanding the accessibility of quality higher education is achieved as part of the implementation of measures to develop the information system “Modern Digital Educational Environment” of the federal project “Young Professionals (increasing the competitiveness of vocational education)”.

The key task of the created state information system “Modern Digital Educational Environment” (hereinafter - the SCES) is to ensure virtual academic mobility. The development of educational process on-line should improve the quality of education through the use of teaching materials and personnel as well as provide variability of educational programs for students

through the formation of individual curricula. SCES has a functionality that reduces organizational barriers to implementation of educational process in the network form between various educational institutions.

In 2016, a project was launched to develop a network supporting universities that are aimed at supporting socio-economic development of subjects of the Russian Federation by providing local labor market with highly qualified specialists, solving urgent problems of regional economy, and implementing educational and innovative projects together with the region and its enterprises, focused on development of urban environment and retention of talented youth in subject of the Russian Federation.

According to the results of competitions, 33 main universities from 32 subjects of the Russian Federation were identified. The main universities were established in all federal districts, except the Far Eastern Federal District; in Samarskaya oblast there are 2 main universities - Samara State Technical University and Togliatti State University. To conduct competitive selection of the main universities and evaluate the effectiveness of their development programs, a permanent advisory body has been created under the Ministry of Education and Science of Russia - the Council for implementation of the main universities development programs, which are of key importance for industrial and socio-economic development of subjects of the Russian Federation.

Today, the main universities are major centers of intellectual attraction of subjects of the Russian Federation, ensuring the preservation and development of intellectual potential of the regions. The activities of the main universities are aimed at: securing talented scientific and teaching staff and applicants in the region by providing decent conditions for implementation of educational and scientific activities; training and retraining of qualified specialists in demand on regional labor market, including for high-performance jobs, and facilitating their employment; implementation of research and development projects in the interests of business entities and socio-economic development of the region as a whole; involvement in implementation of activities of socio-economic development program of the region.

A regulatory framework has been created that regulates the process of vocational education for persons with disabilities aimed at improving the accessibility and quality of vocational education for them. The main regulatory legal acts regulating the process of obtaining higher education currently contain requirements for provision of special conditions for persons with disabilities

A number of changes were made to Article 71 of the Federal Law "On Education in the

Russian Federation”:

restrictions on number of universities where persons with disabilities can submit documents upon admission (previously they could only submit documents to one organization within the established quota) were lifted (Federal Law No. 162-FZ dd June 27, 2018 “On Amending Article 71 of the Federal Law “On Education in the Russian Federation”)),

right was granted to persons with disabilities of groups I and II to study at preparatory departments of universities at the expense of budgetary funds without providing medical certificates for admission to the university (previously, federal medical and social examination was required) (Federal Law № 93-FZ dd May 1, 2017“On amendments to Article 71 of the Federal Law “On Education in the Russian Federation”).

A provision has been introduced to register Abilimpix winner (championship on professional excellence among disabled people and persons with disabilities) as an individual achievement in admission to bachelor and specialist's degree programs (Order of the Ministry of Education and Science of the Russian Federation of April 20, 2018 No. 290).

Special conditions for persons with disabilities are also included in the following regulatory legal acts:

The procedure for admission to study in educational programs of higher education – bachelor degree, specialist's degree, master's programs (order of the Ministry of Education and Science of the Russian Federation No. 1147 dd October 14, 2015);

The procedure for conducting state final certification on higher education educational programs - bachelor degree, specialist's degree, master's programs (order of the Ministry of Education and Science of the Russian Federation No. 636 dated June 29, 2015);

The procedure for organization and implementation of educational activities in educational programs of higher education - bachelor degree, specialist's degree, master's programs (order of the Ministry of Education and Science of the Russian Federation dated April 5, 2017 No. 301).

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

	2014	2015	2016	2017	2018
Expenditures of consolidated budget and state extra-budgetary funds on education, billion RUB	3037,3	3034,6	3103,1	3264,2	3668,6
As a percentage of budget expenditures	11,0	10,2	9,9	10,1	10,7
Vocational raining, retraining and advanced training - expenses of consolidated budget and state extra-budgetary funds, total, billion RUB	21,1	19,5	21,0	23,9	33,0

Source: Education indicators: 2020: statistical compilation/N.V. Bondarenko, D.R. Borodina, L.M. Gokhberg et al. ; Nat. Research University "Higher School of Economics". - M.: HSE, 2020. -- 496 p. <http://www.hse.ru/>

From 2010 to 2018 expenditures of the consolidated budget of the Russian Federation and state extra-budgetary funds for education, as follows from Table 3.1, grew steadily, increasing over this period by 193.7%. However, at such high growth rates, there is a significant inflationary component, as evidenced by a slight decrease in education expenditures relative to the country's gross domestic product (from 5.1 to 4.1%).

Distribution of students, admission and graduation by age and sex in 2019 (according to VPO (HVC)-1) 1

	Bachelor Degree			Specialist's Degree			Master's Degree		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	2796244	1312565	1483679	746600	362080	384520	525483	238431	287052
at the age of (full age as of January 1) under 15	41	17	24	38	33	5	7	4	3
15	59	24	35	14	4	10	1	1	0
16:	2958	1535	1423	774	335	439	0	0	0
17:	71918	33197	38721	22380	9896	12484	14	12	2
18:	336977	153329	183648	97390	43666	53724	248	166	82
19:	398772	174305	224467	111722	49778	61944	223	140	83
20:	429720	186086	243634	113122	51067	62055	2666	1338	1328
21:	418342	181314	237028	114539	52952	61587	31745	15698	16047
22:	258765	117117	141648	99994	46789	53205	110420	52910	57510
23:	175396	87420	87976	61077	30079	30998	119256	53672	65584
24:	124508	68239	56269	32487	18051	14436	70397	27891	42506
25:	88187	49787	38400	20033	11821	8212	38031	17071	20960
26:	64141	36547	27594	13228	8250	4978	22244	10828	11416
27:	53464	30661	22803	9436	5974	3462	15080	7464	7616
28:	46123	26053	20070	7694	4843	2851	11592	5771	5821
29:	40841	22995	17846	6378	4123	2255	10271	5121	5130
30-34:	131759	71401	60358	18547	12700	5847	36373	16996	19377
35-39:	82759	40781	41978	10338	7059	3279	26577	11570	15007
40 years and older	71514	31757	39757	7409	4660	2749	30338	11778	18560

1. Excluding students from among citizens of foreign countries, admitted in accordance with international treaties of the Russian Federation, federal laws or quota established by the Government of the Russian Federation for education of citizens and stateless persons in the Russian Federation

	Distribution of foreign students								
	Distribution of students			Distribution of students			Distribution of students		
	2017			2018			2019		
	Bachelor Degree	Specialist's Degree	Master's Degree	Bachelor Degree	Specialist's Degree	Master's Degree	Bachelor Degree	Specialist's Degree	Master's Degree
foreign citizens - total	154 034	51 015	22 492	163 758	57 460	26 204	171 517	64 815	30 452
stateless persons	250	188	23	195	79	15	202	75	14
In addition, foreign citizens and stateless persons studying in accordance with international treaties of the Russian Federation, with federal laws or quotas established by the Government of the Russian Federation - total (sum of lines 06.07)	19 245	6 696	5 208	17 941	6 765	5 579	17 935	6 793	6 190
including:									
citizens of foreign states - Total	19 082	6 582	5 195	17 825	6 641	5 560	17 849	6 705	6 175
stateless persons	163	114	13	116	124	19	86	88	15
Amount: foreign citizens + stateless persons			228 902			247 711			267 075
In addition, foreign citizens and stateless persons studying in accordance with international treaties of the Russian Federation, federal laws or quotas established by the Government of the Russian Federation			31 149			30 285			30 918

Number of foreign citizens studying in institutions of higher education in the Russian Federation and in Russian branches abroad  
Indicator, taking into account new data on graduate school, residency, and assistantship - internship for 2019 (form -1 NK),  
published by Rosstat on 04/03/2020

	Total	VPO-1. as of Oct.1 2019 + branches and Slavic universities abroad	1-NK for 2019		
		bachelor +specialist's+ master's	graduate school (postgraduate study)	residency	assistantship - internship
total	3 424 58	330 646	1 811	3 692	249
full time	2 629 26	251 846	7 139	3 692	249
intra-extracurricular	9 672	9 672	0	0	0
extracurricular	698 60	691 28	732	0	0

For reference: distribution of students studying at the expense of budgetary appropriations / under contracts for the provision of paid services

	Distribution of students											
	Bachelor Degree			Specialist's Degree			Master's Degree					
	at the expense of budgetary appropriations			under contracts for the provision of paid services			at the expense of budgetary appropriations			under contracts for the provision of paid services		
	Federal Budget	RF subject's budget	Local budget	Federal Budget	RF subject's budget	Local budget	Federal Budget	RF subject's budget	Local budget	Federal Budget	RF subject's budget	Local budget
foreign citizens - total	171 517	45 069	783	6	117 603	64 815	7 798	50	0	30 452	101 072	1 560
stateless persons	202	50	0	0	152	75	6	0	0	69	4	0
In addition, foreign citizens and stateless persons studying in accordance with international treaties of the Russian Federation, with federal laws or the quotas established by the Government of the Russian Federation - total (sum of lines 06.07)	17 935					6 793				6 190		
including:												
citizens of foreign states - Total	17 849	17 849	0	0	0	6 705	6 705	0	0	6 175	6 175	0
stateless persons	86	86	0	0	0	88	88	0	0	15	15	0
Amount: foreign citizens + stateless persons			267 075									
In addition, foreign citizens and stateless persons studying in accordance with international treaties of the Russian Federation, federal laws or quotas established by the Government of the Russian Federation			30 918									

### 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 experts 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 Federal Law has demanded the revision of the model provisions on organization of industrial training. In 2013 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 dd April 18, 2013).

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 vocational educational institutions, educational institutions of higher education have trainings (apprenticeships).

The procedure for separation of activities in the field of vocational training depends 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:
---

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.
--

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

The Federal Law provides vocational education for persons of different ages and it is not aimed at the development of educational level but at the 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 Law). 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 Labor Code "Fundamental rights and duties of workers" as well as in section IX of the Labor Code "Training and further professional education of workers" (as amended by Federal Law N 185-FZ dd July 2, 2013), 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 (Labor 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 (Labor 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.

In 2014 the Russian Ministry of Education and Science issued an order № 2 dd January 9, 2014 "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 supplementary 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 supplementary 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 occupation (qualification) with the unemployed he will be trained with or obtain supplementary 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 occupation;

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

In 2018, after decline in the previous 2 years, the activation rate ( ratio of unemployed citizens and participants in active measures sent to vocational training, supplementary vocational education, to the sum of unemployed citizens registered in the reporting year and participants in active measures sent to vocational training, supplementary vocational education) exceeded the value of 2015 by 0.4 percentage points (Table 3.1).

Table 3.1 – Activation level (vocational training and supplementary vocational education)

Indicator	2015	2016	2017	2018
Unemployed sent to vocational training and supplementary vocational education, thous.people	183,2	167,7	175,3	169,6
Participants in active measures sent to vocational training, supplementary vocational education – total, thous.people	69,3	53,6	22,3	36,2
including:				
training for women on maternity leave with children up to three years old	17,9	18,5	18,1	18,4
training for retirees seeking to resume work	4,9	4,0	4,2	4,6
advanced vocational training and internships for workers at risk of dismissal, workers of industrial organizations engaged in restructuring and modernization of production in accordance with investment projects	46,5	31,1	-	13,2
Number of unemployed citizens registered during the reporting year, thousand people	2908,3	2872,8	2538,6	2265,2
Activation level, %	8,5	7,6	7,7	8,9

Source: Rostrud data.

### 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 retirees (unemployed citizens who, in accordance with the legislation of the Russian Federation, have been receiving old-age pension but who want to return to work).

Vocational training and supplementary vocational education for these categories of citizens are provided by educational institutions in accordance with 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.

The share of long-term unemployed citizens at the end of 2018 was 9.0% in the number of unemployed citizens registered with the employment services, decreasing compared to previous years (Table 3.11).

Table 3.11 - Distribution of unemployed by duration of job search, at the end of the year

	2015	2016	2017	2018
All unemployed registered	100	100	100	100
including:				
less than 1 month	13,4	12,9	13,2	13,0
from 1 to 4 months	37,8	36,8	37,1	38,1
from 1 to 4 months	26,9	27,4	27,4	27,7
from 8 to 12 months	12,5	13,6	12,8	12,3
more than 12 months	9,4	9,3	9,5	9,0

*Source:* Rostrud data.

Information on vocational training for long-term unemployed is given in table 3.12.

Table 3.12 - Vocational training for long-term unemployed

Indicator	2015	2016	2017	2018
Number of unemployed sent to vocational training, supplementary vocational education, thousand people	183,2	167,7	175,3	169,6
Of which:				
having a long (more than a year) break in work	32,7	35,9	41,4	44,5
after a six-month unemployment period	30,8	34,2	37,1	30,7
Proportion of long-term unemployed sent to vocational training, supplementary vocational education, in the total number of unemployed sent vocational training, supplement vocational education,%	34,7	41,8	44,8	44,3

Source: Rostrud data.

An increase in the proportion of long-term unemployed sent to vocational training, supplementary vocational education, along with an increase in the share of employed unemployed citizens completed vocational training and received supplementary vocational education (from 57.2% in 2015 to 61.3% in 2018 .) indicates the effectiveness of educational programs for the unemployed.

### 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 N 443 dd June 6, 2013 with amendments approved by the Order of the Ministry of Education and Science of the Russian Federation N 1286 dd September 25, 2014). 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, arrears 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.

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).

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 №185-FZ dd July 2, 2013 ), 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 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 employment 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 supplementary vocational training of workers including for 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.

Students studying on a paid basis can get an educational loan. An educational loan is a type of financial assistance provided to a recipient (borrower) on a repayable and compensated basis. In principle, bank educational loan can be issued for almost any type of education: secondary and higher education, supplementary, language courses, etc.

Educational loans can be used to pay for tuition at an educational institution in the amount of tuition (basic educational loan) and (or) to pay for accommodation, meals, acquisition of educational and scientific literature and other household needs during the period of study (related educational loan).

Educational loans are targeted and provided by banks and other credit organizations to citizens entered institutions engaged in educational activities for training in relevant educational programs. The main educational loan to pay for tuition is not issued to the student but is transferred to the institution performing educational activities in terms tranches. The repayment occurs after graduation: after he diploma, the recipient is given an opportunity to repay the loan and interests for several years. The loan can be obtained at every stage of training (to pay for the entire training and for several terms both).

Currently, educational loan programs exist only in a few banks out of 900 (Sberbank, Souz Bank, VTB Group, Rosinterbank, Bank Obrazovanie, Ak Bars, Baltic Bank, Kedr Bank, Gazprombank, Intesa Bank, Russian Agricultural Bank, Ruscombank, Bank CenterInvest, Uralsib and some others), but the terms of lending (interest rates, repayment terms, etc.) can vary significantly.

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.

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
<b>Elementary vocational education</b>					
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
people				3,2	2,3
<b>Secondary vocational education</b>					
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
<b>Higher vocational education</b>					
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
--	------	------	------	------

Elementary vocational education				
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
Secondary vocational education				
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
Higher vocational education				
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>1</sup>.

<sup>1</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)

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)

	2010/2011	2011/2012	2012/2013	2013/2014
<b>Secondary vocational education</b>				
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
<b>Higher vocational education</b>				
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/>

Educational loans are a relatively new financial product that has existed in the Russian Federation for no more than 10 years. It has not yet received wide circulation and accounts for only 1% of the total number of loans issued by financial institutions. However, its role will continue to increase.

#### **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 (OVZ).

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..

The provisions of the Convention are reflected in the legislation of the Russian Federation including the Federal Law № 273-FZ dd December 29, 2012 (hereinafter - Education Law).

The object of the Education Law is 2 categories of students with special educational needs – persons with invalidity and students with OVZ.

The concept of “student with OVZ” in the Education Law defines an individual who has deficiencies in physical and (or) psychological development confirmed by psychological, medical and pedagogical examination board and prevents the education without creating special conditions.

There is no exhaustive list of diseases when students are recognized as persons with OVZ. The psychological, medical and pedagogical board makes a decision to issue a conclusion collegially taking into account the special educational needs of students and individual development situation.

Thus, the category of “students with OVZ” is defined not from the point of view of actual health restrictions but from the point of view of the need to create special conditions for education.

Not every disabled child needs special conditions for education. At the same time, the same student can be both disabled and with OVZ.

The Education Law enshrined the right of students with OVZ to receive education both together with other students (inclusively), and in individual classes (groups), institutions (article 79 of the Law on Education).

The choice of an educational institution where student with OVZ will receive general education is the right of his\her parents (legal representatives) taking into account the views of the student (article 44 of the Education Law).

In addition, the Education Law provides for the possibility of obtaining general education at home or in medical institutions for students in need of long-term treatment as well as disabled children who cannot attend educational institutions due to health reasons. The grounds to organize training at home or in a medical institution is conclusion o medical institution and written request of the parents (legal representatives) (article 41 of the Law on Education).

A number of normative acts have been adopted in the Russian Federation, they determine, among other things, procedure for obtaining education for students with OVZ and disabled students (for example, orders of the Ministry of Education and Science of the Russian Federation No. 1014 dated August 30, 2013 “On Approving the Procedure for Organization and

Implementation of Educational Activities for Basic General Education Programs - Educational Programs for Pre-School education” and No. 1015 “ On Approving the Procedure for Organization and Implementation of Educational Activities for Basic General Education Programs - Educational Programs for Primary, Basic General and Secondary General Education ”).

Since 2016, [инклюзивноеобразование.рф](http://инклюзивноеобразование.рф) support portal for inclusive higher education has been operating, it is adapted for use by persons with disabilities and allows to receive information on conditions for education of persons with disabilities of various nosological groups at universities as well as consultations on majors and admission to educational institutions of higher education.

Creation of a network of resource teaching and methodological centers for training of persons with disabilities (hereinafter referred to as the RMTC) is supported in order to increase the effectiveness of the support system for universities providing education for persons with disabilities. The activities of the RMTC provide support to universities regarding training and accompanying persons with disabilities located in all subjects of the Russian Federation, including those with various departmental affiliations.

In total, there are 16 RMTC under universities subordinate to the Ministry of Education and Science of Russia (13) and Ministry of Education of Russia (3), and 5 RMTCs under universities subordinate to the Ministry of Sports of Russia, Ministry of Health of Russia, Ministry of Culture of Russia, Ministry of Transport of Russia, and Ministry of Agriculture of Russia.

In 2019, according to the results of the activities of educational institutions of higher education (including the results of the activities of the RMTC), the number of persons with disabilities and OVZ enrolled in higher education educational programs amounted to 7,773 people, including 5,608 in undergraduate programs , specialist's programs - 1,767 people, master's programs - 398 people, and it is 28% higher than in 2016. This indicates the effectiveness of vocational guidance activities of the RMTC in terms of motivating teenagers with disabilities and their parents to enter higher educational institutions.

Federal state educational standards and federal state requirements provide:

- 1) unity of educational space of the Russian Federation;
- 2) continuity of basic educational programs;
- 3) variability of the content of educational programs of appropriate level of education, possibility of forming educational programs of various levels of complexity and focus taking into account the educational needs and abilities of students;

4) state guarantees of the level and quality of education based on unity of mandatory requirements for implementation of basic educational programs and results of their development.

(Federal state educational standard - a set of compulsory requirements for education at a certain level and (or) for a occupation, specialty and field of study, approved depending on the level of education.)

Federal state educational standards include requirements for:

1) structure of the main educational programs (including ratio of compulsory part of the main educational program and part formed by the participants in educational relations) and their volume;

2) conditions for implementation of basic educational programs, including personnel, financial, material, technical and other conditions;

3) results of mastering basic educational programs.

In order to ensure the implementation of the right to education of students with OVZ, federal state educational standards for education of these persons are established or special requirements are included in federal state educational standards (Article 11 of the Federal Law).

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

In the Russian Federation, 5 interdepartmental plans are being implemented on comprehensive rehabilitation and habilitation of persons with disabilities (children with disabilities), starting with providing children and their families with early assistance and ending with vocational education and employment.

The strategic action plan for development of education for students with OVZ and disabled students in the Russian Federation for the period until 2030 was developed in 2019 with the aim of prolonging and combining interdepartmental integrated plans into one strategic document and is designed to determine the set of priority measures and sequence of actions of federal and regional and municipal education authorities; institutions engaged in educational activities; leading and teaching staff, researchers, specialists in psychological and pedagogical support, psychological and pedagogical rehabilitation and habilitation in terms of building a system of high-quality affordable continuing education for students of this category taking into account their psychophysical characteristics and educational needs; dynamics of social, economic and political changes in the life of the country for a long-term point of view.

Creating conditions for disabled children to receive quality education (creating a universal architectural barrier-free environment in educational institutions equipping with special

equipment and vehicles) is provided for within the state program of the Russian Federation “Accessible Environment”, approved by the Government of the Russian Federation No. 363 dated March 29, 2019.

At the end of 2019, the value of indicators provided for by the Accessible Environment Program amounted to:

share of disabled children at the age of 1.5 to 7 enrolled in preschool education of the total number of disabled children of this age: 95.3%;

share of disabled children at the age of 5 to 18 years receiving supplementary education, of the total number of disabled children of this age: 47.4%;

share of disabled children for whom conditions for obtaining high-quality primary, basic and secondary general education have been created, of the total number of disabled children of school age: 98.8%.

The number of general educational institutions with conditions for education of disabled children - 9 975 (24.17% of their total number), pre-school educational institutions - 7 754 (20.2% of their total).

The continuation and development of the course of state educational policy on development of education regarding the inclusion of persons with special educational needs in the general social and educational context, providing them with a variety of forms and levels of education in accordance with their needs and individual capabilities is carried out, inter alia, through the activities of the national project "Education".

Within the federal project "Modern School" of the national project "Education" in 2019-2024, it is planned to update the infrastructure in 909 separate educational institutions (more than 50% of their total number), which will receive subsidies from the federal budget primarily for the purchase of new modern equipment for the subject "Technology", special training classes and supplementary education of children.

The priority area for funding is updating the base of labor workshops taking into account the specifics of each particular educational institution, contingent of its students and labor market of the subjects of the Russian Federation, so in future graduates can get a vocational education and find a job. The updated infrastructure of educational institutions - participants of the event will create a modern health-saving environment that adapts to the features and capabilities of every child. The content of adapted educational programs, requirements for maximum permissible training burden for students with OVZ will be updated.

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)..

	As of January 1, 2018			As of January 1, 2019			As of January 1, 2020		
	total	including		total	including		total	including	
		men	women		men	women		men	women
Total	12 088 326	5 204 027	6 884 299	12 004 740	5 223 667	6 781 073	11 885 962	5 211 521	6 674 441
Children under 18 years of age	653 508	371 470	282 038	671 170	383 024	288 146	688 787	394 232	294 555

Source: FGIS FRI [www.sfri.ru](http://www.sfri.ru)

*Table 4— Number of people with health limitations studying in the institutions 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: Ministry of Education of Russia

#### 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;
- d) attachment of the person with disabilities to equipped job with the assistance of employment services;
- e) impact of the creation of jobs for persons with disabilities with the assistance of employment services;
- f) 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 assignment (not more than two) and informing person with disabilities about the need to submit the assignment issued by the ES signed by the employer;
- issuance of job assignment 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 week 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 supplementary 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 enterprises/institutions 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/institutions 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 submission) to submit 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.

The current assessment mechanism provides for accounting for employment of graduates of educational organizations through the assessment of actual employment, which is determined by the data of the Pension Fund of the Russian Federation on insurance contributions from employers for graduates of educational organizations in the calendar year preceding the reporting period.

In 2019, the monitoring of the employment of graduates of 2017 was carried out on the basis of data provided by the Pension Fund of the Russian Federation and Rosobrnadzor.

The average percentage of employment in 2017 for university graduates of 2016 was 72.21%. The highest employment rates (about 80%) are among graduates who have completed training in medicine (Nursing, Pharmacy, Fundamental Medicine), engineering and technology (Nuclear Energy and Technology, Chemical Technology).

#### **5 Article 18§4 – The right to engage in a gainful occupation in the territory of other Parties**

With a view to ensuring the defective 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 of RF and 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 recognize 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;
- 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.

Every suggestion of experts and human rights defenders with respect to enshrine of the concept of indirect discrimination and 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 discrimination on the grounds of sex.

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 up to the age of 1.5 years;
- 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 rehabilitation 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 compulsory 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 benefit* is provided to employed women only 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>2</sup> does not depend on the worker's gender. It is only determined by the class of professional risk of the primary 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

---

<sup>2</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"

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\her 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 labor force participation rate of women in the Russian Federation remains high. In 2018, for the age of 15-72, the labor force participation rate of women was 63.1% (men - 75.4%). The labor force participation rate of women of working age (in the Russian Federation - 16-54) is significantly higher - 79.1% (for men for whom the working age is in the range of 16-59 years, the indicator value is 85.4%) Today, Russian women make up almost half of the country's employed population (49%). The employment rate for women of working age is also high. In 2018, it was equal to 75.1% (men - 81.1%).

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 40-49 when the indicator's values reach 90 %. A sharp decline in the employment rate of women over 55 (and men over 60) is largely due to statutory retirement age.

At present, Russian women have a higher level of education and, accordingly, a higher professional potential compared to men. About 40% of women employed in the economy have higher education, while among men only one in three has this level of education (Table 6.2).

Table 6.2 - Men and women employed in the economy, by education level (in%, 2018)

	Women	Men	By gender, %	
			Men	Women
Total	100	100	51,4	48,6
Higher	29,9	38,8	44,9	55,1
secondary vocational training program for mid-level specialists	21,8	29,5	43,8	56,2
secondary vocational training program for skilled workers (employees)	24,3	14,4	64,1	35,9
Secondary general	19,6	14,6	58,5	41,5
Basic general	4,1	2,6	63,0	37,0
Without basic general	0,3	0,2	65,0	35,0

*Source: Rosstat data*

The overwhelming majority of those employed in the Russian economy are wage earners, and among women, the share of wage earners is slightly higher than among men (in 2018, 94.2 and 92.2%, respectively). Women are less active in entrepreneurship than men. Thus, according to the Federal State Statistics Service, among employed women only 0.9% are employers (1.9% among men) and 4.4% are self-employed (5.5% among men).

Professionally employed women are represented absolutely in all types of economic activities but their share among people employed in these activities varies considerably. . The most feminized economic activities are education and health where the share of employed women is equal to 82% and 79%, respectively. Least of all women are employed in construction (15%) and mining(18%).

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 most feminized vocational qualification groups in 2018 were the highest-level specialists in the field of education (84% are women), the mid-level medical health personnel (91%), workers involved in preparation of information, documentation, accounting and maintenance (83%), individual services workers (84%), sellers (83%), personal care workers (95%), cleaners and domestic workers (94%), cooking assistants (90%).

The least of women are among drivers and operators of mobile equipment (3%), workers of metal and machine-building industry (4%), workers employed in electronics and electrical engineering (8%), construction and repair and construction work (10%).

In the group of managers, there is an advantage in favor of men (men make up 58%, women - 42%; in the last 3 years, these ratios are stable).

Unemployment. Gender asymmetry of unemployed is controversial in modern Russia but quite stable.

Diametrically opposite situation is in unemployment registered by the public employment services. Its scale is less than the scale of total unemployment (in 2018 the number of unemployed calculated by ILO methodology amounted to 3657 thous. people., registered unemployed - 713 thous. people). This type of unemployment has a stable "female" face. In 2018 it was 52% of women among the unemployed registered with employment service.

The gender gap in wages. The average accrued wages of workers by gender and subjects of the Russian Federation are developed by the Federal State Statistics Service once every 2 years.

According to the Federal State Statistics Service, for the whole of the Russian Federation, the ratio of women's wages to men's wages in October 2017 was 71.7% (72.6% in October 2015), by occupational group in October 2017:

for managers: men – RUB 88 305, women – RUB 59 902. (67.8%);

for specialists of the highest level of qualification: men - RUB 54 727, women - RUB 38 622. (70.6%);

for specialists of average skill level: men - RUB 51,707, women - RUB 30,284. (58.6%);

for employees engaged in preparation and execution of documentation, accounting and maintenance: men - RUB 31 427 rubles, women - RUB 24 279. (77.2%);

for workers in the sphere of services and trade, protection of citizens and property: men - RUB 31 041, women - RUB 21 211. (68.3%);

for skilled workers in agriculture and forestry, fish farming and fishing: men - RUB 22,787 rubles, women RUB- 24,089. (105.7%);

for skilled workers in industry, construction, transport and related work: men - RUB 37 591, women - RUB 29 480. (78.4%);

for operators of production plants and machines, collectors and drivers: men - RUB 39,875, women - RUB 28,186. (70.7%);

for unskilled workers: men - RUB 20 966, women - RUB 17 614. (84.0%).

In accordance with Article 132 of the Code, each employee's wage shall depend on his skill, the complexity of the performed work, and the quantity and quality of the expended labor, and shall not be limited by a maximum amount. So, according to statistics, in 2017, in Russia, of the total number of workers engaged in basic work from 41 to 50 hours a week, only 66%

represent men and 34% - women, of those who spend 51 hours or more at work - 78 % - men and 22% - women only.

Any whatsoever discrimination during the establishment and amendment of terms of labor compensation shall be prohibited .

Cases of payment of unfair wages to women (to a lesser extent than men who occupy jobs or positions with the same complexity of work performed, quantity and quality of labor spent) are violation of labor law.

Thus, the difference in pay for men and women is not due to gender, but to complexity, working conditions.

For example, in the field of education at the same jobs and positions, men and women have practically no difference in the level of wages (in October 2017, the average wage in the field of education for women amounted to 27,399 rubles, for men - 29,451 rubles).

Rosstat does not calculate statistics for each individual company.

4.13 Employed women and men at the age of 15-72 by the number of actually worked time per week in 2017

	Women	Men	by gender, %	
			Women	Men
	Main job			
Employed - total thousand people	35034	37108		
%	100	100	49	51
including worked hours				
less than 9 hours 1)	5,2	2,2	69	31
9-15	0,8	0,6	54	46
16-20	1,7	1,0	61	39
21-30	2,7	1,4	64	36
31-40	85,7	86,6	48	52
41-50	3,2	5,8	34	66
51 hours and more	0,7	2,3	22	78
	Additional job			
Employed - total thousand people	753	872		
%	100	100	46	54
including worked hours				
less than 9 hours 1)	42,7	38,2	49	51
9-15	31,6	32,7	46	54
16-20	15,2	16,3	45	55
21-30	7,2	7,8	44	56
31-40	2,0	3,4	34	66
41-50	0,9	1,0	44	56
51 hours and more	0,1	0,4	18	82

<sup>1)</sup>including temporarily absent

#### 4.4 Employed women and men at the age of 15-72 by type of economic activity 1)

	Women	Men	by gender, %	
			Women	Men
<b>2016</b>				
Employed - total thous. people	35192	37201		
	100	100	49	51
Agriculture, hunting and forestry, fishing	5,0	8,3	36	64
Mining	0,8	3,5	19	81
Manufacturing	11,1	16,8	38	62
Providing electricity, energy, gas and steam; air conditioning	1,4	4,0	25	75
Water supply, sanitation, waste collection and disposal, pollution elimination activities	0,6	1,1	34	66
Construction	2,0	12,1	14	86
Wholesale and retail trade; repair of motor vehicles, motorcycles	19,8	11,8	61	39
Transportation and storage	4,1	12,5	23	77
Hotels and restaurants	3,8	1,3	73	27
Information and communication	1,5	2,2	39	61
Finance and insurance	3,1	1,4	68	32
Real estate operations	1,7	1,9	45	55
Research and development, administrative services and related services	4,5	5,5	44	56
Public administration and military security, social security	6,1	8,6	40	60
Education	15,8	3,2	82	18
Health and social work activities	12,6	3,2	79	21
Culture, sport, leisure and entertainment	2,4	1,1	66	34
Other services	3,5	1,4	70	30
Other types of economic activity	0,0	0,0	55	45

#### **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 overall regulatory framework, including courts' decisions or other judicial bodies if possible. 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>3</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

---

<sup>3</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).



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 above benefits and guarantees call 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.

In case of disagreement with the decision made, it is possible to appeal it to superior head by subordinate, Labor Inspector-General of the Russian Federation, as well as to courts. 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>4</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>5</sup>. The hearings of labor disputes involving state labor inspectors in 2014 examined twice as much as in 2009.

---

<sup>4</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>5</sup> FITUR in a changing world. M., 2015. P.60.

## Conclusion

Analysis of the regulatory framework of the national policy for ensuring employment of population, policy in the field of vocational guidance, observance of the right to vocational education, ensuring rights of persons with disabilities to independence, social integration and participation in society, ensuring the right to equal opportunities and equal treatment in the field of labor and employment without discrimination on the basis of gender showed that during the period under review, this framework has undergone significant changes. The most important of them included the redistribution of authorities between the federal center and subjects of the Russian Federation in the formation and implementation of the national policy on ensuring employment of population, improvement of anti-discrimination legislation, legislative framework for regulation of labor for teleworking, workers - foreign citizens or stateless persons.

The document analyzes legislatively established rights of the Russian citizens to professional activities outside the territory of the Russian Federation and restrictions for certain categories of Russian citizens to travel outside the Russian Federation, which showed the absence of a discriminatory component in them.

Within the research project, the relevant federal and regional measures and programs were also analyzed. This analysis showed that all the measures and programs considered are aimed at strengthening law enforcement practice in the field of observance of the right to decent work; to expand the system of vocational guidance, to expand possibilities of obtaining vocational education, including lifelong education, to ensure the rights of persons with disabilities in the field of education, employment and labor market in full, real guarantee of the right to equal opportunities and equal treatment in the field of labor and employment without discrimination based on gender.

The work performed showed that the latest changes in the national legal framework, implementation of federal and regional measures and programs on employment, vocational training and equal opportunities, as well as achieved and planned levels of social development, are fully consistent with the provisions of the European Social Charter (Articles 1, 9, 10, 15 (para. 1 and 2), 18 (para. 4), 20, 24 of the Charter).