

July, 2013

Dear Sirs,

By this letter we would like to inform you on the recent important developments in the labour law related to regulation of labour of disabled persons in Russia.

By the newly introduced Federal Law as of June 02, 2013 No 183-FZ “**On introduction of changes to article 21 of the Federal Law “On social protection of disabled persons in the Russian Federation”**” the quota thresholds for employment of disabled persons have been changed.

According to the above mentioned Federal Law the quota for employment of the disabled persons shall be set by the regional legislation as follows:

- For companies with more than 100 employees the quota shall be set in the amount from 2 to 4 % of the average employee headcount;
- For companies with 35-100 employees the quota may be set in the amount of not more than 3 % of the average employee headcount.

The companies which are public associations of disabled persons and organizations formed by such companies are released from compliance with established quota for hiring disabled persons.

At the moment of preparing of this newsletter the respective amendments to the regional legislation have not been yet introduced.

The Federal Law as of June 02, 2013 No 183-FZ “On introduction of changes to article 21 of the Federal Law “On social protection of disabled persons in the Russian Federation” came into effect on July 14, 2013.

Please be reminded that according to the Code of Administrative Offences of the Russian Federation the refusal of the company to create workplaces for employment of disabled persons in accordance with the set quota for employment of the disabled persons, as well as refusal of the company to hire a disabled person within the set quota may lead to imposition of an administrative fine in the amount of 5 000 – 10 000 Russian rubles (for officers).

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We hope you will find this information helpful. Should you have any questions, please do not hesitate to contact **Irina Anyukhina**, Partner, Head of the Labour and Employment practice.

Kind regards,

ALRUD Law firm

Note: All information was obtained from publicly available sources. The author of this information letter assumes no liability for the consequences of decision-making based on such information.