



FEDERAL SERVICE
FOR LABOR AND EMPLOYMENT

REPORT ON ACTIVITIES

OF THE FEDERAL SERVICE FOR LABOR AND EMPLOYMENT

2017

REPORT ON ACTIVITIES OF THE FEDERAL SERVICE FOR LABOR AND EMPLOYMENT 2017

FEDERAL SERVICE FOR LABOR AND EMPLOYMENT

MOSCOW 2018



CLEAR AND EFFICIENT STATE CONTROL SYSTEM

in the world of work

VIOLATION PREVENTION



REMOTE SUPERVISION AS BASIS FOR DIGITALIZATION

of control and supervisory activities
of the social and labor spheres



ALL-RUSSIA BUSINESS SOCIAL NETWORK SKILLSNET

a modern digital resource to ensure
productive employment



QUALITY AND UP-TO-DATE TRAINING OF INSPECTORIAL STAFF

for labor supervision



REDUCTION OF ACCIDENTS AND FATALITIES

at work



6.8

billion RUB

SAVED BY EMPLOYERS

that performed self-inspection
of knowledge of the labor
law on the website
Онлайнинспекция.рф



INSPECTION OF MANDATORY REQUIREMENTS OF THE LABOR LAW

using checklists



CONTROL OVER TIMELY SALARY PAYMENT

to employees



LEGALIZATION OF LABOR RELATIONS AND PROTECTION OF CONSTITUTIONAL RIGHTS

to proper pension support



ELECTRONIC EMPLOYMENT AGREEMENT

a system of staff document management
of the 21st century



120,000

DISABLED PEOPLE
WILL BE EMPLOYED



EFFICIENT USE OF FEDERAL BUDGET FUNDS

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DEAR FRIENDS AND COLLEAGUES!

In your hands, you have the fifth public annual report of the Federal Service for Labor and Employment. The materials presented in it are the main outcomes of our work in 2017. Our priorities are quality and timely training of the inspectorial staff of labor supervision as well as design and implementation of innovative control and supervision solutions to ensure efficient protection of labor rights, prevention of violations in the social and labor field, transparency and convenience of administrative procedures.



Within recent years, Rostrud has actively participated in implementation of digital economy principles in control and supervisory activities. In 2017, transfer to remote electronic supervision in HR record management was tested.

In 2017, Rostrud developed a technique for electronic employment agreement conclusion using a specialized subsystem of the Employment in Russia website. This enables to cut the administrative costs, increase performance and ensure transparency of labor relationships. This initiative is specifically significant for remote and seasonal workers who go far away to work on a rotation basis as well as for workers employed by individuals. The 'smart' employment agreement enables constant automated monitoring of salary accounting as well as payments and contributions to the Pension Fund of the Russian Federation and the Federal Compulsory Medical Insurance Fund. Developing the potential of the Work in Russia website, in 2017 we established the first All-Russia business social network Skillsnet. It makes employees closer to employers by removing

organizational and psychological barriers. Skillsnet is the site for direct interaction of all parties shaping the professional environment, from tertiary institutions to employers and their associations. When creating their corporate pages, employer companies can publish their vacancies and engage employees as well as expand their business connections, promote their products and services more efficiently in the public environment.

Skillsnet is also supposed to be a platform where its participants may organize themselves in groups created depending on the specialization, type of activities and industry priorities. The emerging associations will help to achieve a new level of professional dialogue, establish new channels for exchange of relevant information and best practices.

Онлайнинспекция.рф (Online inspection) system of electronic services is constantly updated and expanded.

In 2017, the new service of Public Support of Activities of the Federal Labor Inspectorate was launched that makes it possible for people to take part in interactive opinion polls and evaluate the work of labor inspectorates regarding responses to their appeals. The results of the opinion polls are used when taking managerial decisions.

The new services of the system such as Employee and Employer Instructions, Electronic Reception Desk of Rostrud, Pretrial Appeal, Public Evaluation of Activities of the Federal Labor Inspectorate, Personal Accounts of Employees and Employers, Standard Document Bank, Labor Situation Library, as well as update and expansion of the function of the "I am Inspector" application, contribute greatly to successful implementation of Rostrud's measures aimed at violation prevention.

The Electronic Inspector service established in 2017, allows businesses to prevent risks through self-testing. Today, after an entrepreneur completes check lists, the system provides an opinion as well as instructions on repair of violations, if any. According to our estimates, employers that performed self-examination of the knowledge of labor law in the Онлайнинспекция.рф website saved over RUB 6.8 billion.

Digital technologies implemented in Rostrud make it possible to generally increase the efficiency of managerial decisions. Today, the service has vast volumes of digital data. Their analysis makes it possible to give up old administering methods and establish more efficient and transparent tools for control and supervision.

The digitalization of Rostrud is also performed to improve the quality of work of state labor inspectors. Through training modules, inspectors regularly receive remote online advanced training. Several specific electronic components facilitate significantly communication with employees and employers, reduce time requirements, regulate the procedures and results of the interaction.

Generally, we make considerable efforts to ensure proper quality of work of state labor inspectors: beside recurrent remote training and long work placements in other constituent entities of the Russian Federation, the number of educational sites on the premises of the country's universities increased. The practice of using checklists is successfully applied which include questions regarding the most significant mandatory requirements of the labor law.

Checklists are a tool to ensure transparency and clearness of state inspector's activities.

As a result, according to people's evaluations, labor inspectors are more commonly perceived as assistants in protection of labor rights. Surely, state labor inspectorates have achieved a distinctly new level of supervision and control.

In 2017, we will continue implementation of such significant trends as legalization of employment, control over timely salary payment, reduction of occupational injury and death rates. Measures aim at improvement of working conditions and their safety, prevention of violations, assistance in exercising people's labor rights. Timely and efficient response to each case of violation of people's labor rights at work is the main task of our everyday activities.

In 2018, we will continue developing Онлайнинспекция.рф services and increasing the number of self-examination checklists. We will promote implementation and use of internal mechanisms for control (self-control) of compliance with labor law by enterprises of different legal forms. We will strengthen our work in respect of implementation of mechanisms to prevent occupational safety violations by employees and personal liability of entity owners' for non-payment of salaries to employees.

As part of transition to digital economy, Rostrud intends to perform mutual integration of the Онлайнинспекция.рф systems and the automated supervisory and control system to enable Rostrud to develop the full automated cycle of examination, including remote one.

Year after year, our work is more targeted, i.e. more complex and responsible. But we are ready to keep up with the pace set: the team of Rostrud advances its professionalism, uses modern approaches and techniques to ensure compliance with the labor law. I want to thank my colleagues for their serious attitude to our common work and I am sure that we will be proud of our work at the end of 2018, too.

Respectfully yours,
V.L.Vukolov,
 Director General,
 General State Labor Inspector of the
 Russian Federation

01

GENERAL PROVISIONS

REGARDING THE FEDERAL SERVICE FOR LABOR AND EMPLOYMENT ET SES ORGANES TERRITORIAUX



Federal Service for Labor and Employment (Rostrud) was established in March, 2004

under Order of the President of the Russian Federation dated March 9, 2004
No. 314 On the System and Structure of Federal Executive Bodies.



Rostrud's scope of activities is determined under Regulation of the Federal Service for Labor and Employment

approved by Decree of the Government of the Russian Federation dated April 30,
2004 No. 324.



Rostrud is subordinate to the Ministry of Labor and Social Security of the Russian Federation,

as determined under Order of the President of the Russian Federation dated
May 21, 2012 No. 636
On the Structure of Federal Executive Bodies and performs its activities directly and
via its territorial bodies, i.e. state labor inspectorates in the constituent entities
of the Russian Federation.

MAJOR FIELD OF ACTIVITIES OF THE FEDERAL SERVICE FOR LABOR AND EMPLOYMENT

Rostrud is a federal executive body performing control and supervisory functions in the field of labor, employment, alternative civil service, special evaluation of working conditions and social security, provision of state services in the field of promotion of employment and protection against unemployment, labor migration and settlement of labor disputes as well as provision

of social guarantees established under the law of the Russian Federation for underprivileged citizenry.

In 2017, Rostrud continued working on methodological support to activities of the labor inspectorates in the Republic of Crimea and the federal city of Sevastopol.

ORGANIZATIONAL FRAMEWORK OF THE FEDERAL SERVICE FOR LABOR AND EMPLOYMENT AND ITS TERRITORIAL BODIES

Under Art. 358, part 1 of the Labor Code of the Russian Federation, federal state supervision of observance of the labor law and Regulations shall be performed by the Federal Labor Inspectorate in the manner determined by the Government of the Russian Federation.

Under Art. 354 of the Labor Code of the Russian Federation, the federal labor inspectorate is a uniform centralized system consisting of a federal executive body authorized to perform the state federal supervision of compliance with the labor law and Regulations (the Federal Service for Labor and Employment (Rostrud)) and its territorial bodies (state labor inspectorates in the constituent entities of the Russian Federation). 82 state labor inspectorates are supervised by Rostrud. The scheme of placement of the territorial bodies of Rostrud was approved by order of the Ministry of Labor of Russia dated August 4, 2014, No 511н.

As of January, 2017, the number of personnel of the head office amounted to 206 employees and that of the territorial bodies amounted to 2,601 employees.

While the quantity of the inspectorial staff is relatively stable, in 2017 the trend of growth of actual work load of authorized officers of the federal labor inspectorate continued: by the end of 2017, the average number of economic entities per state labor inspector amounted to 3.79 thousand units (3.73 in 2016, 3.43 in 2015).

Actual personnel number

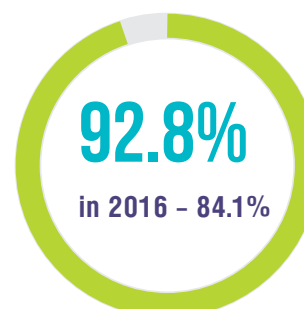
at the year-end 2017

2,411
officers of the
state labor inspectorates



in 2016 – 2,438

Staffing level



The average work load per member of inspectorial staff in performing control and supervisory functions

Events	2013	2014	2015	2016	2017	2017 from 2016, %
Number of inspections	53.5	61.3	59.1	64.0	72.2	112.8
Accident investigations	5.1	5.4	4.5	4.8	5.05	105.2
Public appeals	110.7	155.9	172.6	217.0	222.5	125.7
Personal reception	101.54	120.9	128.3	132.3	121.7	103.1
Consultancy	155.6	186.8	208.5	211.8	246.1	116.2

ORGANIZATIONAL FRAMEWORK AND MANAGEMENT

OF THE FEDERAL SERVICE FOR LABOR AND EMPLOYMENT



**VSEVOLOD
VUKOLOV**

Director General,
General State Labor Inspector of the Russian
Federation



**MIKHAIL
IVANKOV**

Deputy Director General,
Deputy Chief of Chief State
Labor Inspector of the
Russian Federation



**IVAN
SHKLOVETS**

Deputy Director General,
Deputy Chief of Chief State
Labor Inspector of the
Russian Federation



**DENIS
VASILYEV**

Deputy Director General



**VYACHESLAV
GERODES**

Head of Administration and
General Services Department



**IGOR
KUKOLEV**

Head of Department for Planning,
Interaction with Regions and
Control



**EGOR
IVANOV**

Head of Department for State
Supervision in Labour Sphere



**DMITRY
FRANTSEV**

Head of Department for
Supervision, Control and
Projects in Employment,
Social Security and State
Guarantees



**ALEKSANDR
UTOLINE**

Head of Department for
Provision of Social Guarantees
and Organization of State
Quality Control of Social
Security



**ROMAN
STRAKHOV**

Head of Legal Department



**OLGA
PAVLOVA**

Head of Financial Department



**ANDREY
GROMYKO**

Head of Department for
Information Technologies
in Labor and Employment



**OLEG
UKRAINSKY**

Head of Department for Labor
Relationship Projects

INFORMATION ON THE TERRITORIAL BODIES OF ROSTRUD —

STATE LABOR INSPECTORATES IN CONSTITUENT ENTITIES OF THE RUSSIAN FEDERATION

CENTRAL FEDERAL DISTRICT



Aleksey Puptsev
CLI for the
Belgorod Region



Viktor Vasilyev
CLI for the
Bryansk Region
Interim Head of CLI
for the Smolensk
Region



Marina Matveyeva
CLI for the
Vladimir Region



Ivan Yatskikh
CLI for the
Voronezh Region



Oleg Gubin
CLI for the
Ivanovo Region



Dmitry Polonsky
CLI for the
Kaluga Region



Andrey Lapshin
CLI for the
Kostroma Region



Pyotr Shevelov
CLI for the
Kursk Region



Irina Kireychikova
CLI for the Lipetsk Region
Interim Head of CLI for
the Tambov Region



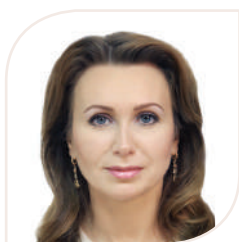
Vadim Chaplygin
CLI for the
Moscow Region



Sergey Avdeev
CLI for the
Oryol Region



Victor Parshikov
CLI for the
Ryazan Region



Tatyana Sinitsyna
CLI for the
Yaroslavl Region



Sergey Gubin
CLI for the
city of Moscow



Olga Popova
CLI for the
Tver Region



Sergey Vasin
CLI for the
Tula Region

NORTH-WESTERN FEDERAL DISTRICT



Mikhail Petinov
CLI for the
Republic of Karelia



Lidiya Nekuchaeva
CLI for the
Republic of Komi



Vyacheslav Pankov
CLI for the Arkhangelsk
Region and for the
Nenets Autonomous
District



Galina Shirikova
CLI for the
Vologda Region



Igor Solovyov
CLI for the
Leningrad Region



Andrey Balmochnykh
CLI for the Murmansk
Region



Aleksandr Rozbaum
CLI for the Novgorod
Region
Interim head of CLI for
the Kaliningrad Region



Gennady Yoylev
CLI for the
Pskov Region



Aleksandr Krotov
CLI for the city
of St. Petersburg

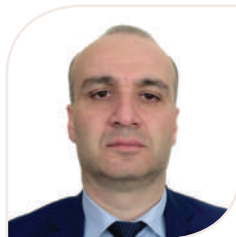
NORTH CAUCASIAN FEDERAL DISTRICT



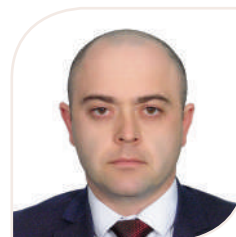
Arsen Bulatov
CLI for the Republic
of Dagestan



Ruslan Beshtoyev
CLI for the Republic
of Ingushetia



Arsen Maremkolov
CLI for the
Kabardino-Balkar
Republic



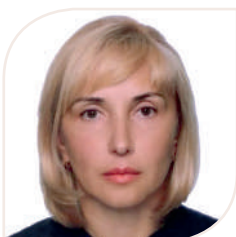
Boris Bayramkulov
CLI for the
Karachay-Cherkess
Republic



Zaurbek Dzutsev
CLI for the
Republic of North
Ossetia-Alania



Adam Elmurzaev
CLI for the Chechen
Republic



Lyudmila Khokhryakova
CLI for the
Stavropol Territory

SOUTHERN FEDERAL DISTRICT



Ruset Siyukhova
CLI for the
Republic of Adygea



Vera Orgdaeva
CLI for the
Republic of Kalmykia



Aleksandr Kolosov
CLI for the
Krasnodar Territory



Inna Avdeeva
CLI for the
Astrakhan Region



Yury Karamdin
CLI for the
Volgograd Region



Nikolay Fedyanin
CLI for the
Rostov Region



Vladimir Dudka
Head of the State Labor
Inspectorate for the city
of Sevastopol

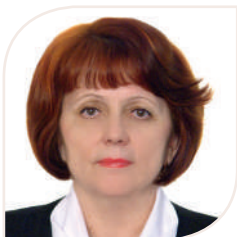


Igor Zvorsky
Head of the Labor
Inspectorate for the
Republic of Crimea

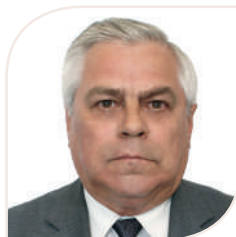
VOLGA FEDERAL DISTRICT

**Tatyana Astrelina**

CLI for the
Republic of
Bashkortostan

**Alevtina Moskvina**

CLI for the
Republic of Mari El

**Viktor Spiridonov**

CLI for the
Republic of Mordovia

**Artyom Laryukhin**

CLI for the
Republic of Tatarstan

**Svetlana Shekunova**

CLI for the
Udmurt Republic

**Aleksey Metyolkin**

CLI for the Chuvash
Republic

**Sergey Kovalev**

CLI for the
Perm Territory

**Aleksandr Berdinskikh**

CLI for the
Kirov Region

**Andrey Emelyanov**

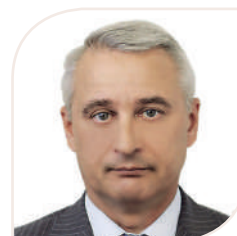
CLI for the Nizhny
Novgorod Region

**Vladimir Kolesnikov**

CLI for the
Orenburg Region

**Valery Sirotin**

CLI for the
Penza Region

**Aleksandr Panov**

CLI for the
Samara Region

**Aleksey Sannikov**

CLI for the
Saratov Region

**Natalya Sarkisova**

CLI for the Ulyanovsk
Region

URALS FEDERAL DISTRICT



Oleg Antropov
CLI for the
Kurgan Region



Fyodor Kravtsov
CLI for the Sverdlovsk
Region



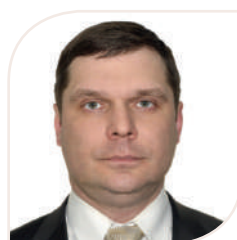
Sergey Zarubin
CLI for the
Tyumen Region



Pavel Shishmakov
CLI for the
Chelyabinsk Region



Maksim Novichkov
CLI for the
Khanty-Mansi
Autonomous
District – Yugra



Andrey Zimin
CLI for the
Yamal-Nenets
Autonomous District

SIBERIAN FEDERAL DISTRICT



Ezher Yalbakov
CLI for the
Altai Republic



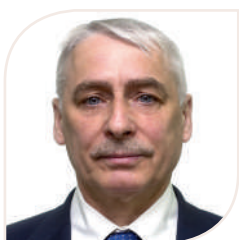
Anatoly Pykin
CLI for the
Republic of Buryatia



Eduard Dorzhu
CLI for the
Republic of Tyva



Olga Tokman
CLI for the
Republic of Khakassia



Vladimir Beloshapkin
CLI for the
Altai Territory



Andrey Baikarov
CLI for the
Krasnoyarsk Territory



Sergey Konoplev
CLI for the
Irkutsk Region



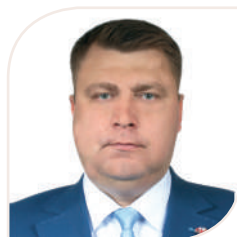
Anatoly Karev
CLI for the
Kemerovo Region



Lyudmila Pospelova
CLI for the
Novosibirsk Region



Sergey Belyaev
CLI for the
Omsk Region



Aleksandr Romanov
CLI for the
Tomsk Region



Igor Lopatin
CLI for the Zabaikalsky
Territory

FAR EASTERN FEDERAL DISTRICT



Svetlana Glukhikh
CLI for the
Republic of Sakha
(Yakutia)



Daniil Kolgin
CLI in the
Kamchatka Territory



Irina Nikulova
CLI in the
Primorye Territory



Pyotr Nepomnyashchy
CLI for the
Khabarovsk Territory



Aleksey Narskin
CLI for the
Amur Region



Natalya Rebrova
CLI for the
Magadan Region



Elena Rodionova
CLI for the
Sakhalin Region



Yury Pakhomov
CLI for the Chukotka
Autonomous District



Nikolay Ustalov
CLI for the Jewish
Autonomous Region



THE FEDERAL LABOR INSPECTORATE IS TRUSTED BY:

82%

of employees

73%

of employers



LABOR INSPECTORATES' ACTIVITIES COMMENDED

>79%

of employers

63%

of employees



83%

of employees

82%

of employers

HIGHLY APPRECIATED
electronic services and informational
sources of the website
«ОНЛАЙН ИНСПЕКЦИЯ.РФ»



USEFULNESS AND INFORMATION CAPACITY

of official Rostrud sources have been noted by

97%

of employees

88%

of employers



THE WORK OF LABOR INSPECTORS SATISFIES COMPLETELY

>89%

of employers

62%

of employees



84%

of employers

CONSIDER RECOMMENDATIONS

of labor inspectors during
inspections **HELPFUL**

02 PUBLIC EVALUATION OF ACTIVITIES OF THE FEDERAL LABOR INSPECTORATE

2017 was not an exception and Rostrud continued consistent implementation of the openness principle in its operations. New tools and approaches implemented since 2013 to perform the functions entrusted to Rostrud provided a new understanding of Rostrud for the civil society.



Key objectives of the Framework for Improvement of compliance with the Labor law and Regulations (for years 2015 – 2020) is to ensure clearness, transparency and openness of the federal supervision in the world of work as well as optimization of the interaction processes of the federal labor inspectorate and employees and employers. As part of its core activities, in 2017 Rostrud worked on improvement of incentive mechanisms for compliance of employees and employers with the labor law. One of the central areas of this work was development of the system of electronic services *Онлайнинспекция.рф*.

In 2017, new services of the system were created and launched. Among the core ones is the service 'Public Evaluation of Activities of the Federal Labor Inspectorate' that makes it

possible for people to take part in interactive opinion polls and evaluate the work of labor inspectorates regarding responses to their appeals. The results of such polls are analyzed in the course of comprehensive sociological study of Rostrud's reference groups and use in making managerial decisions.

Federal executive bodies are expected to conduct sociological studies to study satisfaction of people and/or reference groups with the level of openness of the federal executive bodies within the openness framework. Rostrud is no exception: in 2017, it conducted a survey, a study and an analysis of the results of public evaluation by reference groups of activities of Rostrud and 12 of its territorial bodies in constituent entities of the Russian Federation.

A survey of representatives of major reference groups including 1148 employees, 1177 employers, 16 associations of employees and employers demonstrated that in 2017, over 87% of employers and over 47% of employees had a positive attitude and are satisfied with the work of labor inspectorate (6% of employers and 20% of employees had a negative attitude).

The main factors that impact the attitude to the work of inspectorates were demand for official sources of Rostrud, satisfaction with the informative content, availability and clearness of the official sources as well as result of appeals or inspections, satisfaction with inspectors' work, time for consideration of appeals for employees.

Generally, the demand for Rostrud's official sources amounted to 88% among employers and 97% among employees.



OPINIONS WERE STUDIED IN THE FOLLOWING AREAS:

1 Awareness of reference groups of the work of Rostrud in constituent entities of the Russian Federation (Rostrud openness), including

awareness of employees of the work of inspectorates, demand and clearness of information from official sources, satisfaction of reference groups with informational content, availability and clearness of official sources, satisfaction of employees with the quality of information channels (enquiry number, official website, Онлайнинспекция.рф website).

2 Attitude of employees to the work of the inspectorate in 2017 (based on appeal results) including

satisfaction with the results of appeal consideration and quality of inspectorate's response, satisfaction with the time for consideration of appeal, satisfaction with interaction with the inspectorate during personal meeting, satisfaction with the conditions of the personal meeting at the inspectorate.

3 Attitude of employers to the work of the inspectorate in 2017 (based on inspection results) including

characteristic of inspector's work, soundness of the inspector's decisions, acceptability of flaws in the course of inspection.

4 Trust to the labor inspectorate in the region, including

evaluation of fairness of inspectors' work.

5 Opinion of reference groups on the labor law, promising services of Rostrud, including

opinion of employers on excessive and obsolete requirements, opinion of employers on the attitude to employment of ex-convicts, demand of employees for additional information on potential employers.

Informational content, availability and clearness of official sources satisfied 82% of employees and 73% of employers (including completely – 60% and 48% respectively, partially – 22% and 25% respectively), 18% and 26% respectively were not satisfied. The highest grades were given to electronic sources of information: the Онлайнинспекция.рф website (demanded by 83% of employees and 82% of employers); the Electronic Inspector self-inspection service (positively valued by 78% of employers, 63% of employers gave it the highest grade).

The work of labor inspectorate as regards personal appeals satisfied

65% employees (including completely – 38%, partially – 27%), 35% were not satisfied. According to employees, positive reputation of inspectorates among employees was promoted by measures aimed at improvement of quality of interactions between the inspectorate and employees at all stages of problem resolution.

The time of waiting for the results also influenced the satisfaction with the work of the inspectorate: according to 58% of employees, the results were received in less than 15 minutes. Also, significant impact on satisfaction is made by the fact or receipt of any result at all: according to evaluation, needs of 54% of applicants were

satisfied (including completely – 34% and partially – 20%), 42% were not satisfied.

Over 64% of employees are completely satisfied with the result of labor inspector's work on appeal consideration. Nearly 58% of applicants were satisfied with the conditions of reception.

97% of employers are satisfied with personal interaction with labor inspectors during inspections and only 3% are partially satisfied.

The highest grades were given to electronic sources of information: the [Онлайнинспекция.рф](https://onlineinspekcija.ru) website (demanded by 83% of employees and 82% of employers) and the Electronic Inspector self-inspection service (positively valued by 78% of employers, 63% of employers gave it the highest grade).

The level of satisfaction of employees and employers with the work of labor inspectors performing their obligations not just lawfully but also fairly amounted to 89% for employers (including 'agree completely' – 68%, 'agree partially' – 21%); 62% for employees (including 'agree completely' – 39% and 'agree partially' – 23%); 1% of employers and 21% of employees disagreed completely.

During personal reception, 64% of employees evaluated inspector's work as satisfying and 23% as not satisfying.

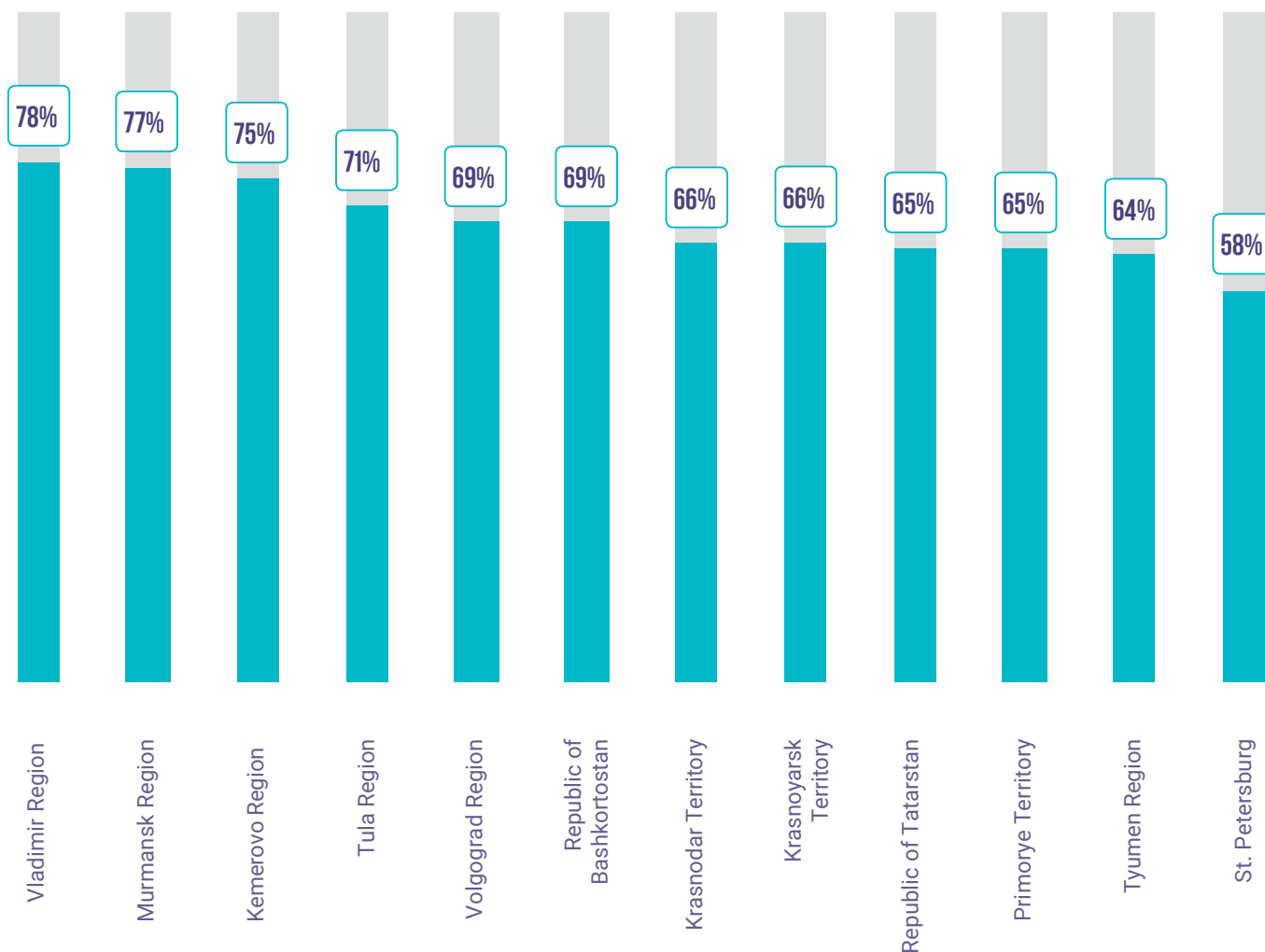
Also, inspector's motivation and commitment were evaluated: not just as regards violation identification but also their prevention – 80% of employers; violation identification but not their prevention – 15% of employers. Only 2% of employers agree with the statement that "inspector takes a token approach to inspection and is interested neither in violation identification, nor prevention".

86% of employers found flaws in the course of inspections possible and acceptable, 10% did not agree to the flaws.

59% employers found inspector's recommendations useful, 25% of employers – generally useful but partially impracticable, 1% – completely useless.

Evaluation of satisfaction of employers and employees with information openness demonstrated that 61% of employers and 54% of employees are fully satisfied with the availability and clearness of sources.

Rating of state labor inspectorates by comprehensive criteria of evaluation by employees and employers





LABOR SUPERVISION BASED ON

risk-oriented approach

**ACTIVITIES OF OVER
7.7 MILLION EMPLOYERS
ARE DIVIDED INTO**

5 risk groups



SWITCH TO REMOTE ELECTRONIC SUPERVISION —

digitalization of control and supervisory
activities of the social and labor spheres



IN AUTOMATED EVALUATION SYSTEM (AES),

1,753

state labor inspectors
underwent training
and testing



APPROVED

107

checklists for
scheduled
inspections



ELECTRONIC LABOR AGREEMENT —

lower transaction costs
and better operating management



AUTOMATED CONTROL

of labor inspector's
activities (ACS CSA)



ROSTRUD'S NEW PROJECT

All-Russia Business Social Network
"Skillsnet" (www.skillsnet.ru) is the
winner of best openness practices
in public management

03

PRIORITIES AND

EFFICIENT CONTROL AND SUPERVISORY ACTIVITIES
IN THE SOCIAL AND LABOR FIELD

“Economic growth is essential but not sufficient to ensure social progress and, consequently, does not exhaust the sense of social development”, says the preamble to the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work. In 2017, Rostrud performed significant work on the issues of reforming control and supervisory activities as part of priority trends of strategic development of the Russian Federation.

Priority project “Improvement of compliance with labor law and Regulations”

State supervision in the world of work is one of essential social functions of the state. It is intended to protect people’s rights, first of all, the right to receive payment and safe working conditions.

Today Rostrud has set the goal to make supervision in the world of work compliant with the modern reality and requirements. It should meet both basis expectations of employees and needs of employers. This requires a system under which regulations and

requirements are absolutely clear and transparent for all parties of labor relations. The purpose and methods of work of labor inspectors should change. They should be highly qualified much needed assistants both for people and for business armed with modern efficient tools of supervision and control.

One of the most important goals of state labor inspectors should be promoting improvement of working

conditions, information support of employees and employers, application of prevention culture in organizations.

The main objectives and approaches to improvement of labor in the world of work were determined by the Government of the Russian Federation as part of Improvement of Compliance with the Labor law and Regulations for Years 2015-2020 adopted in June 2015, among them:



ensuring clearness, transparency and openness of federal supervision in the world of work



establishment and promotion of a system for internal control of compliance by employers with requirements of the labor law



creation of conditions for development of employers’ motivation to comply with requirements of the labor law and to improve the working conditions



introduction of risk-oriented approaches to organization of federal supervision in the world of work



development of potential of the federal labor inspection in performance of federal supervision in the world of work

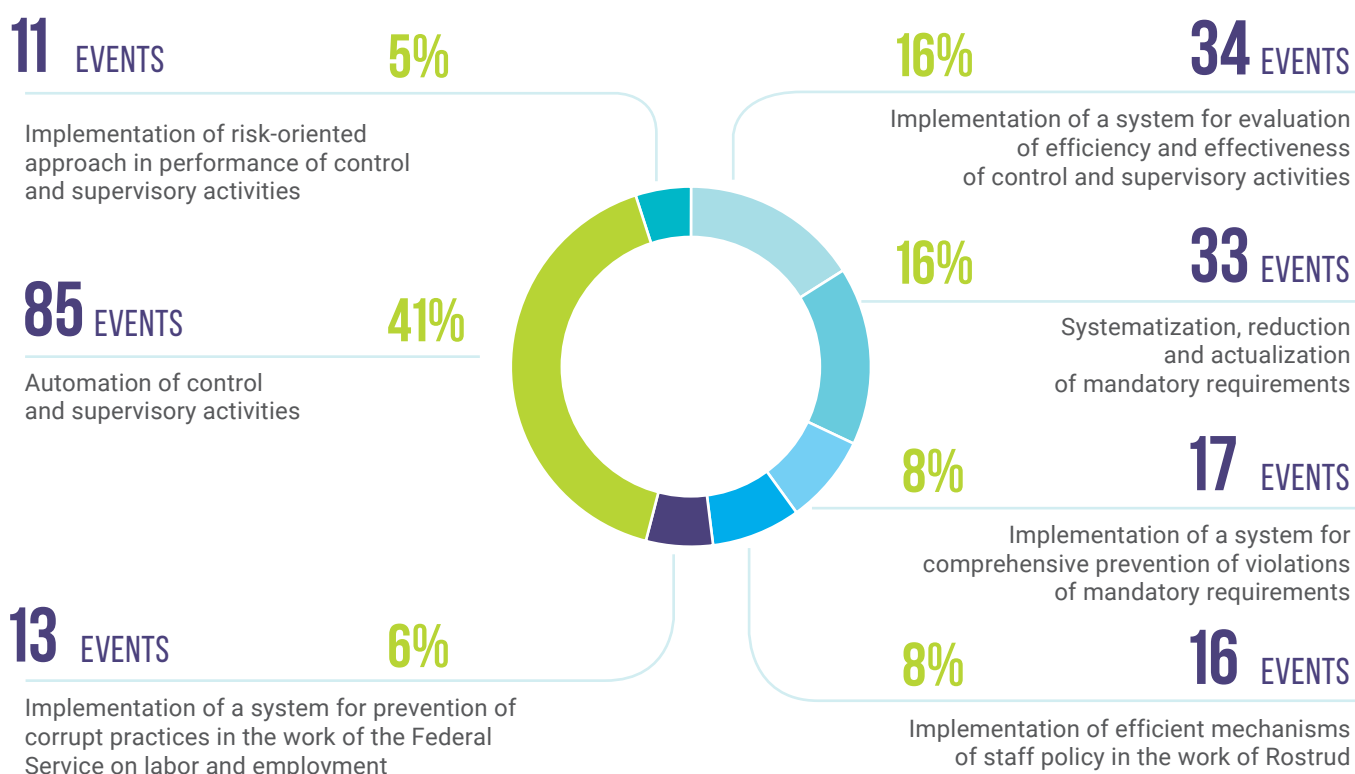
Rostrud is also taking part in the state project within the framework of the main trend of strategic development of the Russian Federation

"Reform of Control and Supervisory Activities". The work is organized in accordance with the Passport of Departmental Priority Project of

Rostrud "Improvement of Compliance with Labor Law and Regulations" as approved by meeting of the project committee on the main trend of strategic development of the Russian Federation "Reform of Control and Supervisory Activities" dated February 21, 2017, No 13(2).

The plan for implementation of the Passport was developed and approved by the Analytical Center under the Government of the Russian Federation. It was approved on April 27, 2017 by V.L. Vukolov, General State Labor Inspector of the Russian Federation.

The plan provides for 7 main fields of activity:



Now supervision is performed using a risk-oriented approach.

The gradation includes

5 CATEGORIES

In February, 2017, modifications were made to the Regulation of Federal State Supervision of Compliance with Labor law. Now supervision is performed using a risk-oriented approach. It is criteria are determined by the Rules of Qualifying Activities of Employers and Production Facilities Used by Them as Belonging to Certain Risk Categories and Certain Hazard Class.

The gradation includes 5 categories by the index of potential risk of damage to values protected by law. These include life, health and labor rights of people.

The main risk criteria are as follows:

- > Accidents at work;
- > labor rights violations committed, mostly related to timely payment of salaries.

Taking into account the said indicators, all employers (about 7.7 million) are classified into 5 risk groups. Activities of 6,454 employers are referred to the high risk category, 3509 – to the significant risk category, 22,264 – to the mid-level risk category, 1,997,970 – to the moderate risk category, activities of 5 744 thousand employers are referred to the insignificant risk category.

Depending on the risk category assigned to the employer, the frequency of scheduled inspections will vary from 2 to 6 years, including:



These categories are not static, there is a mechanism provided for their rise or lowering.

Following the said changes, the number of controlled entities in respect of which the frequency of scheduled inspection increased or which were relieved from them amounted to 99.9% of the total number of employers.

In 2018, a risk category management model is expected to be implemented that will enable transfer of entities between categories.

In this respect, an inspection plan was developed and agreed on with the prosecution authorities, taking into account the risk-oriented approach.

As part of priority activities, 107 checklists have been developed for scheduled inspections that were approved by order of Rostrud dated November 10, 2017, No 655.

The checklists were widely discussed at many sites and were approved by the business community. The checklists include lists of questions

related to the most significant mandatory requirements of the labor law, and the object of scheduled inspection is limited to these lists.

As a result, today the state labor inspector cannot ignore any regulatory requirement in the course of the inspection and any employer with an access to such checklists can prevent violations.

Rostrud's specialists pay significant attention to prevention including starting from 2017, quarterly meetings are held devoted to inspection results. That means open hearings are held on a quarterly basis following the inspections. In the course of such work, identified violations are summarized, highly dangerous violation are identified and relevant methodological recommendations and explanations are prepared for business to ensure sound organization of companies' work as well as to avoid such violations in future.

Also, the work with the personnel of supervisory agencies of Rostrud is improved significantly. In 2018, staff

management standards will be developed taking into account specificity of the work of the federal labor inspectorate; regular training of the inspectorial staff will continue.

Besides, development and implementation are planned of a system for evaluation of efficiency and effectiveness of supervisory activities in the field of work of territorial bodies of Rostrud, state labor inspectors. A system for management of territorial bodies of Rostrud is implemented that is based on key performance indicators (RPI) that includes:

- > a system of key performance indicators;
- > an evaluation system based on ratings of territorial bodies of Rostrud;
- > a financial incentive system for officers of the territorial bodies of Rostrud.



In 2018, staff management standards will be developed taking into account specificity of the work of the federal labor inspectorate; regular training of the inspectorial staff will continue.

Automation of control and supervisory activities in the world of work

Under this Framework, up to 2020 Rostrud will implement a set of actions aimed at optimizing the relations between the federal labor inspectorate and employers and employees.

One of the areas of this work is update of the Automated System for Control and Supervision in the field of labor law and development of the ACS CSA on its basis. The main aspects of its development were approved on October 29, 2014 at the meeting of the Subcommittee for the use of information technologies in provision of government and municipal services under the

Ministry of Communications and Mass Media of the Russian Federation.

In 2017, development of subsystems and modules of ACS CSA continued, the system was implemented step-by-step in operation by state labor inspectorates in constituent entities of the Russian Federation. The system is based on the process management principle and it initiates control and supervisory processes independently from inspectors, tracks their implementation and blocks any possibility of unlawful acts.

The system improves the work quality, productivity and executive discipline of inspectors, increases the level of observance of employees' labor rights and employers' rights as well as provides an opportunity to monitor the situation in real time in any state labor inspectorate.

ACS CSA is a centralized set of interacting subsystems and modules. Interaction of end users with the system is performed via a cloud technology.

Key subsystems of ACS CSA include:



CSA process management subsystem

consisting from a set of modules controlling basic processes of supervisory activities which include scheduled and unscheduled inspections of compliance with the labor law, control of instruction performance, fine payments, etc.:



supervisory and control activity key performance indicator subsystem

that is directly linked to the report generation subsystem and makes it possible to control the quality of control and supervisory activities of a particular territorial body or labor inspector in real time;



interdepartmental electronic interaction subsystem

that jointly with the process management subsystem provides information for keeping passports of economic entities necessary to perform intelligent risk-oriented planning of control and supervisory events. The latter is based on risk categorization and classification mechanisms.

In 2017, several actions were taken for development of the system. Inter alia, update was performed of some subsystems and modules created earlier and used in experimental operation. For instance, due to modifications and adoption of new regulations, the key performance indicators subsystem was updated as well as the subsystem for planning control and supervisory activities and the module of monitoring

of activities aimed at reduction of informal employment in the report generation subsystem of ACS CSA, also the checklist management subsystem was created.

New subsystems and modules were developed to ensure putting ACS CSA in operation as well as additional automation of activities performed by territorial bodies of Rostrud. Among

them, the electronic document management subsystem should be noted that was integrated with the existing system of the central office of Rostrud. New modules were created in the process support subsystem that perform process of accident investigation, pretrial (extrajudicial) appeal, consideration of people's appeals, administrative investigation.

Implementation and development of the ACS CSA makes it possible to solve some key tasks like ensuring automated management of inspector's activities up to particular administrative procedures which reduces corruption risks.



Also, arrears in salaries monitoring module was created as part of development of report generation subsystem. Besides, works were performed on integration of ACS CSA with staff and budgetary resources systems of the Federal Service for Labor and Employment, that had been put into operations earlier. An prototype of an off-line version of the system was created designed for state labor inspectors working in areas where no connection to the internet is available.

In 2018, update of ACS CSA will continue in accordance with the Comprehensive Requirements to Information Systems Ensuring Performance of Control and Supervisory Functions by Executive Bodies (Standard for Informational Support of Control and Supervisory Activities).

To improve the quality of control and supervisory activities as well as for its management, convenience improvement and function expansion of the user interfaces of the system are planned. Works are planned to give the system an ability to add and verify electronic digital signatures. ACS of CSA will be integrated with the FSIS Federal Register of State and Municipal Services (Functions), SAS Management, FSIS Uniform Register of Inspections as well as the website SSTU RF and the system of electronic services Онлайнинспекция.рф. A subsystem of maintenance of mandatory requirements to inspected persons will be developed, also a full-scale version of the system will be developed on the basis of the earlier prototype, that would enable state labor inspectors to perform their control and supervisory

duties using ACS of CSA autonomously with subsequent synchronization of data with the cloud storage.

Implementation and development of the ACS CSA makes it possible to solve some key tasks like ensuring automated management of inspector's activities up to particular administrative procedures which reduces corruption risks. The system supports adoption of managerial decisions by Rostrud's management and heads of state labor inspectorates in constituent entities of the Russian Federation in real time. Besides, thanks to automated risk-oriented planning, the load on low risk employers decreases.

The works on development and update of ACS CSA will continue in 2018.

Development of the system of electronic services Онлайнинспекция.рф.

With the view of execution of the Action Plan aimed at implementation of the Framework for Improvement of compliance with the Labor law and Regulations for Years 2015-2020 as approved by Deputy Chairperson of the Government of the Russian Federation O. Golodets on October 26, 2015 No 7011p-P12 and ensuring efficient information interaction between the federal labor inspectorate and employees and employers, including development of customer oriented interactive online services in the

information website Онлайнинспекция.рф (hereinafter the System) on the Internet, Rostrud developed and approved by order dated March 24, 2016 No. 83 a plan of relevant actions.

Under the Plan, in 2017 Rostrud ensured performance of the following events:

- > establishment of services of the System Employee and Employer Instructions, Electronic Reception

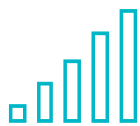
Desk of Rostrud, Pretrial Appeal, Public Evaluation of Activities of the Federal Labor Inspectorate, Personal Accounts of Employees and Employers, Standard Document Bank, Labor Situation Library:

- > update and expansion of functions of the mobile application "I am Inspector" (a mobile version of the service "Report a Problem"

In 2017, the number of users of the System increased to

3.58

million, people



> development of additional materials aimed at ensuring compliance with the labor law for the services of the System: "Labor Situation Library" (50 situations were developed in 2017), "Electronic Inspector" (50 checklists were developed), "Labor Navigator" (50 routes were developed), "Instruction for Employees and Employers" (50 instructions were developed);

> keeping employees and employers on the course of development of the System.

In 2017, the number of visitors of the System increased to 3.58 million, 25 million page views were registered.

25 MILLION

page views registered



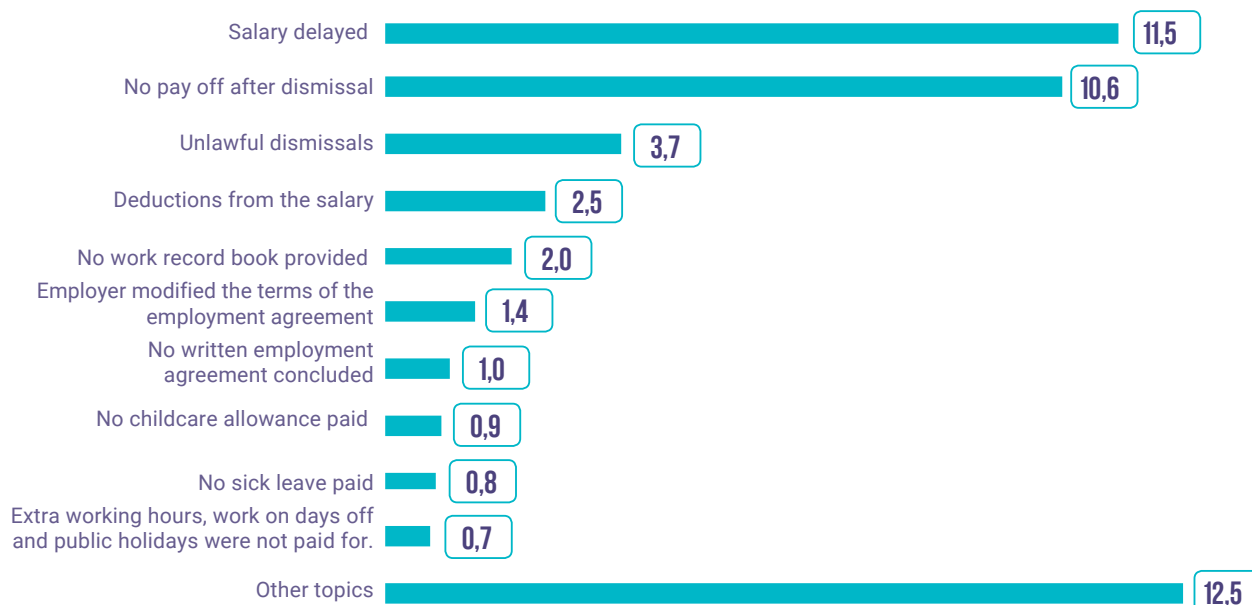
The most popular services are "Report the Problem", "Inspector in Charge" and "Electronic Inspector".

The interactive service of the System "Report the Problem"

provides an opportunity for registered users to send an appeal to the territorial body of Rosrtud, track its consideration and have a response. This service that worked in the pilot mode since November 2013, was put into operation in 2016.

As of December 31, 2017 210.1 thousand appeals were sent via the service, 47.6 thousand of them in 2017.

Topics of appeals received via the service "Report the Problem", thousand appeals



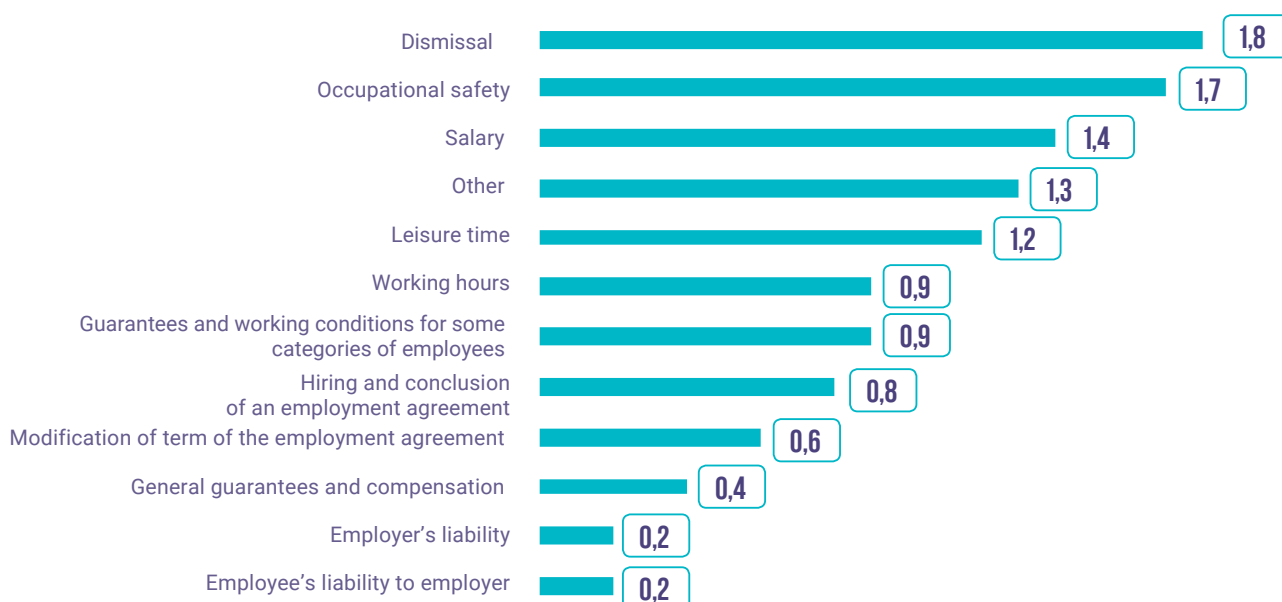
The interactive service "Inspector in Charge" provides informational and advisory support to users of the System of electronic services Онлайнинспекция.рф on issues of compliance with the labor law and regulations. This service that worked in the pilot mode since November 2013, and was put into operation in 2016, makes it possible to receive

legal advice on the matter of interest in the field of labor compliance. During the time of operation of the service, people received 70.7 thousand consultations, with 11.4 thousand consultations in 2017.

The interactive informational and advisory service of the System

"Electronic Inspector" makes it possible for employers to perform self-inspection of compliance with labor law and regulations. "Electronic Inspector" enables the employer to perform free internal audit of labor compliance. During the inspection, the representative of the entity completes intelligent checklists,

Topics of consults provided to users of the service “Inspector in Charge”, thousand appeals



after which the System provides an opinion on whether there are violations. In 2017, 50 self-inspection checklists were developed, after they were published in the System, the total number of self-inspection variants amounted to 175.

As of December 31, 2017, the service performed 302,000 self-inspections

during which over 216,000 violations were identified, with 124.5 thousand self-inspections and 79.1 thousand violations in 2017. Based on the results of the checklists, the service provides recommendations on elimination of violations identified. Entities that followed these recommendations have managed to avoid penal sanctions of RUB 6.77 billion.

In 2017, the following services were developed: “Electronic Reception Desk of Rostrud”, “Pretrial Appeal”, “Public Evaluation of Activities of the Federal Labor Inspectorate”, “Personal Accounts of Employees and Employers”, “Standard Document Bank”, “Labor Situation Library”, the mobile application “I am Inspector” was completed.



The interactive service “Electronic Reception Desk of Rostrud”

provides authorized users with an opportunity to make an electronic appointment with the state labor inspectorate.



The interactive service “Pretrial Appeal”

provides users of the System with an opportunity to appeal on actions (inaction) and decisions adopted (performed) in the course of performance of state functions by an officer of the territorial body of Rostrud, including director and deputy director of the territorial body of Rostrud.



The interactive service “Public Evaluation of Activities of the Federal Labor Inspectorate”

provides users of the System with an opportunity to take part in surveys and evaluate the work of the System, Rostrud and its territorial bodies.



The service “Personal Accounts of Employees and Employers”

provides the users with extended functions of the personal account.



The informational service “Standard Document Bank”

provides users with approved, not approved and actually used forms and document samples necessary both to employers and employees.



The informational service “Labor Situation Library”

provides users with the complete set of tools to solve problems granting an access to the resources of all services of the System, consultancy materials, instructions, self-inspection checklists, depending on particular situations in life.



The mobile application “I Am Inspector”

(available on devices with Android and iOS operating systems) enables user to send an appeal to the territorial body of Rostrud via a mobile phone as regards the most dangerous issues of occupational safety (for instance, fencing is missing on construction site, construction workers work without personal protective equipment, etc.). In 2017, the functions of the mobile application were expanded. The issue of occupational safety was reflected in more detail, users may send communications on concealments of accidents and violations of the investigation procedure to the territorial body of Rostrud. Also, labor payment issues were added to the application, users can report delays of or deductions from salaries, partial payment for extra working hours or work on days off.

In 2017, for such services as “Labor situation Library”, “Electronic inspector”, “Instructions for Employees and Employers”, “Labor Navigator”, additional materials were developed designed to ensure compliance with the labor law and new topics to send appeal on were added to the mobile application “I Am Inspector”.

So as to inform employees and employers on the development of the System, Rostrud organized provision of information to members of the Public Council under the Federal Service for Labor and Employment as well as to people via mass media.

As part of the work performed, press releases were prepared and distributed via mass media as well as published at the official website of Rostrud in the news section.

Several interviews were recorded on this issue involving representatives of Rostrud. According to the mass media monitoring system “Integrum”, over 600 communications on the System were published in 2017. Publications on the services of the website were published in central federal printed media. Information on the course of development of the System was also published in regional media by territorial bodies of Rostrud, regional and municipal executive authorities.

Currently, the system of electronic services Онлайнинспекция.рф provides necessary conditions for compliance with the labor law and reduction of violations in this area as well as improves the efficiency of state control and supervision over observance of the labor law. The main objective of the system of electronic services Онлайнинспекция.рф include:

- > ensuring availability and clearness of requirements of the labor law, explanations and instructions on fulfillment of those requirements;
- > creation of an internal control system in economic entities to control the compliance with the labor law;
- > creation of a permanent and convenient channel for interaction of employees and employers with the federal labor inspectorate.

Under the Plan, in 2018 Rostrud’s activities aimed at promotion of efficient informational interaction of the federal labor inspectorate with employees and employers including development of the system of customer oriented interactive online services in the informational [website Онлайнинспекция.рф](http://Онлайнинспекция.рф) on the Internet will continue.

Digital Economy of Labor Relations

Based on the trends of digital economy development, Rostrud continues to work actively on implementation of digital technologies in control and supervisory activities including digitalization of personnel record management.

Electronic technologies simplify our life significantly, help us save time, receive more information and make more reasoned decisions.

Employees and employers actively use the electronic services of Rostrud at Онлайнинспекция.рф.

In fact, due to prevalence of digital technologies, many employers started to keep personnel documents in the digital form. Optimization and transition of vast volumes of personnel documents into the digital form makes it possible to significantly cut transaction costs and improve the quality of operating management which also leads to increase of labor efficiency.

The most advanced companies that implement electronic personnel record management are interested in electronic interaction with control authorities. Such approach will cut significantly the expenses to preparation and delivery of documents upon request of state control authorities.

In 2017, Rostrud conducted an electronic inspection of personnel documents of two large companies by way of experiment: Sberbank of Russia, PJSC and Yulmart.

Rostrud tested the technology of remote electronic supervision, as a result, it received all the necessary tools for conducting a control activity. Taking into account today's requirements, Rostrud is ready to offer the technology of electronic interaction with employers by conducting a control inspection of personnel documents. The inspection object was compliance with requirements to the content of employment agreements: compliance with the

procedure and terms of modifying an employment agreement; compliance with requirements on provision of annual base paid vacation.

In the course of the audit, 23 types of personnel documents were evaluated using checklists that were filled out in electronic form.

Electronic document exchange between the state labor inspectorate and inspected persons was performed via a protected channel using a qualified electronic signature.

The review and evaluation of personnel documents were carried out by the state labor inspector with the help of the Automated Control System for Control and Supervision Activities (ACS CSA) developed and implemented by Rostrud at the end of 2017.

Professional development of civil servants

Implementation of Master Program "Supervisory and Inspectorial Activities in the world of work"

As part of implementation of the priority program on reforming the control and supervisory activities, Rostrud introduces a totally new grand-scale system of training for its officers. It includes professional training, internship, mentoring, automated system of evaluation of professional expertise of inspectorial staff, research, professional training events based on modern practices and education methods.

To resolve the issue of lack of young qualified specialists of the federal labor inspectorate with a specific education in the field of supervision, a two-year master program "Supervisory and Inspectorial Activities in the World of Work" is performed at the premises of Moscow Polytechnic University.

In 2017, 25 new Masters graduated from the University. Currently, 51 students are studying in the master's program, 13 of them are already employed in the central office of Rostrud and its territorial bodies.

The geographical spread of training of supervisory specialists in the system of higher education broadens as from September, 2017, this master program is also performed at the premises of FSBEI of HE Togliatti State University using the federal innovative site of the Ministry of Education and Science of the Russian Federation "Rosdistant".

To ensure continuous improvement of the level of professional knowledge of state labor inspectors,

as well as to ensure uniform application of legal requirements in the world of work, in 2017, the remote training system "Automated System of Evaluati-

on of Professional Qualities and Qualification Level of State Labor Inspectors" (ASE) was implemented in Rostrud. It provides for studying of a cycle of educational modules using a computer in real time with mandatory control of knowledge using video recording equipment. In 2017, 1,753 state labor inspectors underwent the full cycle of training and testing in the ASE system, from general managerial disciplines to special issues related to arrangement of inspections using the risk-oriented approach, conduct of preventive actions, work in the automated informational control and supervision system in the context of transition to a new model of state control.

In 2017,

25new Masters graduated
from the University.

In 2017,

1,753state labor inspectors
underwent training
and testing
in the ASE system

Another training method, i.e. official work placement lasting from one to three months can be used to gain new work experience, develop professional and communicative skills, improve motivation, form a team of like-minded people. In 2017, about 100 persons from different constituent entities of the Russian Federation had this type of training.

The system of mentorship is another factor of improvement of professional level of newly hired officers which is aimed to assist new colleagues in professional development of. Analysis of work of 221 mentors in 2017 demonstrated, that mentorship resulted in significant reduction of the number of quitting the job within the first three months of work as well as improvement of the professional status of experienced officers of state labor inspectorates who acted as mentors.

In December, 2017, the All-Russian Conference was held involving over 250 specialists of Rostrud, with the view of building staff capacity and improvement of efficiency of professional activities of civil servants performing control (supervisory) functions in the field of occupational safety. During the conference, a strategic session was held for heads of state labor inspectorates during which they were informed of the results of annual study of commitment of CLI officers, their self-evaluation, barriers to efficient activities, indicators of trust to management and powers levels. The interactive lecture "Personal and Professional Efficiency of State Labor Inspector" was held for the inspectorial staff which was supposed to improve motivation for professional development, involvement in the process of mastering the competence model of a state labor inspector.

Development of the informational and analytical system "All-Russia Job Base "Work in Russia"

In the "Work in Russia" website, a job base is created based on different sources including on registers of users of state services in the field of employment, directly from employers.

The website provides an access to:

- > information of available jobs (vacancies), working conditions, social guaranties, transport accessibility of the working place, accommodation, infrastructure and other information aimed at increasing mobility, including in the interactive mode;
- > information on people looking for employment including beyond the place of residence, workers that are disengaged or work part-time;
- > information on investment projects;
- > information on educational institutions;

- > information on career prospects;
- > the service enabling procedures of selection and interviewing people and employers using the Internet;
- > automated notification of availability of vacant jobs (vacancies);
- > personal account of a person or employer;
- > analytical information of the comparative evaluation of working conditions, qualification requirements to employees;
- > information on implementation of regional programs to increase labor mobility.

The Website is integrated with the Uniform System of Identification and Authentication (USIA) to facilitate user (employers and applicants) identificati-

on. As a result, over 32 million USIA users have an access to the Website without additional registration.

As part of interaction with the information system of the Federal Treasury, the Website has been filled with information of healthcare, cultural, educational institutions.

The website has information on investment projects implemented in the constituent entities of the Russian Federation, regional employment programs, contact information of employment centers.

Rostrud concluded agreements for interaction with the main suppliers of information to the website including the constituent entities of the Russian Federation, commercial websites

for job selection, major employers (OJSC Gazprom, FSUE Russian Post, OJSC Russian Railway, State Corporation Rostech).

In 2017, improvements of the Work in Russia Website were completed aimed at execution of the Agreement between the Government of the Russian Federation and the Government of the Republic of Uzbekistan on the organized recruitment and involvement of citizens of the Republic of Uzbekistan for temporary employment in the territory of the Russian Federation.

The service "Personal Account of Employer" was improved as regards the information that the employer is ready to take part in organized recruitment, placement of informational materials on the topic, possibility of marking some vacancies for organized recruitment with mandatory additional information on the accommodations provided and additional contacts in Skype.

The implemented potential of the "Work in Russia" Website help improve the efficiency of interaction of the parties in performance of intergovernmental agreements through implementation of automation and ensures provision of objective information on organized recruitment and engagement of foreign citizens for temporary employment in

the territory of the Russian Federation under international agreements.

The mechanism is universal and is receiving practical approval. In future, it is expected to be used under other international agreements for organized recruitment to be concluded.

In 2017, the new subsystem "Register of Service Receivers" of the "Work in Russia" website was put into operation which made it possible to:

- > improve the quality and reliability of information in registers of employment service receivers;
- > integrate with the information systems of the PFR and the FTS of Russia to check the information coming from employment service bodies;
- > implement a module of remote supervision over social payment to people recognized as unemployed in accordance with the established procedure;
- > improve the promptitude and timeliness of information on provision of employment services.

Rostrud organized the work on placement of vacancies from the "Work in Russia" Website at partner resources

on the Internet including "Yandex.Work: service (on terms of redirection of users selecting vacancies of the "Work in Russia" Website from the partner resource to the Website) as well as banners of the "Work in Russia" Website on official websites of executive bodies of constituent entities of the Russian Federation, multi-purpose centers for provision of government and municipal services with the view of making people and employers aware of the potential of the "Work in Russia" Website and attraction of the number of users sufficient for the efficient operation of the Website.

As of December 31, 2017 (from the time when the Website was put into operation on July 3, 2015), the total number of visitors of the Website amounted to 44.4 million, the total number of views amounted to 604 million. Over 200,000 visitors come to the "Work in Russia" Website on a daily basis. As of December 31, 2017, the number of vacancies in the Website amounted to 357 thousand (1.22 million jobs), number of resumes in the Website amounted to 524,000 and number of employers that independently registered in the website amounted to 70,000.

Establishment of the All-Russia Business Social Network Skillsnet

Evaluation of the results of operation of the "Work in Russia" Website demonstrated that there is a need to go on and make further steps, i.e. establish the first Russian social network for business contacts.

In the dynamically developing world, social media play an important role replacing traditional informational and communication channels. They affect nearly all spheres of life including professional activities.

Today, there is a positive foreign experience of development and implementation of business social networks that proved to be efficient. However, those networks are mostly targeted at users

in other countries and cross-border movement of labor resources and do not fully conform with the Russian reality or fulfill the task of promotion of employment in our country.

The first All-Russia Business Social Network "Skillsnet" brings closer employers and employees by removing many organizational and psychological barriers, also it is a forum for direct interaction of parties forming the professional environment: from higher educational institutions to employers and their associations.

The network is fully integrated with the "Work in Russia" website. It expands the potential of the two resources

ensuring high credibility and better availability of information placed.

At the All-Russia contest of best practices of openness of public management organized by the Expert Council under the Government of the Russian Federation and the Government Committee for Coordination of Activities of the Open Government, Rostrud's initiative to establish the specialized business social network "Skillsnet" (<http://www.skillsnet.ru>) won in "A Good Start" category.



RUB > 20 BILLION

of delayed salaries paid to
over 1 million employees



ОНЛАЙН ИНСПЕКЦИЯ.РФ

3,6 MLN

unique visitors

25 MLN

views



> 2 MILLION

people of active
working age

LEGALIZED



**SCHEDULED INSPECTIONS
DECREASED BY**

28%



> 302,000

SELF-INSPECTIONS

of knowledge of law taken
by employees at the service
“Electronic Inspector”

RUB 6.8

billion

saved by
employers due
to self-inspections



RUB 35 BILLION

received in the Pension
Fund of the Russian
Federation due to a
campaign against
informal employment

04 CONTROL AND SUPERVISION IN THE WORLD OF WORK

In 2017, the total number of legal entities, individual entrepreneurs operating in the Russian Federation, relevant municipality, whose activities are subject to state control (supervision) by supervisory authorities amounted to over 7,830.5 thousand.

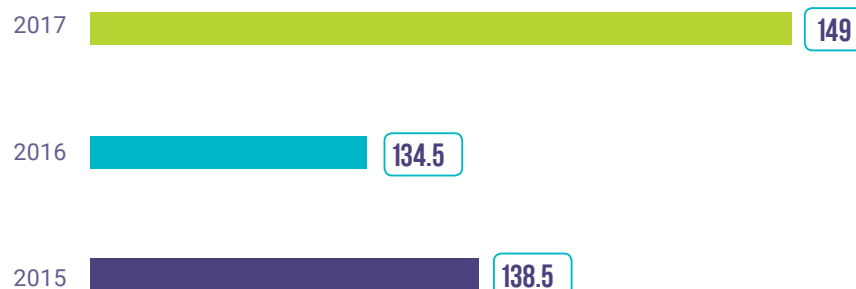


By way of exercising granted authorities, in 2017 territorial bodies of Rostrud performed 149.01 thousand inspections in respect of legal entities and individual entrepreneurs as regards issues of compliance with the labor law and Regulations (there was an increase as compared to 2016).

After measures have been taken to improve the efficiency of the work of state labor inspectors, in 2017 the trend continued of actual increase of load on authorized officers of the federal labor inspectorate in respect of unscheduled inspections.

Based on the results of 2017, relative number of economic entities per one state labor inspector amounted to 3.79 thousand and increased by 1.6% as compared to 2016. However, actual load of inspectorial staff in territorial bodies of Rostrud in some constituent entities of the Russian Federation exceeds significantly the average load in the federal labor inspectorate in general.

Number of inspections of compliance with the labor law performed by state labor inspectorates in 2015-2017, thousand



Number of inspections of compliance with the labor law per one state labor inspector in 2015.



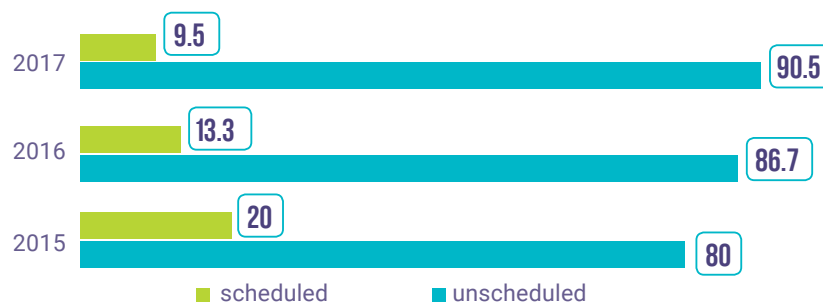
In 2017, an average state labor inspector performed 72.2 inspections (63.6 in 2016); the workload increased by 12.8%.

14.2 thousand inspections (9.5% of the total number of inspections performed) were scheduled inspections, the other inspections (90.5%) were unscheduled.

The annual plan of annual scheduled inspections approved by prosecution authorities was performed by state labor inspectorates in constituent entities of the Russian Federation by 96.8%. The reason for non-performance of scheduled inspections was either liquidation or cessation of business of entities by the time of the scheduled inspection. In 2017, the trend of reduction of the share of scheduled inspections of the total amount of inspections performed.

In 2017, the number of inspections performed on an unscheduled basis increased and amounted to over 134.8 thousand inspections (116.4 thousand in 2016) which is by 18.4 thousand inspections (or by 15.8%) more that during the same period of the previous year.

Number of scheduled and unscheduled inspections conducted by state labor inspectorates (share of the total number of inspections, %)



Reasons for unscheduled inspections in 2017

Reasons for unscheduled inspections	Total unscheduled inspections performed	% of the total number of inspections	As compared to 2016, %
Upon employee's resort	109,493	81.2	-7.0
Upon order of the President of Russia and the Government of Russia	9,618	7.13	+3.13
Upon instruction execution	14,317	10.62	+4.02
Upon prosecutor's request	1,399	1.04	-0.16
For other reasons	0	0.0	-0.01

The increase of the number of unscheduled inspections is due to active protection of labor rights, changes of the level of informational openness of the work of the federal state inspectorate, emergence and development of electronic services, introduction of new laws and regulations related to labor relationships, information exchange with executive bodies.

Coverage of economic entities by control and supervisory activities in 2015-2017.

Periods	Number of economic entities	Inspections performed	Economic entities covered by inspections, %
2015	7,958,811	137,179	1.72
2016	7,964,110	134,543	1.69
2017	7,830,579	149,014	1.90

Indicators of effectiveness of unscheduled inspections signify that there are positive trends in measures taken by Rostrud and its territorial bodies related both to strengthening of state supervision over observance of the labor law and the general situation with compliance with requirement of the labor law by economic entities of the Russian Federation which characterize the work of Rostrud in 2017 positively.

Structure of effective inspections in 2015-2017

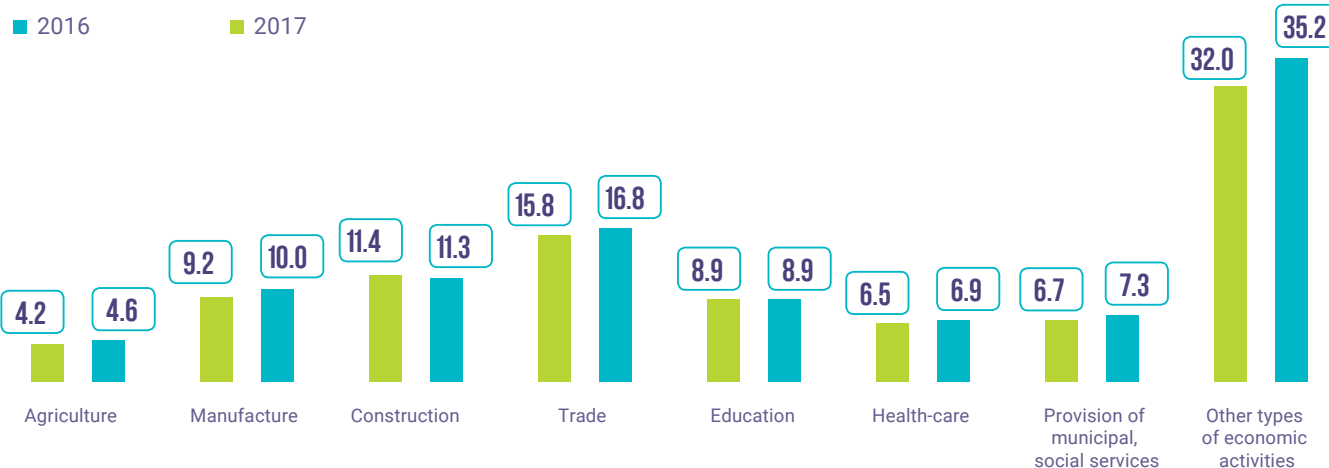
Indicator	2015		2016		2017	
	units	%	units	%	units	%
Total inspections	137 179	100,0	134 543	100,0	149 014	100,0
effective	106 763	77,8	100 780	74,9	105 881	71,1
Total scheduled inspections	27 679	-	18 098	-	14 107	-
effective	25 852	93,4	17 485	96,6	13 374	94,8
Total unscheduled inspections	111 737	-	116 445	-	134 827	-
effective	80 911	73,9	83 295	71,5	92 507	68,6

The work results in 2017 demonstrated that there were no significant changes in the structure of inspections performed in

organization, neither by type of economic activities nor as compared to 2016. Entities operating in wholesale and retail trade,

construction and some other types of economic activities represent the largest share of the total number of inspections performed.

Inspections by economic activity type, %



In 2017, Rostrud performed target control and supervisory actions on the basis of instructions of higher state authorities in the following areas:

LIQUIDATION OF ARREARS OF SALARIES

2017 saw a negative trend of increase of the total number of employers that caused salary payment delays and of the amount of delayed salary that varied from RUB 2.4 billion to RUB 3.8 billion during the year. By the end of

2017, significant decrease was achieved of arrears of salary.

For instance, the number of economic entities where salary payment delays were identified decreased in 2017 by

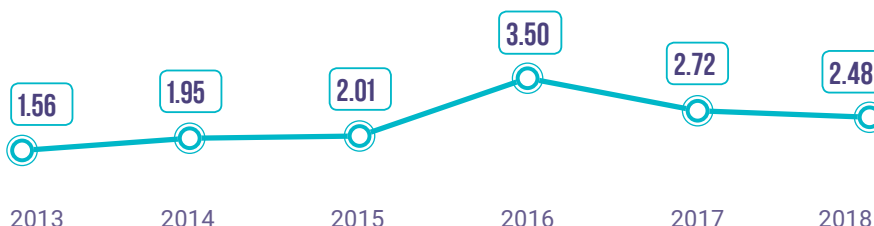
13% as compared with 2016 and amounted to 17,416 entities including:

- 1,493 entities that are individual entrepreneurs including farm enterprises;
- 15,824 legal entities, of which the greatest part (10,425) are persons related to small and medium enterprises (which is by 19% less than in 2016).

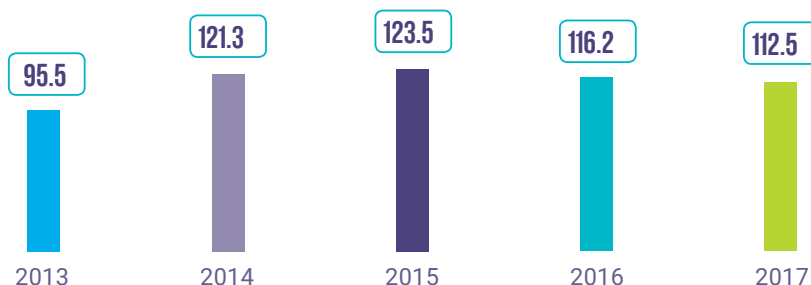
In 2017, state labor inspectorates in constituent entities of the Russian Federation identified over 112.5 thousand of violations by employers of the labor payment legislation (by 3% less than in 2016).

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Information on changes in the total arrears of salary in economic entities of the Russian Federation
(as of January 1, 2018, RUB billion)



Number of violations of the labor payment legislation identified by state inspectors in 2013 – 2017, thousand



As a result of systemic work to ensure salary payment to employees of organizations and enterprises, payments were made to over 1 million employees to the total amount of

**RUB > 20.7
BILLION**

(indicators nearly similar to 2016)

Dynamic pattern of the number of employees who actually received their delayed salaries upon request of state labor inspectors, million



Dynamic pattern of unlawfully delayed salaries paid upon request of state labor inspectors, RUB million



So as to decrease the amount of concealed arrears of salaries and improve the efficiency of work aimed at its liquidation, in 2017 state labor inspectorates developed the "Register of Entities with Arrears of Salary" including the entities in respect of which bankruptcy procedures are

performed in accordance with Federal Law dated October 26, 2002 No 127-FZ On Insolvency (Bankruptcy).

As of January 1, 2018, the Register included 2,072 economic entities with the arrears of salary in the amount of RUB 10,532.04 million. Also, the online

inspection of Rostrud constantly controls over 4.5 thousand economic entities. During 2017, the level of current arrears of salary according to operating information of state labor inspectorates in constituent subjects of the Russian Federation was within the range from RUB 8.2 to 9.4 billion

Rostrud developed a rating of constituent entities of the Russian Federation reflecting the situation with the arrears in salaries based on the ratio of the arrears in the region to the total payroll and the number of employees to whom salaries are due, so as to stimulate the activities of the constituent entities of the Russian Federation aimed at liquidation of arrears in salary.

Complete repayment of the arrears of salary from January 1 to December 31, 2017, was achieved

**IN 23
ENTITIES**

(the maximum value in February, 2017 was RUB 9.4 billion and the minimum value in May, 2017 was RUB 8.2 billion).

Rostrud developed a rating of constituent entities of the Russian Federation reflecting the situation with the arrears of salary based on the ratio of the arrears in the region to the total payroll and the number of employees to whom liability is owed, so as to stimulate the activities of the constituent entities of the Russian Federation aimed at liquidation of arrears of salary.

In pursuance of minutes of the meeting with the Chairman of the Government of the Russian Federation D. Medvedev dated November 25, 2016 No DM-P12-70pr On the Situation with Arrears of Salary, Rostrud and the Ministry of Labor evaluated the situation with salary payment in entities performing relevant types of economic activities.

Analysis of information provided by federal executive bodies as regards execution of cl. 5 of the Minutes, demonstrated insufficient control and low efficiency of measures aimed at payment of arrears of salary. It should be noted that all federal executive bodies take measures aimed at payment of arrears of salary in respect of their subordinate organizations and enterprises.

For all federal executive bodies, there is a need for granting them powers of control or monitoring of entities under their jurisdiction. Unfortunately, federal executive bodies do not do any systemic work with debtors in whose respect bankruptcy procedures are initiated.

Emergence of arrears of salary is mostly due to economic processes and presence of arrears of salary and its amount is an indicator of the level of development of the industry. Also, federal executive bodies determine the state policy and the legal and regulatory framework of respective industries.

Rostrud organized and performs on a monthly basis reconciliation of information on the presence of arrears of salary in entities of relevant types of economic activities.

So as to resolve that issue, state labor inspectorates in constituent entities of the Russian Federation organized comprehensive work on monitoring the arrears of salary payment that ensures proactive response to problematic situations, also online monitoring of the situation in large and systemic companies of the region, in defense companies.

On the situation with arrears of salary in entities with arrears exceeding RUB 25 million

In pursuance of instructions of Deputy Chairperson of the Government of the Russian Federation O. Golodets given following the results of the meeting of the interdepartmental work group on monitoring of the situation in the labor market in constituent entities of the Russian Federation dated March 17, 2017 No 1, in 2017 Rostrud organized and held over 100 meetings with representatives of executive bodies, heads of state labor inspectorates in constituent entities of the Russian Federation, trustees in bankruptcy and heads of entities on the issue of arrears of salary payment in entities with the arrears exceeding RUB 25 million so as to take additional measures aimed at arrears of salary payment.

According to the state labor inspectorates in constituent entities of the Russian Federation, the number of such entities in 2017 varied from 84 to 101 entities (with the total arrears from RUB 4.5 to 6.9 billion).

Based on the results of the work performed, the total amount of settled arrears of salary for 2017 in entities with the arrears over RUB 25 mlb amounts to over RUB 5.7 billion.

> Complete repayment of the arrears of salary from January 1 to

December 31, 2017, was achieved in 23 entities including over RUB 100 million was paid at the following enterprises:

- RSK-Logistic LLC (St. Petersburg) – RUB 129.2 million;
- JSC Intaugol (Republic of Komi) – RUB 157.9 million;
- LLC Coal Company Zarechnaya (Kemerovo Region) – over RUB 1 billion;
- LLC NPO Mostovik (Omsk Region) – RUB 599.2 million;
- OJSC TNITI (Tula Region) – RUB 143.8 million;
- OJSC SPZ (Samara Region) – RUB 115.2 million;
- JSC Komiaviatrans (Republic of Komi) – RUB 117.4 million
- CJSC Mosstroyemkhanizatsiya-5 (Moscow) – RUB 151.7 million
- JSC GU ZHKH (Murmansk Region) – RUB 239.2 million;
- GUP ZHKH RS (Ya) (Republic of Sakha (Yakutia)) – RUB 316.5 million;
- LLC StavStal (Stavropol Territory) – RUB 283.6 million;
- LLC Bashkir Poultry Production Complex named after M. Gafuri (Republic of Bashkortostan) – RUB 120.3 million;
- LLC Yugorskremstroygaz (Khanty-Mansi Autonomous District) – RUB 358.3 million
- LLC Yurginsky Mashzavod (Kemerovo Region) from RUB 393.3 million to RUB 20.2 million (the amount of debt settled was RUB 373.1 million);
- LLC Avtokran (Ivanovo Region) from RUB 121.0 million to RUB 8.1 million (the amount of debt settled was RUB 112.9 million);
- JSC Research and Production Company TIRS (St. Petersburg), from RUB 49.7 million to RUB 9.9 million (the amount of debt settled was RUB 39.8 million);
- JSC Russian Research and Design Institute of Urban Studies (St. Petersburg), from RUB 57.2 million to RUB 4.8 million (the amount of debt settled was RUB 52.4 million);

> the amount of arrears of salary was reduced significantly in 5 entities:

- OJSC Coal Company Almaznaya (Rostov Region), from RUB 124.7 million to RUB 4.1 million (the amount of debt settled was RUB 120.7 million);

In most constituent entities of the Russian Federation, work of municipal interdepartmental committees on identification and settlement of arrears of salary is organized.

Dynamic pattern of aggregate arrears in salary in 2015 – 2018

(as of January 1, 2018, as compared to the beginning of the previous year), %



Control over the situation with arrears of salary in entities with the arrears amount exceeding RUB 25 million will continue in 2018.

In constituent entities of the Russian Federation, measures were developed and are implemented that aim at reduction of the arrears emerged. The work of executive bodies of constituent entities of the Russian Federation is based on interaction with all bodies

and organizations possessing any information on salary payments in economic entities of the region including with prosecution bodies, state labor inspectorate, territorial bodies of Rosstat, Federal Service for State Registration, Cadastral Records and Cartography.

In most constituent entities of the Russian Federation, work of municipal interdepartmental committees on

identification and settlement of arrears of salary. One of methods to influence heads of enterprises with arrears of salary is hearing at meetings of interdepartmental regional committees. One of the most important areas for such committees is prevention of forming arrears of salary in enterprises with signs of financial instability (tax arrears to non-budgetary funds).

The federal labor inspectorate responded not only to the information provided by Rosstat but also worked with people's appeals. In 2017, over 182,000 appeals were received in respect of labor payment (203,000 appeals in 2016). Supervisory measures were taken in respect of nearly all appeals.



Totally, over 1,155 committee meetings were held in 2017, where over 1,155 economic entities with arrears of salary spoke.

In 2017, heads of state labor inspectorates in constituent entities of the Russian Federation organized and held meetings with highest officials of the constituent entities of the Russian Federation (over 50 meetings) were reports were presented on the situation with arrears of salary. In the course of such meetings measures were developed to settle the arrears of salary, Rostrud's territorial bodies submitted 1,612 materials (1,713 materials in 2016) to prosecution bodies and investigative bodies of the Investigative Committee of the Russian Federation to initiate criminal cases with the view of holding employers criminally liable based on results of inspections of labor payment, 269 criminal cases were initiated under art. 145-1 of the Criminal Code of the Russian Federation (50% more than in 2016). Rostrud sent over 30 letters to the Investigative Committee of the Russian Federation. On taking over investigations of criminal cases of non-payment of salary to employees.

Rostrud's territorial bodies submitted 659 inspection materials with the view of disqualifying heads of enterprises, 67 of them were disqualified.

The most complex is the situation with debtor entities that undergo bankruptcy proceedings. Very often it is impossible to determine the terms of settlement of arrears of salary. Very often, arrears period in such entities is over a year and keeps growing as owners did not take timely decisions on dismissal of employees.

Penalties should be provided for in respect of employers for 'artificial' increase of arrears of salary.

The federal labor inspectorate responded not only to the information provided by Rosstat but also worked with people's appeals. In 2017, over 182,000 appeals were received in respect of labor payment (203,000 appeals in 2016). Supervisory measures were taken in respect of nearly all appeals.

Information on inspections of economic entities paying salaries

below the poverty line established in the region or minimum wage

In the course of current scheduled and unscheduled inspections, state labor inspectorates performed supervisory measures aimed at identification of salaries below the poverty line established in the region or minimum wage.

State labor inspectorates in constituent entities of the Russian Federation performed 4,969 inspections in economic entities not paying the minimum wage in the constituent subject of the Russian Federation.

As of January, 2018, upon request of state labor inspectors, additional payment making up the minimum wage amount in the constituent subject of the Russian Federation were made to over 14 thousand employees to the total amount of RUB 206,679 thousand which is less by RUB 2,743 thousand than the payment amount in 2016.

Legalization of labor relations and salary

Based on annual orders of the Government of the Russian Federation as well as the National Security Strategy of the Russian Federation as approved by Order of the President of the Russian Federation dated December 31, 2015 No 683 setting out strategic tasks on implementation by governmental bodies and local governments together with civil society institutions of state

social and economic policy of reduction of informal employment and legalization of labor relationships, full-scale organizational activities have been performed since 2014 in all constituent entities of the Russian Federation on development of relevant administrative mechanism: a system of prompt interaction between executive bodies and local governments of constituent

subjects of the Russian Federation, significant results were achieved in implementation of measures aimed at reduction of informal employment and legalization of labor relationships.

As of December 31, 2017, according to the information from interdepartmental committees of constituent subjects of the Russian

Federation, state labor inspectorates performed 3,932 supervisory measures, 10,534 persons in informal labor relationships were identified, all of them were legalized.

It should be noted that performance by state labor inspectorates of unscheduled inspections in regional economic entities made it possible to increase the efficiency of informational and administrative measures aimed at reduction of informal employment.

Measures on reduction of informal employment and legalization of labor relationships in constituent entities of the Russian Federation including those aimed at increase of insurance contributions to non-budgetary funds of the Russian Federation

For the purposes of implementation of orders of the Government of the Russian Federation in constituent entities of the Russian Federation, a set of measures is performed aimed at reduction of the number of economically active persons of work active age that do not conduct work activities. The

main objectives of such orders are reduction of informal employment of the working population in constituent entities of the Russian Federation as well as increase of amounts received in the Pension Fund of the Russian Federation.

Annually, agreements are concluded between Rostrud and supreme government bodies of constituent entities of the Russian Federation aimed at reduction of informal employment in accordance with the figures established by the Ministry of Labor of the Russian Federation for the purposes of interdepartmental interaction, monitoring and coordination of activities of the constituent entities of the Russian Federation on reduction of informal employment.

According to Rostrud's monitoring of the results of measures aimed at reduction of informal employment in constituent entities of the Russian Federation, in 2017 over 2,048 thousand persons of work active age were legalized who had made no contributions to the non-budgetary funds. The amount of insurance contributions additionally received by the Pension Fund of the Russian Federation in the course of implemen-

tation of the set of measures aimed at reduction of informal employment in constituent entities of the Russian Federation was over RUB 35 billion.

In 2017, most efficient were the measures aimed at reduction of informal employment and legalization of labor relationships in the following constituent entities of the Russian Federation that ensured achievement of the target value: Republic of Tatarstan, Republic of Bashkortostan, Republic of Khakassia, Chuvash Republic, Udmurt Republic, Altai, Krasnodar and Stavropol Territories, Belgorod Region, Lipetsk Region, Volgograd Region, Rostov Region, Tambov Region, Khanty-Mansi Autonomous District, city of Sevastopol.

Arrears of salary in enterprises of the military-industrial complex of Russia in constituent entities of the Russian Federation

In 2017, Rostrud continued monitoring of the situation with arrears of salary in enterprises of the military-industrial complex.

In 2017, most efficient were the measures aimed at reduction of informal employment and legalization of labor relationships in the following constituent entities of the Russian Federation

- Republic of Tatarstan
- Republic of Bashkortostan
- Republic of Khakassia
- Chuvash Republic
- Udmurt Republic
- Altai Territory
- Krasnodar Territory
- Stavropol Territory
- Belgorod Region
- Lipetsk Region
- Volgograd Region
- Rostov region
- Tambov Region
- Khanty-Mansi Autonomous District
- Sevastopol



As of January 1, 2018, the federal labor inspectorate identified 53 entities of the military-industrial complex in 27 constituent entities of the Russian Federation with arrears of salary to the aggregate amount of RUB 1,246.5 million to 10,311 employees, 3,350 of which had been dismissed.

In 2017, Rostrud's territorial bodies organized and performed 141 unscheduled inspections in respect of

untimely payment of salary to employees working at entities of the military-industrial complex. Based on the results of supervisory measures, officers of state labor inspectorates issued 112 mandatory instructions on removal of violations identified. 104 officers and legal entities were held administratively liable for violations of the labor law to the total amount of RUB 5,314 thousand.

Rostrud will continue monitoring of the situation with arrears of salary in entities of the military and industrial complex in 2018.

Supervision of Employment of Foreign Workers

In 2017, state labor inspectorates in constituent entities of the Russian Federation performed 464 inspections of economic entities performing different types of economic activities (retail trade in spirits, pharmaceuticals, retail trade in kiosks and markets, sports, other economic activities) and using foreign workforce which is 122 inspections less than in the previous year (586 inspections). The number of foreign workers amounted to over 12 thousand (5.08%) as compared to the total number of employees in the entities inspected (over 236 thousand).

In 2017, supervisory measures resulted in identification of 2940 violations of the labor law committed by employers in respect of foreign workers they engaged (reduction by 30% as compared to 2016 (3,862).

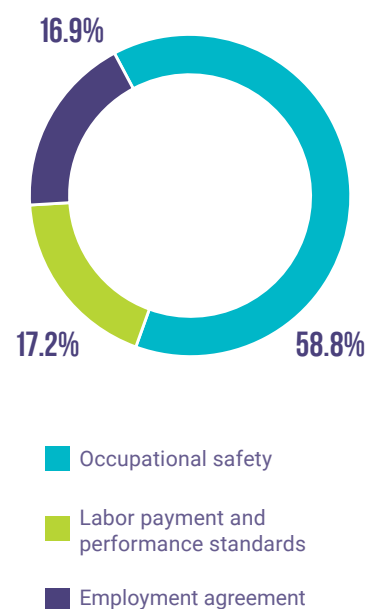
Among them, there were 1,730 violations of occupational safety, 505 violations of labor payment and performance standards, 497 violations of employment agreements.

Following the results of inspections performed and to suppress the identified violations of the labor law, 442 mandatory instructions were issued in 2017 (reduction by 20% as compared to 2016 (560)).

State labor inspectors held 1,132 persons guilty of the violations committed administratively liable to the total amount of RUB 39.66 million.

In 2017, officers of state labor inspectorates performed inspections of observance by economic entities using foreign workforce of requirements of the Regulation of the Government of the Russian Federation dated December 8, 2016 No 1315 On Determination of Permissible share of Foreign Workers Used by Economic Entities Performing Their Activities in Certain Types of Economic Activity in the Territory of the Russian Federation for 2017. In 2017, state labor inspectorates in constituent entities of the Russian Federation did not identify any exceedence by employers of the permissible share.

Share of violations of the labor law in respect of foreign workers in 2017, %



According to Rostrud's monitoring of the results of measures aimed at reduction of informal employment in constituent entities of the Russian Federation, in 2017 over 2,048 thousand persons of work active age were legalized who had made no contributions to the non-budgetary funds. The amount of insurance contributions additionally received by the Pension Fund of the Russian Federation in the course of implementation of the set of measures aimed at reduction of informal employment in constituent entities of the Russian Federation was over RUB 35 billion.



CONSTANT REDUCTION OF DEATH RATES, DISEASE INCIDENCE AND INJURIES

at work



Total insurance payments
to persons injured at work

**RUB >1.8
BILLION**



SEVERE ACCIDENT RATE DECREASED

BY 9.3%



GROWTH

BY 17.3%

of working places that underwent SEWC



**REDUCED
BY 21%**

fatalities at work



**79%
OF WORKING
PLACES**

that underwent SEWC
have optimal and
permissible working
conditions

05 INVESTIGATION AND RECORD OF ACCIDENTS AT WORK

In 2017, the Federal Service for Labor and Employment and its territorial bodies continued systemic government supervision and control over compliance with the labor law and Regulations. There were 9.5 thousand violations in respect of investigation, registration and record of accidents at work as compared to the total number of violations identified (462,000).

In 2017, in the Russian Federation there prevailed the descending trend of the total accident rate:

There were 5,371 severe accidents which is 21% less than in 2016 (6,819).

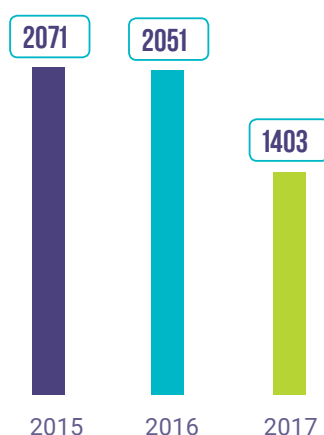
In 2017, 1,403 employees died in severe accidents in the Russian Federation in entities of all types of economic activities which is 648 persons or 32% less than in 2016 (2,051).

In 2017, the number of fatalities at work among women decreases as compared to 2016 (by 58.1%).

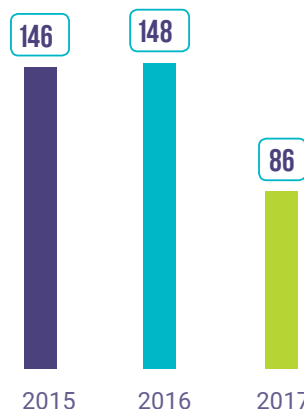
There was a record of 1 dead employee at the age under eighteen (1 person in 2016).

In 2017, there was a reduction (as compared to 2016) of the number of deaths due to occupational accidents in economic entities engaged in construction.

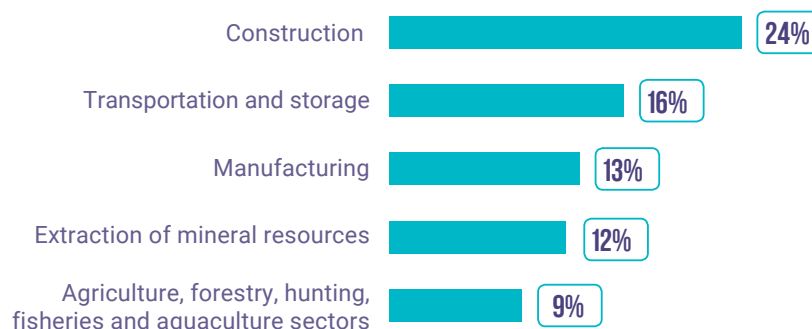
Dynamics of death rate at work



Dynamics of the total number of fatal accidents among women



Share of dead employees in entities engaged in the most hazardous economic activities, 2017, %



manufacturing, transportation and storage, agriculture, forestry, hunting, fisheries and aquaculture sectors, as well as other types of economic activities.

Also, the highest level of occupational accidents resulting in death is traditionally observed in entities engaged in such types economic activities as construction,

manufacturing, agriculture, forestry, hunting, fisheries and aquaculture sectors, transportation and storage, extraction of mineral resources.

Procedure for Investigation and Record of Accidents at Work

To reduce accidents at work, in 2017 systematic measures were taken for federal state supervision over the working conditions and occupational safety in entities including inspections of compliance of employers with the established procedure of investigation and record of accidents at work.

In 2017, state labor inspectors investigated 5,371 severe accident at work including 326 group accidents, 3,905 severe accidents and 1,140 fatal accidents.

State labor inspectorates in constituent entities of the Russian Federation identify and investigate concealed accidents at work. In 2017, officers of the federal labor inspectorate identified and investigated 695 concealed accidents at work including 207 fatal accidents. The number of identified concealed accidents tends to decrease by 4% a year with the number of identified concealed fatal accidents decreasing by 3% a year.

Number of investigated accidents, thousand



Analysis of the status and reasons of accidents at work

Analysis of the status and reasons of accidents at work in respect of main types of economic activities revealed that in 2017, the economic activity types with the highest injury rate included construction, manufacture, transportation and storage, agriculture, forestry, hunting, fisheries and aquaculture sectors.

Analysis of types of severe accidents in 2017 in entities of the Russian Federation revealed that nearly one third of accidents (32%) happened after falling from elevations, 26% resulted from impact of moving, flying, spinning parts of equipment, 12% resulted from falling of objects, materials, and 12% resulted from traffic accidents (97% of them took place on land transport). 17% of the total

number of traffic accidents took place when going to work (from work) in the employer's vehicle, 12% took place in public transport.

Over 50% of accidents in the total structure of causes of severe accidents in the Russian Federation were due to typical reasons of organizational nature: improper organization of works, violation of traffic rules, violation by employee of labor routine and labor discipline, violation of work process, drawbacks in organization and performance of occupational safety training. For instance, 1/3 (31%) of accidents in 2017 took place due to improper organization of work.

Following the results of investigations of occupational accidents, state labor

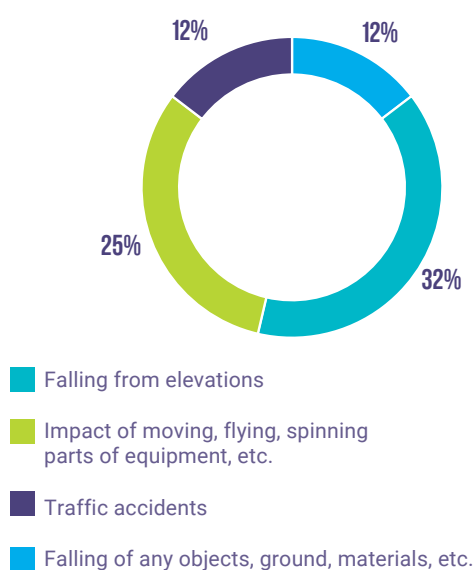
inspectorates in constituent entities of the Russian Federation submitted 6,624 materials to prosecution bodies to consider holding criminally liable persons guilty of violations of labor law requirements in relation to accidents at work. 333 criminal cases were initiated.

In 2017, Rostrud performed analysis of fatal accidents that were qualified as not work-related following the investigation results.

The analysis revealed that the main reason to qualify fatal accidents as not work-related was the employee's death from a systemic disease (84%).

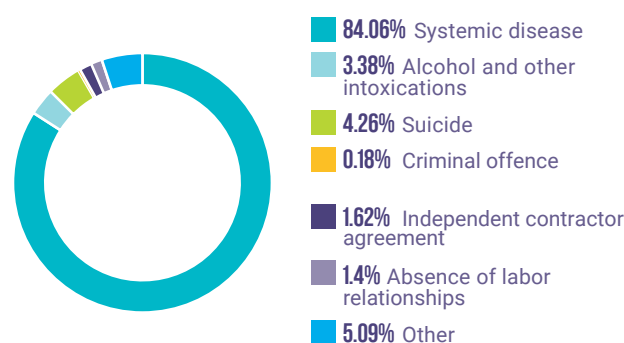
Following the results of investigations of occupational accidents, state labor inspectorates in constituent entities of the Russian Federation submitted 6,624 materials to prosecution bodies to consider holding criminally liable persons guilty of violations of labor law requirements in relation to accidents at work. 333 criminal cases were initiated.

Types of severe accidents at work in 2017, %

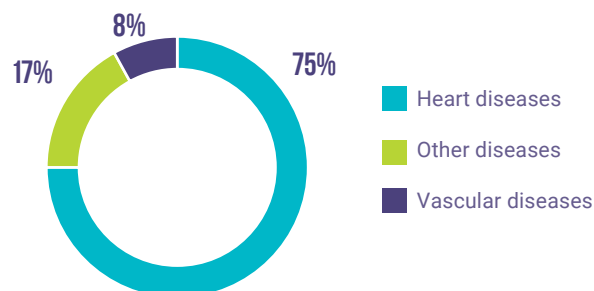


Studies of death diagnoses of employees at work from systemic diseases revealed that the main reason is heart diseases including cardiac arrest.

Causes of fatal accidents qualified as not work-related in 2017, %



Basic causes of death due to a systemic disease in 2017, %



Special Evaluation of Working Conditions

In 2017, state labor inspectorates in constituent entities of the Russian Federation performed 134,844 unscheduled inspections with 204,679 violations of occupational safety identified.

In 2017, over 16,000 violations of the established procedure for SEWC at work were identified (about 18,000 violations in 2016).

411 opinions of labor executive bodies of constituent entities of the Russian Federation on state expert evaluation of working conditions with the view of evaluation of SEWC quality as performed upon instructions of officers of state labor inspectorate, in 135 cases, response measures were taken.

In 2017, officers of state labor inspectorates considered 512 disputes on conduct of SEWC (disagreement of employees with SEWC results, complaints of employers about actions (inaction) of the organization performing SEWC), in 455 case response measures were taken.

Starting from January 1, 2016, the information on the results of SEWC come to the Federal State Information system for accounting for the results of special evaluation of working conditions operated by the Ministry of Labor of Russia.

According to FSIS, in 2017 SEWC was performed at 5,749,881 working places.

Among them, there were 4,531,701 working places with optimal and acceptable working conditions, 1,210,788 working places with harmful working conditions (subclass 3.1 – 611,971, subclass 3.2 – 512,732, subclass 3.3 – 81,843, subclass 3.4 – 4,242), 7,392 working places with dangerous working conditions.

In state labor inspectorates in constituent entities of the Russian Federation, in 2017 over 80.5 thousand declarations of conformity of working conditions to the state regulatory requirements of occupational safety were registered (over 61.5 thousand declarations in 2016) in respect of about 2,426 thousand employees (over 1,600 employees in 2016).

INDUSTRIES WITH THE LARGEST NUMBER OF VIOLATIONS:

trade –
16.8%

construction –
11.3%

manufacturing –
10.0%

IN THE SYSTEM OF ELECTRONIC SERVICES ОНЛАЙН ИНСПЕКЦИЯ.РФ:



for prevention of violation of the most dangerous issues of occupational safety, there is an updated and expanded mobile application “I am Inspector” (see and report);



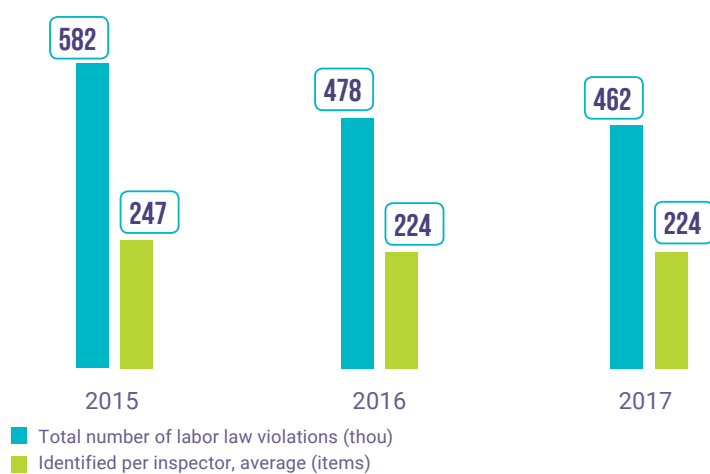
new services such as Instructions for Employees and Employers, Personal Accounts of Employees and Employers, are created for employees and employers

06 ANALYSIS OF LABOR LAW VIOLATIONS

In the course of all supervisory events performed in 2017, including investigation of occupational accidents, over 462.2 thousand violations of the labor law were identified.



The Number of violations of the labor law identified in 2015 – 2017, per one state labor inspector



The total number of violations identified in 2017 amounted to

97.1%

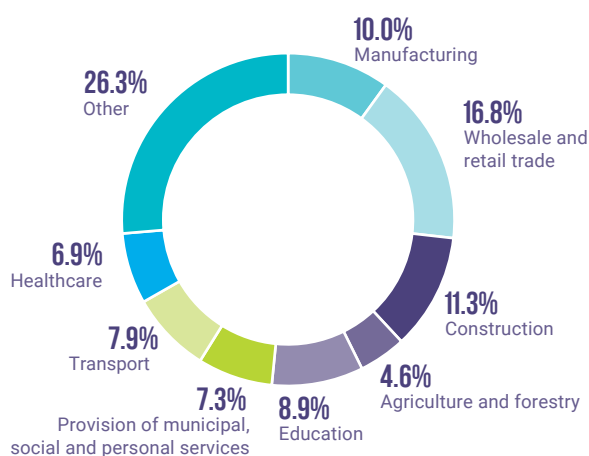
of the number of violations identified in 2016

On average, in 2017 one inspection identified

3.1 VIOLATIONS

This figure was 3.5 in 2016

Share of the total number of violations, by economic activity type



The relative number of violations identified on an average per one state inspector in 2017 amounted to 223.8 violations per year. 1.1% less than in 2016 (226.3)

Analysis of results of supervisory activities of state labor inspectorates in constituent entities of the Russian Federation signifies that in recent years the reasons and conditions for the prevailing mass character of violations of the labor law and Regulations have been:

- **unsatisfactory economic, financial and technological condition of many economic entities;**
- **low labor productivity and competitiveness of products manufactured;**
- **reduction of financing and material support of measures on occupational health and safety;**
- **non-compliance of local regulations adopted by employers with the labor law**
- (absence of mandatory terms in employment agreements of employees: payment terms, working hours and leisure regime, employment start date, working conditions characteristics):
- **improper performance of interdepartmental and regional control over compliance with the labor law by federal ministries and agencies, executive bodies of the Russian Federation and local governments as well as by employers in enterprises and entities.**

Measures Taken

Over 93.6 thousand mandatory instructions were issued to employers (99.5% of the level of 2016) to repair violations of the labor law identified by territorial bodies of Rostrud during inspections of legal entities and individual entrepreneurs performed in 2017 as well as during investigations of circumstances and reasons of occupational accidents performed in accordance with the established procedure. The average relative number of instructions per state labor inspector issued within the year amounted to 45.3, which exceeds the same indicator for 2016 by 1.8%.

Share of repaired violations of the total number of identified violations of employees' labor rights amounted to 83.4% (taking into account that in 2016, state labor inspectorates performed inspections upon directions of the Government of the Russian Federation

within the framework of which instructions were provided of which the execution period would expire in the first quarter of 2017).

According to the results of the supervisory measures carried out in connection with the failure to complete training, get through an instruction in accordance with the established procedure and periods at the request of state labor inspectors, 29.1 thousand workers were suspended from duties (which is 20% less than in 2016). The number of employees suspended per state labor inspector amounted to 14 (which is by 10% less than in 2016).

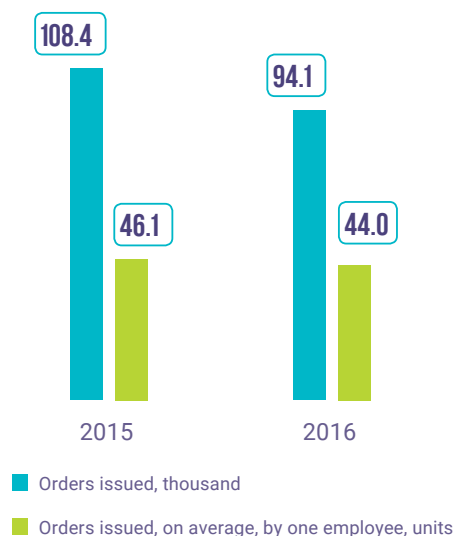
As compared with 2016, in 2017 the number of cases of administrative liability in the form of a fine to persons guilty of violations of labor law decreased by 8.2%.

It should be noted also that the number of persons held administratively liable (in the form of issue of a warning) for violations of the labor law, increased.

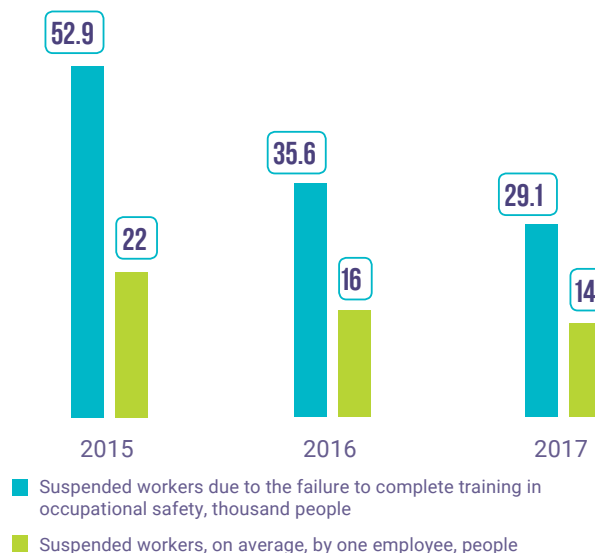
In 2017, based on the results of the inspections, the state labor inspectors decided to impose administrative penalties in the form of warnings on 39,995 perpetrators, including small business entities – 6,853, which is 17.1% of the total number of warnings issued and 1.6 times more than last year. Decisions to impose administrative penalties in the form of a fine on 155.4 thousand perpetrators were made, including 83.1 thousand officials (53.5%); 12.4 thousand individual entrepreneurs (8.0%); 59.7 thousand legal entities (38.4%); 61 citizens (0.04%).

According to the results of the supervisory measures carried out in connection with the failure to complete training, get through an instruction in accordance with the established procedure and periods at the request of state labor inspectors, 29.1 thousand workers were suspended from work

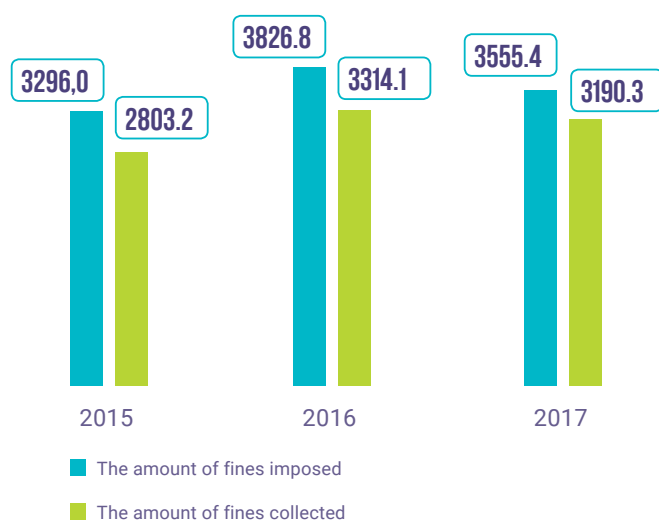
Number of orders issued, units



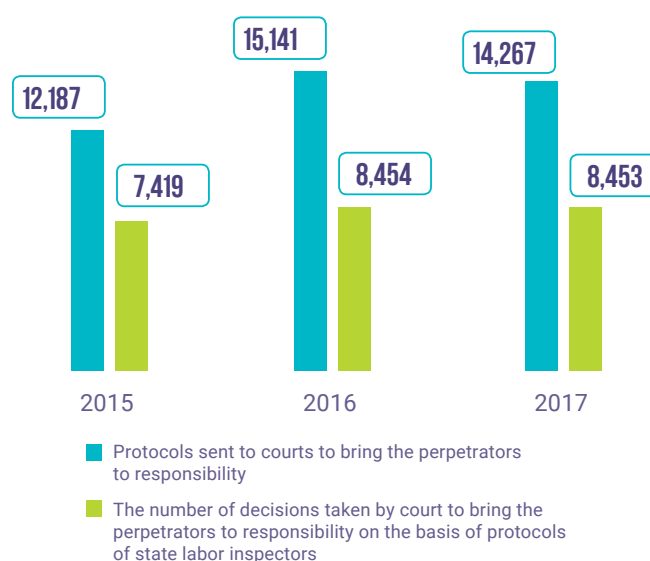
The number of suspended workers, people



Amounts of penalties imposed and collected, RUB million



Number of protocols on bringing persons to administrative responsibility and decisions made on them by judicial authorities, units



The total amount of imposed administrative fines was 3,555.4 million rubles, which is 253.5 million rubles (or 6.7%) less than in the same period last year. At the same time, 3,190.3 million rubles were transferred to the federal budget in the form of

fines, which is 106.4 million rubles (or 3.2%) less than in the same period last year.

In 2017, the relative indicator of the level of court decisions on the disqualification of officials amounted

to more than 10.2% of the total number of protocols on the disqualification of officials sent to court. At the same time, the relative indicator of the level of court decisions imposed was 57.8% of the total number of administrative offense protocols sent to court.



CONSIDERED

459,400

of appeals of citizens

51%

appeals —
on payroll
indebtedness



PUBLISHED

11,500

information materials were
published on the application
of labor law in the service
system Онлайнинспекция.рф.



PROVIDED ASSISTANCE

in preparing

6,200

lawsuits

court satisfied

>1 400

Legal claims



20.2%

of appeals of citizens
were received in
electronic form



RIGHTS OF

156,800

citizens who applied to
the state labor
inspectorate have
been restored



WEBSITE "WORK IN RUSSIA":

>1.5 MILLION
vacancies

613,000

Candidates' CV

>200,000

visitors per day

70,000

employers independently
registered on the Website

07 PUBLIC APPEALS ON SOCIAL AND LABOR RELATIONSHIPS

In 2017, the level of considered appeals of citizens increased by 1% compared to 2016, and as a result, the state labor inspectorate reviewed more than 459.4 thousand appeals.

On average, 222 appeals were reviewed by one state labor inspector in 2017, which practically corresponds to the indicator of 2016. It should also be noted that the actual workload on officials in a number of state labor inspectorates far exceeds the average workload in the federal labor inspectorate system.

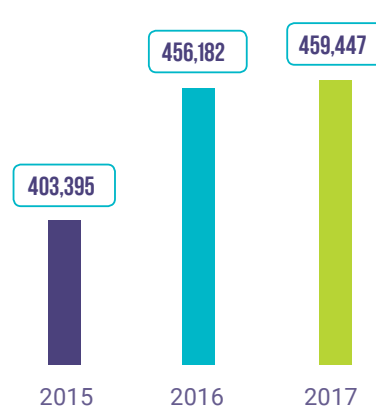
The main reason of sending appeals of citizens to the federal labor inspectorate was non-payment of arrearage in wages (over 39.6%).

More than 21% of appeals contained information about non-compliance with the established requirements by arrangement or termination of employment relationships, which is 1.05 times more than in the same period.

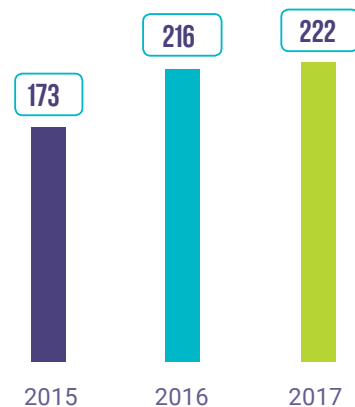
As a result of citizens' appeals review, supervisory activities were scheduled - 25%; explanations given - 62%; administrative proceedings were initiated - 2.6%; administrative punishment in the form of a fine imposed - 10.3%.

However, despite the increase in social activity of citizens and their increased legal literacy, the number of citizens' appeals received by the state labor inspectorate in 2017 indicates the unfavorable position of employees of organizations, what is characterized by a significant number of cases of violation of labor law by unscrupulous employers.

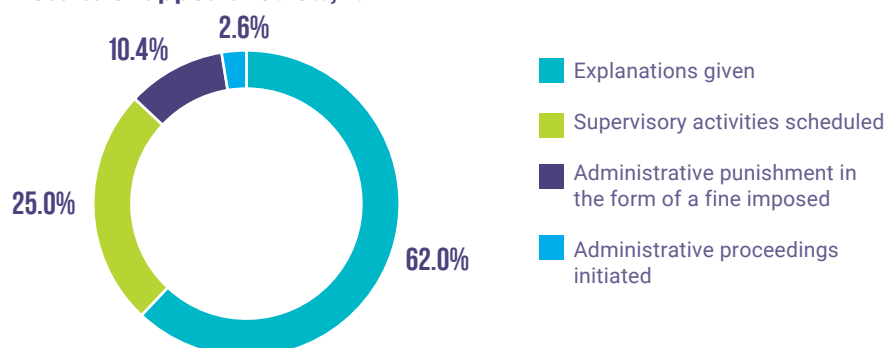
Number of citizens' appeals reviewed in 2015-2017, units



The number of appeals reviewed, by one state labor inspector, on average, units



Results of appeals review, %



So, in 2017, the central office of Rostrud received more than 31.9 thousand citizens' appeals (in 2016 - 33.42 thousand) on violations of the requirements of labor law and other regulatory legal acts containing labor regulations, including issues:

non-payment or incomplete payment of wages within the established period - 16.4 thousand appeals (in 2016 - 18.8 thousand);

- > the correctness of payment for labor (mainly, the reduction of wages) - more than 4,000 (in 2016 - 6.3 thousand);
- > illegal dismissal of workers - about 4,000 complaints (in 2016 - 3.9 thousand);
- > occupational safety, special assessment of working conditions in the workplace - 1,500 (in 2016 - 1,800);
- > investigations of accidents - 654 appeals (in 2016 - 707 appeals).

The existing and constantly improving system of control over the timeliness and quality of responses to citizens' appeals makes it possible not only to provide high-quality consulting services and immediately apply measures of inspectors' response to the detected violations of labor law in order to restore the violated rights of citizens. Based on the analysis of the issues posed in the appeals and the most frequently detected violations, Rostrud has the opportunity to increase the effectiveness of the long-term planning of the work of the state labor inspectorates in all its activities.

In order to improve the efficiency of work, the official website of the state labor inspectorate timely updates information explaining the procedure for dealing with citizens' appeals, news on the activities carried out by the inspectorates are published weekly, information on the location of the inspectorates, hotlines, email and http-links to the websites, such as the electronic services system Онлайнинспекция.рф, website "Work in Russia" etc.

As part of the online Онлайнинспекция.рф electronic services system, citizens have the opportunity to ask a question on the application of labor law, the answer to which is given within three working days from the moment the question is posted on the website.

During 2017, work on legal analysis and placement of 11,443 information materials on the application of labor law in the section "Ask a duty inspector" of the Онлайнинспекция.рф website was carried out.

Analysis of the appeals' content indicates that the most popular were questions on the following topics: the provision of guarantees and working conditions for certain categories of workers - 910 (7.9%), of which the provision of guarantees for pregnant women and women with children - 216 (1.88 %); dismissal - 1,756 (15.34%); salary payment - 1,350 (11.79%); provision of rest time - 1,156 (10.1%); changes in the terms of the employment contract - 676 (5.9%); employment and conclusion of employment agreements - 813 (7.1%); working time - 910 (7.9%); occupational safety - 1,677 (14.65%)

In order to inform the population, increase its legal literacy in the field of labor law, the state labor inspectorates also used various forms of interaction with the public and the media in 2017.

There was a slight decrease in number of citizens registered for personal appointment at the state labor inspectorate. As a result, more than 251 thousand citizens met with specialists, which is 1.1 times less than in 2016. On average, one state labor inspector met 121 citizens, which is almost comparable to the 2016 indicator.

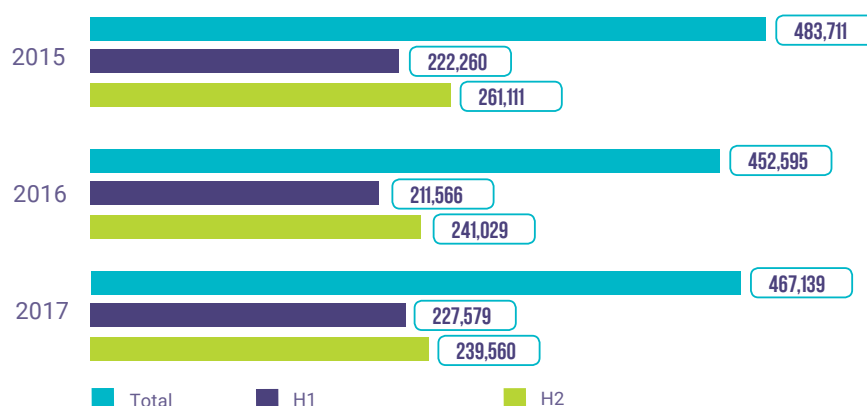
During 2017, 467,139 consultations were held (H1 2017 - 227,579, H2 2017 - 239,560), including 91,183 consultations were conducted to employers and 375,956 - to employees.

The main issues of the consultations: arrangement and termination of employment agreements - 90,112; payment for labor - 200,054; occupational safety - 61,541.

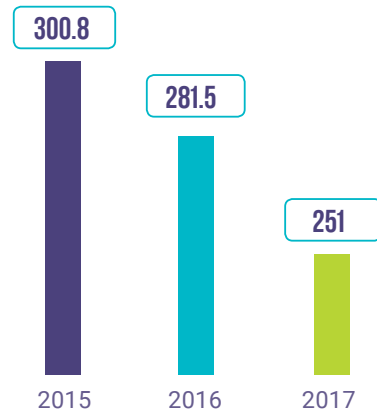
In order to provide legal assistance to citizens on labor law issues, in 2017 federal labor inspectorate officials helped prepare 6,177 lawsuits, of which 1,429 legal claims were satisfied by the court (H1 2017 - 3,165, H2 2017 - 3,012).

During 2017, 3,332 legal claims of citizens were examined by judicial authorities with the direct participation of federal labor inspectorate officials, of which 1,590 legal claims were satisfied by court.

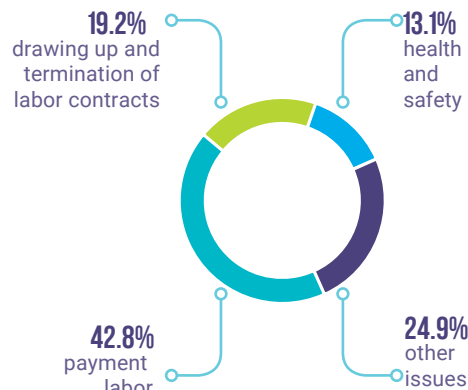
Number of consultations conducted by officials of state labor inspectorates, units



Number of citizens accepted at personal appointment, thousand people



Share of key issues during consultation, %



In order to provide legal assistance to citizens on labor law issues, in 2017 federal labor inspectorate officials helped prepare

6,177
LAWSUITS

Effectiveness of federal state supervision over compliance with labor law

In 2017, federal labor inspectorate continued to intensify state supervision over compliance with labor law. As a result of the measures taken, the general state of compliance with the requirements of labor law in economic entities of the Russian Federation maintained positive trends, which, in general, positively characterizes the activities of the Federal Labor Inspectorate. During the enforcement the lawful claims of the Federal Labor Inspectorate officials, the following indicators have been achieved:

> 50.3 thousand labor contracts were signed;

> 311 orders on unlawful dismissal of employees and 2,229 unlawfully imposed disciplinary actions were canceled;

> More than 29,000 workers who have not received timely training, instruction and occupational safety knowledge assessment were suspended from work;

> use of more than 29,000 units of personal protective equipment that did not have certificates and did not meet the requirements of occupational safety was stopped;

> administrative penalties in the form of fines imposed for a total amount of 3,555.4 million rubles;

> fines for a total amount of 3,190.3 million rubles paid to the income of the federal budget ;

> the share of recovered administrative fines of the total amount of fines imposed was 89.7%;

> 39,995 administrative punishments in the form of warnings imposed, which is 2.2 times more than in 2016;

> 2,133 notices on the unacceptability of violation of regulatory labor law requirements were issued.

Performance Indicators

No.	Activity	Units	2016	2017	2017 by 2016, %
1.	Earnings from monetary redress (fines)	RUB thous.	3,296,960.2	3,190,285.0	96.76
2.	Number of orders for one effective inspection	units	1.68	1.47	87.5
3.	Maintenance costs	RUB thous.	2,077,864.60	2,129,126.19	102.47
4.	Expenses for one supervision measure (inspections, investigation of accidents, review of citizens' appeals)	RUB thous.	8.17	8.63	105.63
5.	Average number of appeals per one average state labor inspector	units	15.49	15.73	101.55
6.	Average number orders per one average state labor inspector	units	5.78	5.35	92.56
7.	Average number of accident investigations per one average state labor inspector	units	0.34	0.359	105.59



STATE GUARANTEES PROVIDED

to unemployed citizens of the Russian
Federation for social support



A REGISTER

of accredited private
employment agencies is formed:

894 ORGANIZATIONS

included for 2 years



RUB >36.7 BILLION

channeled to benefits to
unemployed citizens

Since January 1, 2017,

**PRIVATE EMPLOYMENT AGENCIES
ARE SUPERVISED FOR COMPLIANCE
WITH MANDATORY REQUIREMENTS
TO BE ACCREDITED
FOR OUTSTAFFING SERVICES.**

08

EMPLOYMENT SUPERVISION

As part of the supervision measures for the control of execution by the executive authorities of the constituent entities of the Russian Federation of transferred authority of the Russian Federation to make social payments to citizens recognized in the prescribed manner to be unemployed, and to provide state guarantees in the field of employment in terms of social support for unemployed citizens in 2017, authorized officials of Rostrud have carried out 8 inspections, including 6 scheduled onsite checks in Pskov, Moscow, Ryazan and Arkhangelsk regions, in the Republic of Mordovia and Mari El, two scheduled documentary checks in Kaluga and Vologda regions.

In accordance with the minutes of the meeting on the issue of "Promoting Employment of the Population", held on December 7, 2016 in Grozny, held by Rostrud, with the participation of the executive office of the envoy from the President of the Russian Federation in the North Caucasian Federal District, the representatives of Division of Criminal Investigation of the Investigative Committee of the Russian Federation in North Caucasian Federal District, the Office of the Office of the Prosecutor General of the Russian Federation in North Caucasian Federal District 4 unscheduled on-site inspections were conducted in order to monitor the execution of prescriptions in the Republic of North Ossetia-Alania, Dagestan, Ingushetia and in Kabardino-Balkar Republic.

In total, inspections covered 12 executive authorities of the constituent entities of the Russian Federation exercising powers in the field of employment promotion (14.3% of the total, in 2016 - 12.9%), and 61 state employment service agencies (25.3% of the total number of employment centers in the audited regions of the Russian Federation).

In the course of inspections by officials of Rostrud (the Federal Service for

Employment and Labor Relations), 13,257 personal files of recipients of public employment services were examined, 79,337 violations of established standards and requirements of legislation on employment were detected regarding unemployment benefits, including 72,083 violations according to information contained in Register of recipients of public services in the field of employment of the population - individuals.

91% of the violations detected are delays in transferring social payments to unemployed citizens, as well as payments of unemployment benefits to citizens who are recognized as unemployed in the established manner, less than 2 times a month.

In the course of the supervision checks, violations of the requirements of Federal Law of April 19, 1991 No. 1032-1 "On Employment of the Population in the Russian Federation" were detected; the most common are:

- > delays in the transfer of a subsidy received by the budget of a constituent entity of the Russian Federation for social payments to unemployed citizens, employment agencies;

- > violations of guarantees of social support for unemployed citizens in the form of unemployment benefits, scholarships, material assistance (including making unreasonable decisions to suspend or terminate the payment of unemployment benefits to citizens);
- > payment of unemployment benefits without re-registration by the unemployed within the deadlines established by the employment service authorities;
- > payment of unemployment benefits to citizens who are recognized as unemployed in the established manner, less than 1 time per month;
- > violations in determining the size and periods for the payment of unemployment benefits, scholarships, material assistance and the timing of their payment;
- > application of grounds for cancellation of orders to suspend the payment of unemployment allowance for unemployed's violation of conditions and terms for re-registration as unemployed without reasonable excuse, not included in the established list of reasonable excuses.

Violations of the norms and requirements of the legislation on employment of the population, detected in the course of scheduled inspections, led to overpayment or underpayment of money.

Measures taken on the results of inspections

In 2017, 12 acts on the results of inspections were drawn up, 18 official orders were prepared, including 12 orders for eliminating the violations detected to the heads of executive authorities of the constituent entities of the Russian Federation and 6 orders for bringing officials of the executive authorities of the entities of the Russian Federation to responsibility.

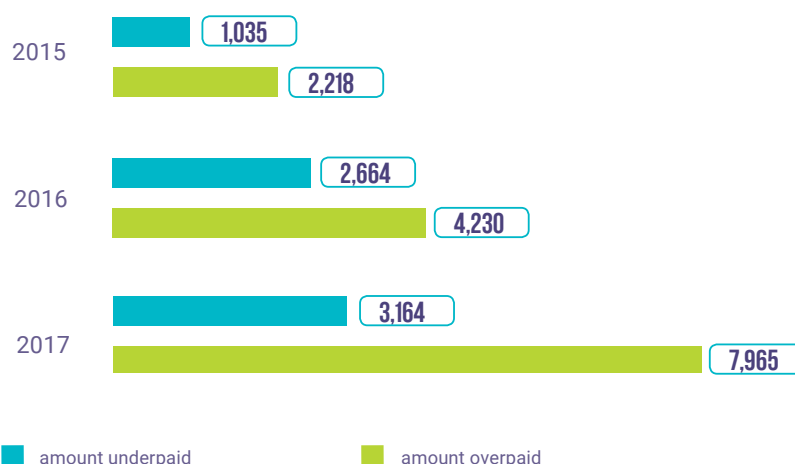
According to the analysis of documents confirming the execution of issued orders for elimination of violations, the deadline for which expired in 2017, the rights of 2,062 citizens were restored (in 2016 – 1,755 citizens, in 2015 – 966 citizens) and additional payments were made to a total of 3,472.4 thousand rubles, including as unemployment benefit – 2,669.2 thousand rubles, scholarships - 803.2 thousand rubles (in 2016 – 2,058 thousand rubles, in 2015 – 806.9 thousand rubles).

Return of funds paid in violation of the legislation on employment were made in the amount of 3,745.6 thousand rubles, including as unemployment benefit – 3,502.6 thousand rubles, scholarships - 41.0 thousand rubles, financial assistance - 202.0 thousand rubles (in 2016 - 2,210.0 thousand rubles, in 2015 – 1,269.0 thousand rubles).

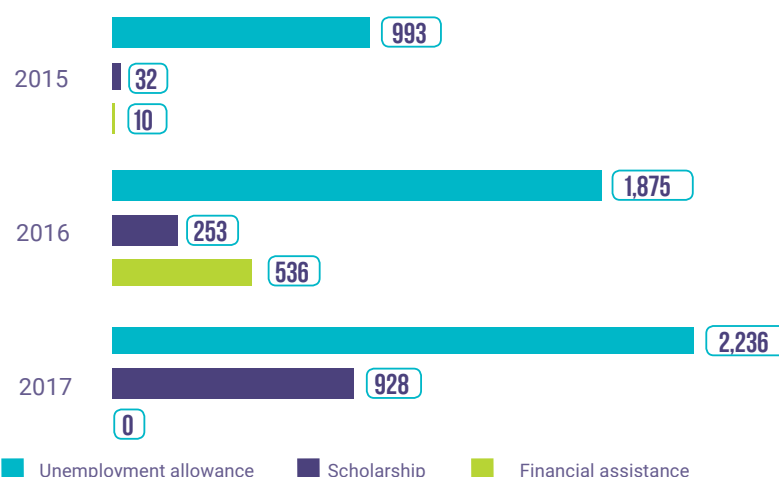
According to the results of the analysis of documents confirming the execution of issued orders for the elimination of violations detected, the deadline for which expired in 2017, the rights were restored of

2,062 CITIZENS

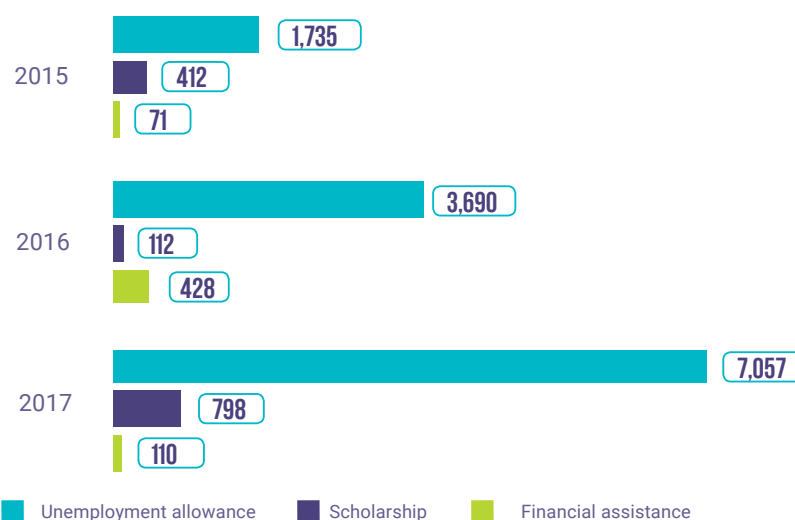
The total amount of unpaid (underpaid) and overpaid funds for violations of the rights of citizens revealed during scheduled inspections (2015-2017), thousand rubles



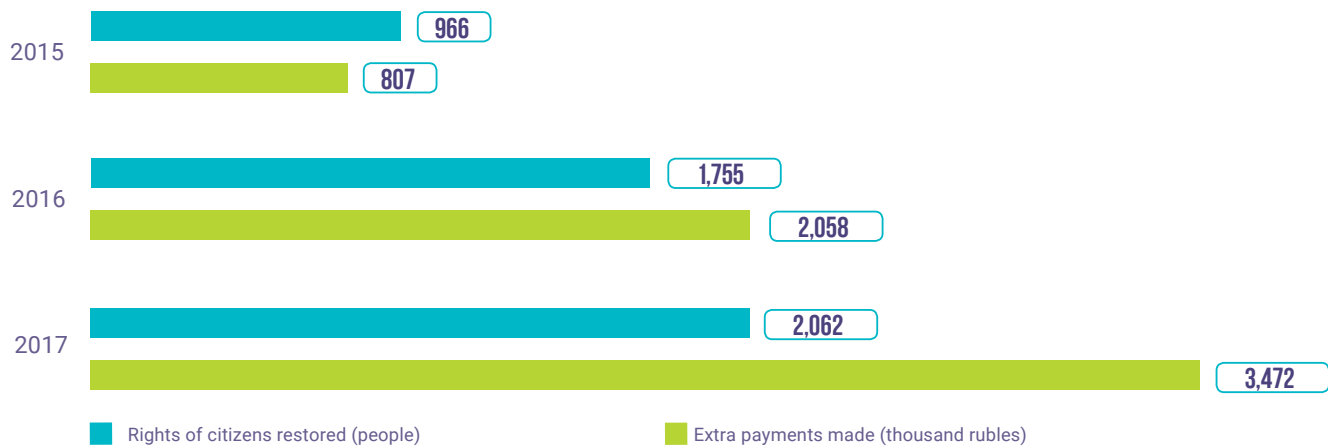
Total amount of unpaid (underpaid) funds for violations detected during scheduled inspections for 2015, thousand rubles



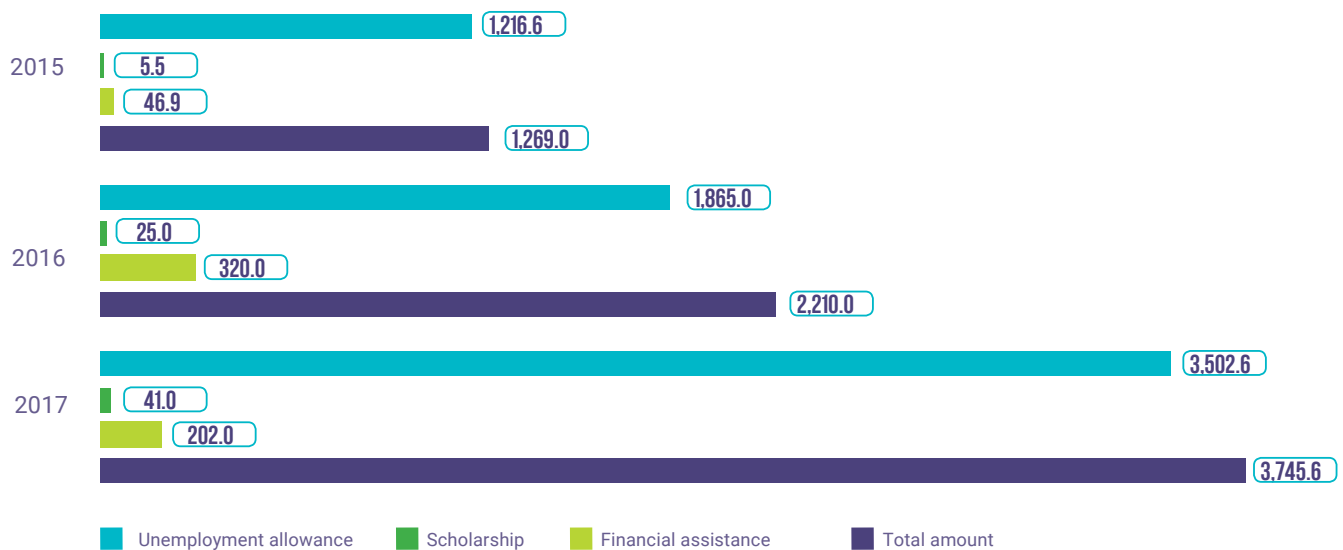
The total amount of overpaid funds for violations detected during the scheduled inspections for 2015 - 2017, RUB thous.



Data on the restored rights of citizens and extra payments under fulfilled orders to eliminate the detected violations of the law on employment for 2015 - 2017, people



Payments for fulfilled orders to eliminate the detected violations of the law on employment for 2015 - 2017, thousand rubles



Supervision and control over the statutory regulation exercised by the state authorities of the constituent entities of the Russian Federation in terms of social payments to citizens who are recognized as unemployed

In 2017, Rostrud conducted an inspection

95 LAWS AND REGULATIONS

for compliance with federal laws

The inspection showed that:

93 LAWS AND REGULATIONS

of the constituent entities of the Russian Federation complied with federal laws

2 LAWS AND REGULATIONS

did not comply with federal laws

With respect to these acts, 2 orders to amend the regulations of the constituent entity were issued (Republic of Dagestan - 2).

The basis for sending orders to chief executive officers of the constituent entities of the Russian Federation or state authorities of the constituent entities of the Russian Federation was a violation of federal legislation regarding the inclusion of norms and provisions that are contrary to the Employment Law in the regulatory legal act of

a constituent entity of the Russian Federation, in particular, to Article 7.1 of the Law, which determines the list of social payments to citizens who are recognized as unemployed in accordance with the established procedure.

In violation of the provisions of Article 7.1 of the Employment Law of the Population in the Russian Federation, two constituent entities of the Russian Federation (the Sakha Republic (Yakutia) and the Irkutsk Region) submitted the regulations with a violation of the

established ten-day period, in connection with which the administrative offence reports were sent to courts in order to bring the guilty officials of the executive authorities of the constituent entities of the Russian Federation to administrative responsibility.

These protocols were considered in a judicial proceeding and administrative measures in the form of a warning were applied to guilty persons.

Rostrud, implementing measures to conduct scheduled inspections for the completeness and timeliness of the submission of regulations of the constituent entities of the Russian Federation to the Federal Service for Labor and Employment, carried out inspections of regulatory legal acts of 6 constituent entities of the Russian Federation. Rostrud has prepared 6 reports on the results of inspections:

**In 3 entities
(Novosibirsk Region,
Tambov Region,
Penza Region),**

no violations in terms of completeness and timeliness of the submission of regulations to the Federal Service for Labor and Employment were detected.

**In 3 entities
(Republic of Dagestan,
the Chuvash Republic,
Orenburg Region),**

violations related to the failure to submit copies of the adopted regulations to Rostrud in full were detected.

According to the results of scheduled inspections, 3 requirements on the submission of the relevant regulatory legal acts to Rostrud

were directed to the chief executive officers of the constituent entities of the Russian Federation, which were executed in full.

09 ACCREDITATION OF PRIVATE EMPLOYMENT AGENCIES

In accordance with the Rules of accreditation of private employment agencies for outstaffing, approved by Decree of the Government of the Russian Federation dd. October 29, 2015 No. 1165, Rostrud has been accrediting private employment agencies since 2016. In 2017, Rostrud received 585 applications for new (extended) accreditation, of which 306 organizations were accredited and included in the register, 121 organizations were denied accreditation, 158 organizations got materials returned.

Monitoring of private employment agencies for execution of mandatory requirements of accreditation

The plan for scheduled inspections of legal entities and individual entrepreneurs for 2017, agreed with the Office of the Prosecutor General of the Russian Federation and approved by the head of the Federal Service for Labor and Employment on October 31, 2016, provided for scheduled documentary inspections for 48 accredited private employment agencies.

In relation to 22 private employment agencies, it was decided to exclude them from the approved Plan on the grounds provided for in paragraph 7 of the Decree of the Government of the Russian Federation of June 30, 2010 No. 489 "On Approval of the Rules for the Preparation of Annual Plans for Conducting Scheduled Inspections of Legal Entities and Individual Entrepreneurs by State Control (Supervisory) Authorities and Municipal Control Bodies", in particular, in connection with withdrawal of accreditation for the right to carry out activities for provision of labor of employees (personnel).

In 2017, scheduled documentary inspections were carried out at 26 private employment agencies: PREMYER-ST, LLC, KS Biznes Resheniya, LLC, Agentstvo novoj zhizni, LLC, YarKlin, LLC, private employment agency Interkomp, LLC, ANKOR Kadrovye resheniya, LLC, KS Industrialnyj personal, LLC, Strojkom-M, LLC, AVANTA Personal, LLC, ANKOR Biznes Resheniya, LLC, AVANTA Solyushens, LLC, Dominium, LLC, Airklin Servis, LLC, VOK RV Trejd Kompani Grupp, LLC, Kvarts Grupp, LLC, MPSH-Sifal Rus, LLC, Ejdzhekk, LLC, GK Kovcheg, LLC, Ediny Centr Kadrov, LLC, Lider Konsalt, LLC, Prayvet Rekruting Kompani, LLC, Barona Ru, LLC, Biznes Ekspertiza, LLC, 1000 Kadrov, LLC, Aton-Rostov, LLC, UK RostKonsalt-S, JSC.

The inspections have not found any violations of the mandatory requirements for outstaffing services accreditation by 22 private employment agencies.

Mandatory accreditation requirements were violated by 4 private employment agencies (PREMYER-ST, LLC, Agentstvo novoj zhizni, LLC, Lider Consult, LLC, Prayvet Rekruting Kompani, LLC).

Orders to eliminate the violations detected were issued to these legal entities. Orders are executed in due time.

As a result of the implementation of control measures by federal state control over the fulfilment of accreditation requirements by private employment agencies for the right to carry out activities for provision of labor of employees (personnel) during the period of conducting of scheduled inspections, as well as by the execution of orders, private agencies made payments in the amount of more than 17.17 million rubles to the relevant budgets of the budget system of the Russian Federation.



LABOR MARKET IS STABLE AND FORESEEABLE

17% DECREASE

in the number of registered
unemployed citizens



MORE AND BETTER
vacancies



**A PERSONIFIED LIST OF
DISABLED PEOPLE IS
FORMED**

88,600

DISABLED PEOPLE
EMPLOYED



**ALL-RUSSIAN BUSINESS
SOCIAL NETWORK
"SKILLSNET"**

a new level of opportunities and
service for all labor market
players in Russia



107,000

FELLOW NATIONALS

**MOVED TO LIVE
AND WORK**

in the regions of Russia



**ALL-RUSSIAN VACANCY DATABASE
"WORK IN RUSSIA":**

>1,5

MILLION

current
vacancies

613,000

candidates'
CVs



"Work in Russia" website
OFFERS OVER

72 500

**VACANCIES FOR
DISABLED PEOPLE**

within the quota

10 RAISING EFFICIENCY OF EMPLOYMENT PROMOTION

Situation in the labor market of the Russian Federation

The number of citizens registered in the employment offices as unemployed in 2017 decreased nationwide by 13.3%, from 894.6 thousand in January 2017 to 775.5 thousand.

The maximum number of unemployed citizens was registered on March 1, 2017 - 927.4 thousand people, and the minimum value of this indicator was registered on November 1 - 707.3 thousand people.

The level of registered unemployment for 2017 nationwide decreased by 0.2 pp. Within 10 months, it remained in the range between 1.0 and 1.2%, and by

November 1 it decreased to 0.9%, then it rose again and as of December 1, 2017 it was already 1.0%.

The coefficient of intensity in the labor market of the Russian Federation over 9 months decreased from 0.9 pp in January 2017 by almost 2 times and by October was 0.5 pp, in December 2017, it slightly increased to 0.6 pp.

According to the weekly monitoring of the release of employees of organizations, nationwide, at the end of the year, 48.6 thousand organizations with 12.6 million employees submitted information on made and ongoing dismissals.

The total number of discharged employees amounted to 452 thousand people, of which 134.5 thousand people (29.8%) were employed, including 86.2 thousand people (19.1%) in the former organization.

The total number of workers "in downtime", transferred to part-time employment, as well as workers who were given enforced leave, exceeded 137.6 thousand people.

The number of workers expected to be discharged was 242.8 thousand people nationwide.

Promotion of the employment of unemployed disabled people

The concept of creating, maintaining and using the federal state information system "Federal Register of Disabled People", approved by the Resolution of the Government of the Russian Federation No. 1506-p dated July 16, 2016, provides for the transfer of information in employment assistance and information on public services provided to disabled people in accordance with the law of the Russian Federation on employment of the population to FGIS FRI by Rostrud (together with the constituent entities of the Russian Federation) starting from January 1, 2017. As part of the initial importing of data, information about 677,085 disabled people was transferred to FGIS FRI.

Since April 26, 2017, together with the Pension Fund of the Russian Federation, the transfer of the necessary information has been organized using SMEV 3.0 "Reception of information about a disabled person" service. As of December 31, 2017, the transfer of information about 55,000 disabled people was organized.

In order to implement measures to increase the employment rate of disabled people, the Order of the Ministry of Labor of Russia dated April 21, 2017 No. 378H amended the Procedure for maintaining registers of recipients of public services in the field of employment of the population (individuals and employers), including the procedure, deadlines and form for submitting

information to them, approved by order of the Ministry of Health and Social Development of Russia dated November 8, 2010 No. 972H. Also, improvement of the Register of recipients of public services in the field of employment was carried out, the formation and maintenance of which is performed by Rostrud. In terms of increasing the level of employment of disabled people the register allows to take into account the expanded composition of information on service recipients (disabled), including the type of disease, the degree of restriction of employment, the presence of individual employment plan, recommendations on working conditions, recommendations on

The level of registered unemployment for 2017 nationwide decreased by 0.2 pp.

The total number of employers who provided information on quotas, according to the Register of Recipients of Employment Services is

>58,000

equipping a special workplace, recommendations on the need for vocational guidance and many other data; to establish the signs for vacancies that characterize the permissible for a profession (specialty) or position degrees of restriction of ability to work, permissible for a profession (specialty) or position disabilities.

The total number of employers who provided information on quotas, according to the Register of Recipients of Employment Services, is more than 58,000 employers, the number of quota working places is more than 45,000.

Increase in labor mobility

In accordance with the Decree of the Government of the Russian Federation of April 15, 2014 No. 298 "On Approval of the State Program of the Russian Federation "Assistance to Employment of the Population" (as amended by the Decree of the Government of the Russian Federation of 30.03.2017 No. 364), regional programs of the constituent entities of the Russian Federation aimed at increase in labor mobility are being implemented. In 2017, Resolution of the Government of the Russian Federation dated January 28, 2017 No. 123-n approved the distribution of subsidies in the amount of 203 286.4 thousand rubles to 14 entities of the Russian Federation (Amur Region,

Arkhangelsk Region, Vologda Region, Kamchatka Territory, Lipetsk Region, Magadan Region, Primorye Territory, Perm Territory, Khabarovsk Territory, Chukotka Autonomous District, Krasnoyarsk Territory, Ulyanovsk Region, Sakhalin Region, Novosibirsk Region).

As of January 1, 2018, the expenditure of funds of the federal budget amounted to 55,982.2 thousand rubles, which is 27.5% of the approved funds. The number of participants was 547 people.

In 2017, 74 investment projects were underway, with five constituent entities of the Russian Federation demonstrating maximum number of participants -

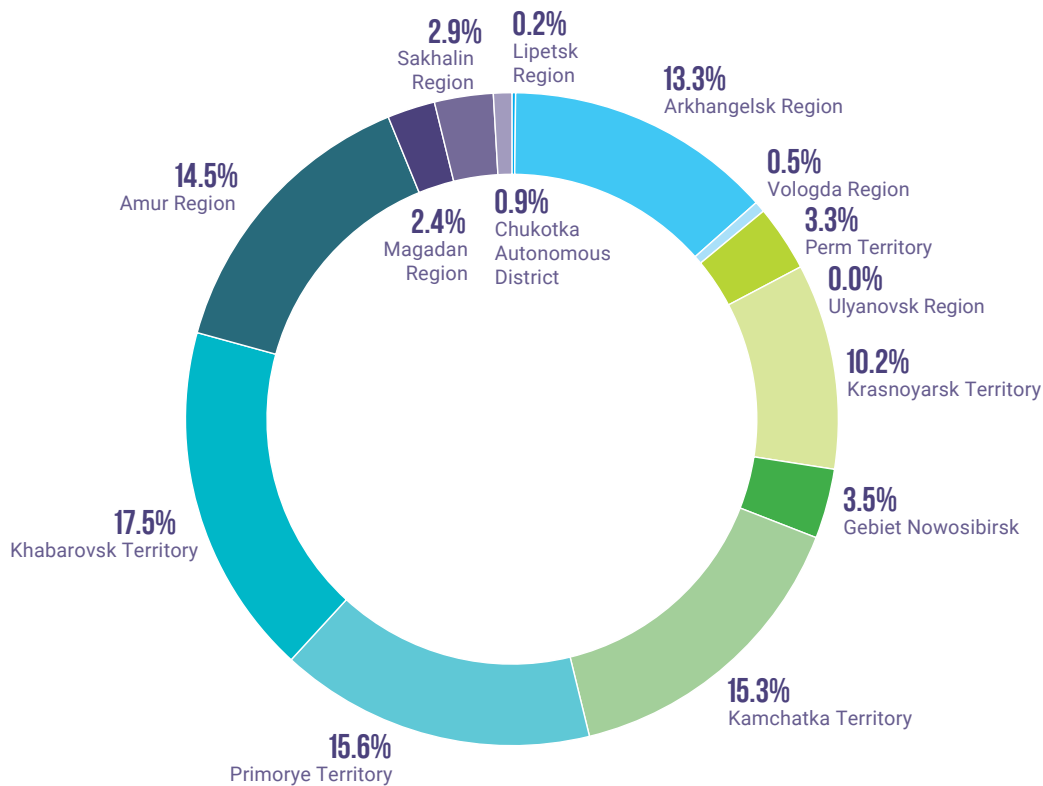
Primorye Territory (SSK Zvezda, LLC – 80 people), in the Arkhangelsk Region (Northern Machine-Building Enterprise, JSC - 73 people), in the Amur Region (Federal State Unitary Enterprise "Center for the operation of ground-based space infrastructure facilities" - 50 people, NIPI Gaspererabotka, JSC - 30 people), in the Khabarovsk Territory (Urgaugol- 35 people) and in Krasnoyarsk Territory (Boguchany aluminum plant, CJSC - 34 people).

As of December 31, 2017, the Website had information about 192 vacancies participating in regional labor mobility promotion programs.

Financial support of the implementation of regional programs to increase labor mobility in 2017, %



Shares of participants in the regional program to increase the labor mobility of the total number who moved in 2017, %



A separate page was created in the information and analytical system “All-Russian Vacancy Base “Work in Russia”” with background information on measures implemented within the framework of the Employment Law to stimulate internal labor resources mobility (as of December 31, 2017 this section has been viewed over 1.1 million times).

In 2017, work on a new project started - the creation of the All-Russian social network of business contacts “Skills-net” as a subsystem of organization of comprehensive network communication of registered users of the website “Work in Russia”. This subsystem

allows to organize an additional channel to inform citizens about job opportunities in other regions of the Russian Federation, including the territory of the Far Eastern Federal District.

Since the announcement of the launch of the project on the Internet, almost 13 thousand users have registered, more than 60% of the users under the age of 35 years.

Since the launch of Skillsnet project was announced on the Internet

~13,000
USERS
have been registered

>60 %
OF USERS UNDER
THE AGE OF 35 YEARS.



DEFENSE OF RIGHTS AND LEGAL INTERESTS IS GUARANTEED FOR

recipients of targeted social support



TARGETED SOCIAL SUPPORT PROVIDED TO

265,800

citizens

for

**RUB 24.8
BILLION**



**RUB 14.7
BILLION**

allocated for
allowances to
1.2 MILLION
affected by radiation
accidents



To increase the employment rate
of disabled people

**>58,000
EMPLOYERS**
provided information
about workplaces

11 SUPERVISION AND CONTROL IN THE FIELD OF SOCIAL PROTECTION

Federal state control (supervision) in the field of social services

In 2017, Rostrud in the framework of the performance of state functions for the implementation of federal state control (supervision) in the field of social services carried out scheduled inspections in 18 constituent entities of the Russian Federation (Karachay-Cherkess Republic, Zabaykalsky Territory, Astrakhan, Bryansk, Tambov, Vladimir, Moscow, Novgorod, Omsk, Penza, Rostov, Ryazan, Samara, Tver, Tula regions, Moscow, St. Petersburg, Jewish Autonomous Region), as well as unscheduled inspections in 3 constituent entities of the Russian Federation (Republic of Sakha (Yakutia), Kaliningrad region, Moscow).

In 2017, 46 social service organizations were inspected, of which in 43 social service organizations scheduled

inspections were conducted, in 3 organizations - unscheduled inspections according to information received from citizens and executive authorities.

In the course of inspections, Rostrud detected violations in 35 social service organizations (76% of the total number inspected).

According to the results of inspections, reports were drawn up and 35 orders were issued to eliminate the violations detected. Elimination of violations is under control of Rostrud.

Analysis of the results of the supervisory activity of Rostrud showed that the main violation in federal state control (supervision) in the field of social services is non-compliance with

the requirements of state sanitary and epidemiological rules and regulations, including:

- > violation of the integrity of the ceiling, walls, floors of separate premises (found in 63% of inspected social service organizations);
- > insufficient provision of an accessible environment for disabled people and other groups with limited mobility in buildings and structures (found in 56% of inspected social service organizations);
- > a number of employees have no documents confirming advanced training (found in 24% of inspected social service organizations).

Control over the activities of tutorship and guardianship authorities in respect of adults who are under a disability or partially disabled citizens

In 2017, Rostrud conducted inspections of the activities of tutorship and guardianship authorities adult citizens who are under a disability in 2 constituent entities of the Russian Federation: Ryazan Region (scheduled) and Moscow (unscheduled at the request of a citizen).

Altogether 2 tutorship and guardianship authorities were inspected: The Ministry of Health of the Ryazan Region, as well as the Department of Social Protection of the Population of the North-Eastern Administrative District of the city of Moscow.

The analysis of the control activity of the Federal Labor Service showed that

the main violations in the course of inspections of the tutorship and guardianship authorities are:

- > the absence of certificates of familiarization of citizens who expressed a desire to become tutors or guardians of adult wards with a medical diagnosis of adult wards;
- > the absence of copies of agreements on opening an account in credit institutions in the name of an adult ward;
- > non-compliance with the periods for conducting scheduled inspections of the living conditions of adult citizens who are under a disability;

- > the absence of certificates of compliance of residential accommodation of candidates for guardians with sanitary and technical rules and regulations.

Based on the results of inspections, inspection reports were drawn up indicating the violations found and the period for their elimination. Elimination of violations is under control of Rostrud.

Control over the procedure for establishing the degree of loss of occupational capacity as a result of industrial accidents and occupational diseases

In 2017, Rostrud conducted scheduled inspections of compliance with the procedure for establishing the degree of loss of occupational capacity as a result of industrial accidents and occupational diseases in 8 constituent entities of the Russian Federation: Karachay-Cherkess Republic, Zabaykalsky Territory, Bryansk, Volgograd, Rostov, Ryazan, Samara Regions, Jewish Autonomous Region.

A total of 8 institutions of medical and social expertise were inspected in 2017, in seven of which violations were detected (88% of the total number of inspected).

The analysis of the results of the control activities of Rostrud showed

that the main violations in the course of conducting inspections of the procedure for determining the degree of loss of occupational capacity as a result of industrial accidents and occupational diseases are:

- > incompliance of filling out sections of injured person rehabilitation program with established requirements,
- > the presence of errors in completing the act of medical and social expertise of a citizen,

- > indication in the act of medical and social expertise of a citizen of an incomplete list of documents that served as the basis for the decision of the bureau of medical and social expertise,

- > the absence of information on the agreement (disagreement) for the transfer and processing of personal data in the institution of medical and social expertise in applications for public services.

According to the results of inspections, reports were drawn up and 7 orders were issued to eliminate the violations detected. Elimination of violations is under control of Rostrud.

Acceptance and registration of notifications on the commencement of business activities in the provision of social services by legal entities and individual entrepreneurs

In 2017, Rostrud received 32 notifications on the commencement of business activities in the provision of social services by legal entities and individual entrepreneurs, including 7 through the federal state information system "The Unified portal of State and Municipal Services (Functions)".

32 notifications were registered, of which 25 notifications are on the commencement of business activities for the provision of social services without accommodation provision, and 7 notifications are on the commencement of business activities for the provision of social

services with provision of accommodation. The register of notifications registered in accordance with the established procedure is published on the official website of Rostrud.

Control in the field of social protection of the population in relation to the appointment and payment of certain types of state benefits to citizens with children

In 2017, Rostrud exercised control in the field of social protection of the population over the appointment and payment of the following types of state benefits to citizens with children:

- > maternity allowance and childbirth for women dismissed in connection with the liquidation of organizations (termination of activities, powers of individuals);
- > a lump-sum allowance for women who have registered at medical organizations in the early stages of pregnancy, who were dismissed in connection with the liquidation of

organizations (termination of activities, powers of individuals);

- > lump-sum allowance at the birth of a child to persons who are not subject to compulsory social insurance in case of temporary disability and in connection with maternity, as well as dismissed in connection with liquidation of organizations (termination of activities, powers by individuals);
- > monthly child care allowance for persons who are not subject to compulsory social insurance in case of temporary disability and in

connection with maternity, as well as dismissed in connection with the liquidation of organizations (termination of activities, powers of individuals);

- > lump-sum benefit for a pregnant wife of a conscript;
- > monthly child care allowance for a wife of a conscript;

These payments are regulated by the Federal Law of May 19, 1995 No. 81-FZ "On State Allowances to Citizens

with Children” and by the order of the Ministry of Health and Social Development of Russia dated December 23, 2009 No. 1012n “On Approval of the Procedure and Conditions for the Assignment and Payment of State Allowances to Citizens, having children.”

In 2017, in accordance with the established procedure, Rostrud carried out monitoring by collecting and checking registers of recipients of state allowances, citizens with children, received from authorities

of social protection of the constituent entities of the Russian Federation using the automated information system “Register of Recipients of Allowances” equipped with information protection software and hardware complex VipNet.

The total number of recipients of these allowances in 2017 amounted to 1.3 million people, taking into account the monthly frequency, 10.9 million payments were made, the total amount of allowances paid amounted to 75.5 billion rubles.

Based on the results of registry checks, unlawful payments and cases of double payment of allowances to one recipient in different regions, as well as technical errors in 74 constituent entities of the Russian Federation were detected.

Illegally paid benefits were detected for a total amount of 11.8 million rubles, which is 4.7 million rubles more compared to 2016. Returns and deductions amounted to 6.1 million rubles.

12 ALTERNATIVE CIVIL SERVICE

In order to organize an alternative civil service in 2017, Rostrud, as a specially authorized federal executive body, prepared, approved and sent to the executive authorities of the constituent entities of the Russian Federation and federal executive authorities orders of Rostrud on sending citizens to alternative civil service during the spring and autumn military induction of citizens of the Russian Federation.

During the spring and autumn military induction of citizens, 805 citizens were sent to alternative civil service.

In total, between 2004 and 2017, citizens filed 11,639 applications for the replacement of compulsory military service with alternative civil service, and in respect of 10,373 citizens, conclusions on replacement of compulsory military service by alternative civil service were made. 6,703 citizens were sent to alternative civil service, of whom 5,507 people were dismissed from alternative civil service (upon expiration of service, for family reasons, according to the military physician board conclusion).

At present, 1,196 citizens undergo alternative civil service in organizations under the jurisdiction of the federal executive authorities and the executive authorities of the constituent entities of the Russian Federation.

During 2017, in accordance with the inspection plan dated January 19, 2017, 7 inspections of citizens’ passing the alternative civil service were conducted; no violations were detected. Assistance to the executive authorities of the Republic of Crimea and the city of Sevastopol on the organization of alternative civil service in these constituent entities of the Russian Federation was provided.

At present, 1,196 citizens undergo alternative civil service in organizations under the jurisdiction of the federal executive authorities and the executive authorities of the constituent entities of the Russian Federation.

1,196
CITIZENS





INDUSTRIAL AGREEMENTS

guarantee employee's labor rights
and ensure effective operation
of organizations



61

INDUSTRIAL
(INTER-INDUSTRIAL)
AGREEMENTS

IN FORCE IN RUSSIA



FAST RESOLUTION OF
COLLECTIVE LABOR DISPUTES
SETTLEMENT DEFUSED
SOCIAL TENSION



RESPONSIBILITY OF PARTIES

to social partnerships



ALL-RUSSIAN BUSINESS SOCIAL NETWORK "SKILLSNET"

is a new level of opportunities and
service for all labor market player
in Russia



Effective interaction of Rostrud with
federal executive authorities in the
framework of the

TRIPARTITE COMMITTEE ON THE REGULATION OF SOCIAL AND LABOR RELATIONS



ROSTRUD SPECIALISTS

effectively work AS EXPERTS
in working groups

OF RUSSIAN TRIPARTITE COMMITTEE ON THE REGULATION OF SOCIAL AND LABOR RELATIONSHIPS

13 SOCIAL PARTNERSHIP ISSUES

RUSSIAN TRIPARTITE COMMITTEE

Rostrud in the framework of existing legislation in 2017 provided the parties of social partnership with the regulation of relations between employers and employees.

1 **Provision of a state service of registration of industrial (inter-industrial) agreements concluded at the federal level of social partnership in the notification procedure.**

By the end of the year, 61 industrial (inter-industrial) agreements were in force in the Russian Federation (60 agreements concluded at the federal level of social partnership, including 2 inter-industrial agreements; 1 - at the inter-regional level). Agreements between social partners are mainly focused on the growth of real wages, occupational safety issues, and social guarantees.

2 **Provision of a state service of registration in the notification procedure of collective labor disputes regarding the conclusion, amendment and fulfilment of agreements concluded at the federal level of social partnership, collective labor disputes in organizations financed from the federal budget, as well as collective labor disputes arising in cases when in accordance with the law of the Russian Federation a strike cannot be held in order to resolve a collective labor dispute.**

In 2017, Rostrud received two requests for registration in the notification procedure of collective labor disputes arisen in the branch of URSA Evrasia, LLC in the city of Serpukhov regarding the fulfilment of the collective agreement, and in the branch of Aeronavigatsiya Vostochnoy Sibiri, FSUE Goskorporatsiya po OrVD on conclusion of agreement on amendments made to collective agreement.

3 **Provision of a state service on assistance in resolving collective labor disputes regarding the conclusion, amendment and fulfilment of agreements concluded at the federal level of social partnership, collective labor disputes in organizations financed from the federal budget, as well as collective labor disputes arising in cases when in accordance with the law of the Russian Federation a strike cannot be held in order to resolve a collective labor dispute.**

In 2017, Rostrud received no requests for this service.

4 Provision of state services for the organization of training of labor arbitrators.

In 2017, 5 requests for the provision of this state service were received. Based on the results of the review, one proposal for organizing the training of labor arbitrators in 2017 was submitted, while the remaining applicants were denied the provision of a state service.

5 State service for information about labor arbitrators containing in the database of labor arbitrators accounting.

In 2017, there were no requests for the provision of information about labor arbitrators containing in the database of labor arbitrators accounting.



Russian Tripartite Committee on the Regulation of Social and Labor Relations (RTK)

The Resolution of the Government of the Russian Federation dated December 17, 2014 No. 2585-p approved the Action Plan of the Government of the Russian Federation on the implementation of the General Agreement between all-Russian trade unions, all-Russian employers associations and the Government of the Russian Federation for 2014-2016 (the additional agreement extended the duration for 2017).

Rosrud implemented the measures stipulated by the Unified Plan of TRK for H1 2017 and the Unified Plan of TRK for H2 2017, approved by the Deputy Prime Minister of the Russian Federation, coordinator of the Russian Tripartite Committee on the Regulation of Social and Labor Relations (RTK) Golodets O.Yu. (dated February 7, 2017 No. 817 n-П27PTK, dated August 7, 2017 No. 5647n-П27PTK). Materials were

submitted to the Ministry of Labor of Russia and to the secretariat of the Russian Tripartite Committee on the Regulation of Social and Labor Relations in accordance with the established procedure.

14 RUSSIAN LAW ENFORCEMENT IN THE ESTABLISHED AREA

Under established powers, Rostrud summarizes the practice of application and analyzes the causes of violations of labor legislation and normative legal acts containing the norms of labor law, legislation on employment and social protection of the population, on alternative civil service, and also prepares relevant proposals for their improvement.

Analysis of the practice of application legislation in the field of labor

At present, the mechanisms for the control and supervisory activities of the Federal Service for Labor and Employment are undergoing significant optimization. So, for example, Rostrud successfully implements the direction of state policy associated with the reduction of administrative barriers for the business community, and measures that exclude administrative and regulatory legal pressure on business entities are being taken.

New tools for the implementation of control and supervisory activities, including interactive ones, through which representatives of the business community can exercise self-control of their activities in the area of compliance with labor law, are being developed and implemented.

The introduction of new interactive services allows to significantly reduce the expenses of the business community and, consequently, reduce financial pressure on the implementation of the relevant activity by them, which may also indicate a change in the vector of control and supervisory activities from detecting law violations to their prevention.

In accordance with the Decree of the Government of the Russian Federation of September 8, 2017 No. 1080, from January 1, 2018, when conducting scheduled inspections of employers whose activities are classified as having moderate risk, Rostrud should mandatorily apply checklists (lists of control questions), and from July 1, 2018 checklists (lists of control

questions) will be applied by all scheduled inspections.

Digitization of checklists will be carried out in 2018 after they will be approved in accordance with the established procedure and after completion of the corresponding module of the process support subsystem of modernized Automated Information System of State Supervision and Control over Compliance with Labor Law (MAIS GIT), put into commercial operation by order of Rostrud dated July 26, 2017 No. 449.

From January 1, 2018, when conducting scheduled inspections of employers whose activities are classified as having moderate risk, Rostrud must use checklists.

The work was carried out in order to identify and eliminate obsolete, duplicate and redundant mandatory requirements, to eliminate redundant control and supervisory functions, as well as to assess information to ensure the introduction of changes or invalidation (cancellation) of legislative and other regulations of the Russian Federation, the President of the Russian Federation, the Government of the Russian Federation.

In addition, in order to prevent violations of mandatory requirements, as well as to facilitate implementation of paragraph 1 of part 2 of article 82 of the Federal Law of December 26, 2008 No. 294-FZ "On the Protection of the Rights of Legal Entities and Individual Entrepreneurs in the exercise of state control (supervision) and municipal control" Rostrud ensured the publishing on official websites of lists of regulations or their individual parts containing mandatory requirements for each type of state control (supervision), assessment of compliance with which is subject to state control (supervision), as well as the texts of the relevant regulations.

At the same time, the powers of the federal labor inspectorate stipulated by the current legislation of the Russian Federation are not sufficient, which does not allow to fully implement the tasks assigned to it and require improvement of the mechanism for the implementation of control and supervisory measures, the possibility of developing and implementing additional state guarantees.

In 2017, the collection, compilation and analysis of law enforcement practice of control and supervisory activities in the field of labor and accident investigations were carried out. The work was carried out, among other things, in order to identify and eliminate obsolete, duplicate and redundant mandatory requirements, to eliminate redundant control and supervisory functions, as well as to assess information to ensure the introduction of changes or invalidation (cancellation) of legislative and other regulations of the Russian Federation, the President of the Russian Federation, the Government of the Russian Federation.

As part of the systematization, reduction and updating of mandatory require-

ments, in April 2017, an Expert working group was set up by the Ministry of Justice of Russia to improve control and supervisory activities of state supervision and control over employers' compliance with labor law and other labor regulations, including requirements in the field of occupational safety, which includes officials of Rostrud.

Also in 2017, the work of the Working Group, formed by Ministry of Labor of Russia, which also includes officials Rostrud, on the identification of obsolete and (or) redundant mandatory requirements of labor law, which are checked during supervisory activities, the review of bylaws in order to eliminate obsolete and (or) redundant obligatory requirements of labor law, continued.

In 2017, the Federal Service for Labor and Employment prepared and submitted to the Ministry of Labor and Social Protection of the Russian Federation the following draft federal laws:

- > "On Amendments to Article 360 of the Labor Code of the Russian Federation";
- > "On Amendments to the Labor Code of the Russian Federation" (on issues of ensuring the rights of seasonal workers).

The mentioned draft federal laws undergo procedures of approval (consideration), including at meetings of the working groups of the Ministry of Labor of Russia for the development of draft laws.

In order to further improve the laws in terms of ensuring the rights of workers for the timely and full payment of wages, the following issues are being worked out with the Ministry of Labor of Russia:

- > determination of personal responsibility of the owner of the organization for the occurrence of remuneration owed to employees;
- > granting the executive authorities of the constituent entities of the Russian Federation the right of compensation from the reserve fund of a constituent entity of the Russian Federation for non-received wages to employees of organizations in the event of a bankruptcy procedure, providing for a mechanism for returning these funds at the expense of bankruptcy assets of the bankrupt organization;
- > an increase in the share of funds allocated for the settlement of arrearage in wages received from the sale of the subject of pledge in the course of bankruptcy proceedings in the event of an organization's bankruptcy;
- > the establishment of preferential satisfaction of requirements for the transfer (issuance) of funds from bank accounts for the settlement of wages with persons working under an employment agreement (contract), before claims for the transfer of arrears in the payment of taxes and fees to the budgets of the budget system of the Russian Federation (introduction of amendments to Article 855 of the Civil Code of the Russian Federation);
- > giving an order of the state labor inspector to eliminate the violations related to the payment for the labor of an employee the status of the executive document and the provision of the possibility of mandatory debiting of funds from the accounts of the debtor organization.

Analysis of the practice of application of legislation on employment

In accordance with paragraph 8 of Article 31 of the Employment Law, the procedure and conditions for the appointment and payment of unemployment allowance to citizens who are recognized as unemployed in accordance with the established procedure are determined by the federal executive body authorized by the Government of the Russian Federation. However, up to the present moment, the normative legal act establishing such procedures and conditions, including the procedure for determining the number of weeks of paid work, has not been issued.

A similar a situation has arisen on the other issues listed below.

1. The increase in the period of payment of unemployment allowance in excess of the established 12 months for two weeks for each year of work, exceeding the insurance experience of the specified duration. The procedure for extending the period of payment of unemployment allowance is determined by the federal executive body authorized by the Government of the Russian Federation (clause 1 of Article 32 of

the Employment Law), which has not yet been adopted.

2. Issuance of proposals to unemployed citizens on the early appointment of an insurance pension (clause 2 of Article 32 of the Employment Law). The rules according to which the bodies of the employment service issue such proposals are also not defined.

To avoid discrepancy on these issues, it is necessary to adopt appropriate procedures and rules.

Preparation and submission of relevant proposals for the legislation improvement and enforcement

Rostrud continues to actively work on the analysis and preparation of proposals for the improvement of labor law.

At present, the federal labor inspectorate is not empowered to take measures for compulsory execution of employer's obligation to pay accrued but not paid to the employee wages and (or) other payments made within labor relations.

Thus, when in the course of the implementation of control and supervisory measures state labor inspectors detect facts of non-payment of accrued wages and (or) other payments owed to the employee under provisions of existing legal framework, the mechanisms and authorities that the state labor inspectors are granted at the moment are not sufficient and effective to ensure observation of legal rights of workers to receive appropriate payments.

In this regard, proposals for amending the legislation on this issue have been prepared and are currently being

coordinated with the interested state authorities and organizations. The innovations will allow introducing a more effective mechanism of regulatory legal and, as a result, control and supervisory impact on unscrupulous employers in this sphere of public relations.

In order to further improve legislation in terms of ensuring the rights of workers and employers, the following areas are currently being worked out:

- > personification of the responsibility of the owner of the organization for non-payment of wages to employees;
- > mechanisms for the introduction and implementation of internal control (self-control) of compliance with labor law and Regulations;
- > the introduction of mechanisms to prevent workers from violating occupational safety requirements;

> imposing the obligation to ensure safe working conditions, besides the employer, on the person engaged in the construction or reconstruction of the capital construction facility;

> carrying out of health and safety briefings with the use of video fixation means;

> empowering the state labor inspector with the right to suspend work on the construction or reconstruction of a capital construction facility in the event of information on violations of occupational safety requirements that create a threat of harm to the lives and health of workers.

In total, in 2017 Rostrud prepared and directed to the Ministry of Labor of Russia 12 draft federal laws, including:

The innovations will allow introducing a more effective mechanism of regulatory legal and, consequently, control and supervisory impact on unscrupulous employers in this sphere of public relations.

- > "On Amendments to the Labor Code of the Russian Federation"
 - in terms of improving the mechanisms for ensuring the timeliness and completeness of the payment of wages and other amounts due to the employee;
 - mechanisms for the introduction and implementation of internal control (self-control) of compliance with labor law and Regulations;
 - the introduction of mechanisms to prevent workers from violating occupational safety requirements;
 - ensuring the right of workers to work in conditions that meet the state requirements on occupational safety;
- > "On Amendments to Article 243 of the Labor Code of the Russian Federation";
- > "On Amendments to Article 70 of the Labor Code of the Russian Federation";
- > "On Amendments to Certain Legislative Acts of the Russian Federation", including the Labor Code of the Russian Federation and the Federal Law No. 125FZ of July 24, 1998 "On Compulsory Social Insurance against Industrial Accidents and Occupational Diseases", regarding the extension of the right for compulsory social insurance in case of industrial accidents and occupational diseases to persons involved in production activities on the basis of civil law contracts, as well as for persons employment relationship with which has not been duly executed;
- > "On Amendments to the Budget Code of the Russian Federation in connection with the adoption of the Federal Law "On Amendments to the Labor Code of the Russian Federation (on improving mechanisms to ensure the timeliness and completeness of payment of wages and other amounts due to the employee)";
- > "On Amendments to Federal Law of May 8, 2010 No. 83-FZ "On Amendments to Certain Legislative Acts of the Russian Federation in Connection with Improving the Legal Status of State (Municipal) Institutions" in connection with the adoption of the Federal Law "On Amendments to the Labor Code of the Russian Federation (on improving the mechanisms to ensure the timeliness and completeness of payment of wages and other amounts due to the employee)";
- > "On Amendments to Article 6 of the Federal Law "On Amendments to Certain Legislative Acts of the Russian Federation" in terms of extending the validity of Art. 23.79.1 and clause 6.2 Art. 28.3 of the Code of the Russian Federation on Administrative Offenses by January 1, 2023;
- > "On Amendments to the Code of the Russian Federation on Administrative Offenses";
- > "On Amendment to Article 8 of the Federal Law "On the Protection of the Rights of Legal Entities and Individual Entrepreneurs in the Implementation of State Control (Supervision) and Municipal Control".

In order to improve the statutory regulation in the field of employment, Rostrud prepared and submitted for consideration to the Ministry of Labor of Russia proposals for improving the

legislation on employment in the course of approval of the draft federal law "On Amendments to the Law of the Russian Federation "On Employment in the Russian Federation" (in terms of increasing the amount of unemployment allowance for certain categories of unemployed citizens)" regarding the procedure for determining the amount and period of payment of unemployment allowance.

Ensuring the improvement of the law of the Russian Federation regarding the provision of measures of social support to citizens exposed to radiation, Rostrud prepared and forwarded to the Ministry of Labor of Russia proposals for amending the Decree of the Government of the Russian Federation of December 24, 2014 No. 1475 concerning the clarification of the Rules of the provision from the federal budget to the budgets of the constituent entities of the Russian Federation and to the budget of the city of Baikonur of subventions for the exercise of the delegated authority of the Russian Federation for provision of social support to citizens exposed to radiation at the expense of unallocated reserve.

Also in 2017, Rostrud prepared and directed proposals for amending the legislative acts of the Russian Federation in order to increase the effectiveness of control over the expenditure of federal budget funds in accordance with the powers earlier assigned to the Federal Service for Labor and Employment, as well as with the aim of vesting with new powers in order to monitor the expenditure of the federal budget. These proposals related to the utilities and communal payments to certain categories of citizens, as well as monthly payments to families with children.

15 INTERNATIONAL COOPERATION

In cooperation with the International Association of Labor Inspection (IALI), the World Association of Public Employment Services (VAGSZ), the International Labor Organization (MOT), the Regional Alliance of Labor Inspections of CIS countries and Mongolia (RIAT CIS and Mongolia), specialists of Rostrud have participated in conferences, meetings and seminars held with the support of these international organizations.

Participation in bilateral cooperation programs and international events for exchange of experience and study of foreign practice

In 2017, work in accordance with bilateral agreements on cooperation between Rostrud and state structures of several European countries continued: with the Directorate of Labor and Welfare of Norway (NAV), ZHIP International at the Ministry of Labor, Employment, Training and Social Dialogue of the French Republic, Federal Employment Agency of Germany.

A working meeting with representatives of the Agency for Labor and Employment of Bosnia and Herzegovina was held: the issue of bilateral cooperation between the Agency and Rostrud was discussed. The delegation was told about the activities of the Moscow Youth Employment Center.

A reception of representatives of the Department of State labor inspectorate of the Ministry of Labor and Social Protection of the Republic of Belarus was organized at Rostrud. The Belarusian side got acquainted with the Russian experience of using checklists in supervisory activities, the operation of the "Electronic Inspector" service.

Implementation of the agreement between the Federal Service for Labor and Employment (Russian Federation) and the Agency for External Labor Migration at the Ministry of Employment and Labor Relations of the Republic of Uzbekistan on data exchange

In 2017, cooperation with the CIS countries in the areas of labor and employment intensified.

In order to implement the Agreement between the Government of the Russian Federation and the Government of the Republic of Uzbekistan on the organized recruitment and involvement of citizens of the Republic of Uzbekistan for temporary employment in the territory of the Russian Federation in November 2017, an Agreement was

signed between the Federal Service for Labor and Employment (Russian Federation) and the Agency for External Labor Migration at the Ministry of Employment and Labor Relations of the Republic of Uzbekistan. Training seminars for the Agency's specialists on the use of the functionality of the "Agency personal account" on the

"Work in Russia" website were held, in preparation for the implementation of the Agreement on the data exchange. In December, the official opening of the "Agency personal account" on the "Work in Russia" website took place.

EXECUTION OF FEDERAL BUDGET AMOUNTED

**RUB 79,3
BILLION**

PROVIDED SOCIAL BENEFITS

to citizens recognized as unemployed
in accordance with the established
procedure in the amount of

**RUB 36,1
BILLION**

COMPENSATIONS AS RECOMPENSE FOR HARM

to citizens exposed to radiation,
in the amount of

**RUB 10,5
BILLION**

COMPENSATIONS AND ALLOWANCES

to military personnel, citizens who have been
discharged from military service and their
family members for the amount

**RUB 14,3
BILLION**

SUBVENTIONS TO THE CONSTITUENT ENTITIES OF THE RUSSIAN FEDERATION

for compensations, allowances and other
payments to citizens exposed to radiation
as a result of disaster at Chernobyl, at Mayak,
PO and Semipalatinsk nuclear test site in
the amount of

**RUB 14,7
BILLION**

SUBSIDY FOR OF ADDITIONAL MEASURES

to reduce tension in the labor market
in the amount of

**RUB 439,1
MILLION**

16 FEDERAL BUDGET PERFORMANCE

No.	Designation of item of expenditure	2016			2017			
		Adjusted budget Breakdown for 01.01.2016	Actual utilization	% utilization	Adjusted budget Breakdown for 01.01.2016	Actual utilization	% utilization	%, by 2016
1	2	3	4	5	6	7	8	9
1	State program "Social support of citizens", total:	40,191.552	39,756.420	98.9	40,044.282	39,533.826	98.7	99.4
1.1	Compensation in reimbursement of harm for citizens exposed to radiation as a result of accidents (ChNPP, "Mayak")	10,279.187	10,245.810	99.7	10,605.131	10,511.813	99.1	102.6
1.2	Subventions for exercising the delegated authorities of the Russian Federation to provide separate measures of social support for citizens exposed to radiation	14,177.687	14,156.910	99.9	14,931.744	14,688.862	98.4	103.8
1.3	Social protection of military personnel, citizens dismissed from military service and their family members	15,734.678	15,353.700	97.6	14,507.407	14,333.151	98.8	93.4
2	State program "Promotion of employment", total:	47,038.700	46,190.125	98.2	40,501.252	39,743.577	98.1	86.0
2.1	The cost of maintaining the central office	1,229.113	1,005.600	81.8	1,114.269	974.469	87.5	96.9
2.2	The cost of maintaining territorial bodies	2,159.586	2,075.500	96.1	2,181.105	2,128.868	97.6	102.6
	including budget investments	118.457	68.600	57.9	48.900	46.600	95.3	67.9
2.3	Subventions for social allowances for unemployed citizens	41,067.374	40,933.500	99.7	36,529.779	36,112.112	98.9	88.2
2.4	Subsidies for the implementation of additional measures in the field of employment aimed at reducing tension in the labor market of the constituent entities of the Russian Federation	2,271.800	2,085.500	91.8	-	-	-	
2.5	Subventions to the budgets of the Republic of Crimea and the city with federal status Sevastopol for the exercise of part of the transferred powers of the Russian Federation in the field of labor law	23.815	23.598	99.1	25.297	25.013	98.9	106.0
2.6	Financial support for the implementation of regional programs to increase labor mobility in 2017,%	278.189	57.900	20.8	203.286	55.982	27.5	96.7
2.7	Subsidies for the implementation of additional measures in the field of employment aimed at reducing tension in the labor market of the constituent entities of the Russian Federation, from the reserve fund of the Government of the Russian Federation	-	-	-	439.185	439.185	100.0	
2.8	Other expenses	8.798	8.527	96.9	8.331	7.948	95.4	93.2
3	State program "Provision of affordable and comfortable housing and communal services for citizens of the Russian Federation"	27.634	27.63	100.0	29.322	29.322	100.0	100.0
4	State program "Ensuring public order and fighting crime"	3.794	-	-	3.569	-	-	
5	Non-program expenses of federal bodies	3.316	3.313	99.91	3.219	3.213	99.8	97.0
Total		87 264,996	85 977,492	98,5	80 581,644	79 309,938	98,4	92,2



IN PLACE

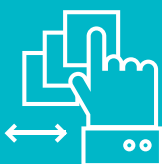
8 departmental
information
systems



MOBILE APP

“I AM AN INSPECTOR”

available on devices with Android
and iOS operating systems



A PROTOTYPE OF

OFFLINE-version of “ASU KND”
system has been created for the
work of inspectors in areas with
no Internet connection



32 MLN
RF citizens

accessed the unified portal of Rostrud
and its territorial bodies through the
Unified Portal of State and Municipal
Services



14 electronic
interactive
services

ON ОНЛАЙНИНСПЕКЦИЯ.РФ WEBSITE

17 IMPLEMENTATION OF DEPARTMENTAL INFORMATION SYSTEMS

In order to improve performance of Rostrud and its territorial bodies in supervision and other functions, the following departmental information systems are in place:

- **Automated information system “Register of recipients of state benefits to citizens with children” (AIS RPP);**
- **Information and analytical system “All-Russian Vacancy Base ‘Work in Russia’” (Work in Russia website);**
- **Automated system for managing budgetary resources of Rostrud based on the “Parus-Budget” software (AIS UBR);**
- **Automated information system of state supervision and control over compliance with labor law (AIS GIT);**
- **System of electronic services “Онлайнинспекция.рф”;**
- **Unified information website of the Federal Service for Labor and Employment;**
- **Automated information system of organization support, control and supervision in the field of alternative civil service and interaction of federal executive authorities, executive authorities of the constituent entities of the Russian Federation and their subordinate organizations participating in the organization of alternative civil service (AIS AGS);**
- **Automated information system for electronic document management of the Federal Service for Labor and Employment**

In accordance with Article 7.1 (11) of the Employment Law, the database AIS RPU was formed and maintained. For 2017, 962 regional packages containing impersonal data on appeals of citizens and organizations to population employment services were received and uploaded to the database of the AIS RPU.

During 2017, work to improve the functioning and expand the possibilities of the "Work in Russia" website was carried out:

- > development of a tool for exchange of information between the central office of Rostrud and the employment service bodies;
- > completion of the subsystems "Professional Education", "Employer Personal Account", "Personal account of the applicant", "The open part of the website";
- > development of a mailout management module for employers;
- > development of tools for confirmation vacancies, registered on the website using OBV-packages;
- > completion of the website in terms of information support and monitoring of the implementation of activities under the Agreement between the Government of the Russian Federation and the Government of the Republic of Uzbekistan for the implementation of temporary employment by citizens of Uzbekistan in the territory of the Russian Federation;

> completion of the "Open part of the website" subsystem in terms of placing reference information about the international movement "Abilimpiks".

In 2017, work on the introduction of "Budget Accounting" (AIS UBR) in the territorial bodies was carried out. Connecting all territorial bodies of Rostrud to subsystem of the AIS UBR allows to carry out end-to-end control over the budget utilisation process, accounting according by a uniform methodology, quickly receive information on planned and actual indicators of Rostrud's financial and economic activities, as well as perform internal financial control functions and interact with external information systems in an automated way. The calculation and payment of wages in AIS UBR ensures the effective use of the wage fund and control over the legitimacy of the payments made.

The connection of all territorial bodies of Rostrud to a unified subsystem "Personnel and staffing" of the AIS UBR allowed to form a unified database of service employees, maintain a centralized archive of electronic personal files and monitor changes in the organizational structure of the territorial bodies of Rostrud. Analytical system The "Head account", which is part of the AIS UBR, allows real-time analysis of the staff of the service and monitoring personnel record keeping procedures in the central office and territorial bodies of Rostrud. The centralized database of personnel record keeping data provides information interaction with the Federal websi-

te of public service and managerial personnel.

In 2017, a gradual introduction of a modernized system ASU KND into industrial operation by state labor inspectorates in the constituent entities of the Russian Federation was carried out. The system is based on the process management principle and it initiates control and supervisory processes independently from inspectors, tracks their implementation and blocks any possibility of illegal actions. The system improves the work quality, productivity and executive discipline of inspectors, increases the level of observance of employees' labor rights and employers' rights as well as provides an opportunity to monitor the situation in real time in any state labor inspectorate.

Works on integration of ASU KND with staff and budgetary resources systems of the Federal Service for Labor and Employment, that had been put into operations earlier were performed. A prototype of an off-line version of the system was created designed for state labor inspectors working in areas with no Internet connection.

In 2017, the unified website of the Federal Service for Labor and Employment and its territorial bodies was modernized. A version of a unified portal in English has been developed, and the version for visually impaired has been improved. In 2017, the website integration with the ESIA was completed to ensure user authorization, and redesign a unified portal was carried out.

Monitoring of the state of technical and information resources of the territorial bodies of Rostrud

As of January 1, 2018, 82 GIT have 3 845 units of computer equipment, the provision with equipment with operational lifetime of less than 4 years

is 34%. As of January 1, 2018, the fitting of the territorial bodies of Rostrud with office equipment is 3 025 units, the availability of office equip-

ment with operational lifetime of less than 4 years is 28%.

18 MAIN PRIORITIES OF ROSTRUD FOR 2018

Reforming the control and supervisory activities of the social and labor spheres

Guided by the tasks set by the President of the Russian Federation, the Government of the Russian Federation, the Federal Service for Labor and Employment in 2018 will primary focus on ensuring prompt and effective response to each case of violation of the labor rights of citizens in their labor activity.

All efforts will be focused on solving the main task - to create a transparent, efficient and manageable administrative mechanism. Efficient use of large data sets and their analysis allows the Service to gradually abandon the old methods of administration.

Successful application of a risk-oriented approach reduces administrative pressure on fair employers, focusing on areas with maximum risk.

The model of risk in labor relationships developed by Rostrud made it possible to ensure the distribution of all 8 million employers by risk categories and approve the Inspection Plan for 2018, taking into account a risk-oriented approach, containing about 12 thousand employers.

The result of these changes was a reduction in the administrative pressure for 99.9% of employers.

Work on the preparation of a draft Decree of the Government of the Russian Federation, providing for the possibility of reducing the risk category when an employer passes a self-test using the online service [Онлайнинспекция.рф](#) will be continued.

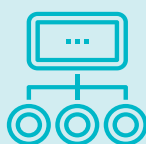
By the end of 2018, it is planned to bring the number of checklists used for the self-test to 200 units, which will be available to both the employer, the employee, and the labor inspector. The unique service [Electronic Inspector](#) established in 2017, allows businesses to prevent risks through self-testing. After an entrepreneur completes check lists, the system provides a conclusion, as well as instructions on elimination of violations, if any.

In 2018 mutual integration of the [Онлайнинспекция.рф](#) system and the automated control system of supervisory and control activities will be carried out, which will enable Rostrud to develop the full automated cycle of inspection, including the remote one.

In order to ensure the rights of workers and employers, it is planned to implement major legislative initiatives in the following areas:



personification of the responsibility of the owner of the organization for non-payment of wages to employees



introduction of mechanisms of internal control (self-control) of compliance with labor laws and other normative legal acts containing labor law norms



introduction of mechanisms to prevent workers from violating labor safety requirements



imposing the obligation to ensure safe working conditions, besides the employer, on the person engaged in the construction or reconstruction of the capital construction facility



health and safety briefings with the use of video fixation means



empowering the state labor inspector with the right to suspend work on the construction or reconstruction of a capital construction facility in the event of information on violations of labor safety requirements that create a threat of harm to the lives and health of workers



Digital Economics of Labor Relations

The operation of Rostrud in 2018 is still mainly focused on the introduction of electronic technologies into control and supervisory activities, including the digitization of personnel records management.

As part of the experiment, Rostrud has already conducted an electronic inspection of personnel documents of two large companies: Sberbank Rossii, PJSC and the company Yulmart. Having tested the technology of remote electronic supervision, Rostrud received all the necessary tools for conducting a control activity.

In the course of the audit, 23 types of personnel documents were evaluated using checklists that were filled out in electronic form. The review and evaluation of personnel documents were carried out by the state labor inspector with the help of the Automated Control System for Control and Supervision Activities.

The work in this direction will be continued by Rostrud. Operating proactively, Rostrud is ready to offer the technology of electronic interaction with employers by conducting a control inspection of personnel documents.

Rostrud is ready to offer the technology of electronic interaction with employers by conducting a control inspection of personnel documents.

Increasing of labor productivity and employment of population

Starting from 2018, the Ministry of Economic Development of the Russian Federation has been implementing the priority project “Increasing of labor productivity and supporting of employment”, in which Rostrud participates. The project provides for the implementation of measures in the field of employment support. 6 constituent entities of the Russian Federation are defined as pilot regions: the Samara Region, the Tula Region, Republic of Bashkortostan, Republic of Tatarstan, Perm Territory and the Tyumen Region.

Rostrud will work on specifying the mechanisms and tools for interaction

with the pilot regions in terms of the implementation of regional programs to increase labor productivity and support employment, senior executives training and the work of the Federal Center of Competences, as well as the implementation of support measures and removal of legislative barriers. In addition, Rostrud is authorized to monitor the expenditure of subsidy for the implementation of advanced training activities in order to increase competitiveness for employment in modernized workplaces, as well as for partial reimbursement of hiring expenses and (or) wages for workers discharged from other organizations, allocated from the federal budget in

2018 to individual enterprises. Also, by Rostrud efforts close cooperation with the regional bodies of the Ministry of Economic Development of Russia will be ensured, enterprises, the number of participants and the amount of financial resources will be determined.

From the second half of 2018 and in 2019, this program will be implemented in 10 more regions of the Russian Federation (Belgorod, Kaluga, Ryazan, Saratov, Sverdlovsk, Nizhny Novgorod Regions, Krasnodar, Stavropol Territories, Republic of Mordovia, Chuvash Republic).

All-Russian social network of business contacts “Skillsnet”

Among the priority tasks facing Rostrud in 2018 is the launch of full-scale operation of the first all-Russian social network of business contacts “Skillsnet” and bringing it to leaders of the electronic labor market.

This network has a wide range of functional capabilities, not inferior in this respect to the existing foreign Internet resources of professional communication, and surpassing foreign analogues in some positions.

So, Skillsnet users will be able to create personal profiles, post information about themselves and their achievements, solve employment issues, communicate with other participants and receive confirmation of their competencies from them.

Employing companies, forming corporate pages, will not only publish existing vacancies and attract employees, but also expand business

contacts and more effectively promote their products and services in a public space.

Educational establishments, having become active participants of the network, will receive new opportunities for employment of graduates in the chosen specialty and sending their students for internship and pre-graduation practice.

Skillsnet is also supposed to be a platform where its participants may organize themselves in groups created depending on the specialization, type of activities and industry priorities. The emerging associations will help to achieve a new level of professional

dialogue, establish new channels for exchange of relevant information and best practices, will become one of the tools to enhance corporate culture.

The formation of the Skillsnet network as a modern, community-oriented resource will significantly expand Rostrud’s ability to successfully solve its tasks in terms of promoting employment, overcoming unemployment, increasing labor mobility, which will contribute to labor productivity growth and the development of a competitive environment.



When creating their corporate pages, employer companies will publish their vacancies and engage employees as well as expand their business connections, promote their products and services in the public environment more efficiently.

ANNEXES

Data on the ratio of the number of scheduled and unscheduled inspections of business entities conducted by state labor inspectorates in 2016–2017

No.	Entity of the Russian Federation	The number of inspections conducted							
		of which:							
		including:							
		Total		unscheduled		to check execution of orders		% of the total number of unscheduled inspections	
		2016	2017	2016	2017	2016	2017	2016	2017
1	2	3	4	5	6	7	8	9	10
	Russian Federation	134,543	148,934	116,445	134,827	7,701	14,317	6.6	10.6
Central Federal District									
1	Belgorod Region	1,090	1,489	995	1,394	112	348	11.3	25.0
2	Bryansk Region	1,378	1,391	1,196	1,199	47	304	4.0	25.4
3	Vladimir region	1,420	1,480	1,225	1,290	1	106	0.1	8.2
4	Voronezh Region	1,951	2,444	1,655	2,179	140	214	8.5	9.8
5	Ivanovo Region	885	1,344	745	1,201	176	470	23.6	39.1
6	Kaluga Region	1,799	1,425	1,647	1,327	142	61	8.6	4.6
7	Kostroma Region	864	761	723	705	11	73	1.5	10.4
8	Kursk Region	1,398	1,661	1,270	1,544	90	114	7.1	7.4
9	Lipetsk region	1,406	1,499	1,216	1,363	11	57	0.9	4.2
10	Moscow region	4,045	4,568	3,640	4,329	271	752	7.4	7.4
11	Oryol Region	800	817	555	586	36	55	6.5	9.4
12	Ryazan Region	907	1,151	702	1,013	58	142	8.3	14.0
13	Smolensk Region	1,291	1,115	1,142	991	76	50	6.7	5.0
14	Tambov Region	1,054	979	804	733	61	77	7.6	10.5
15	Tver Region	987	1,166	926	1,038	16	110	1.7	10.6
16	Tula Region	1,161	1,185	988	1,002	73	119	7.4	11.9

The number of inspections conducted									
of which:									
including:									
No.	Entity of the Russian Federation	Total		unscheduled		to check execution of orders		% of the total number of unscheduled inspections	
		2016	2017	2016	2017	2016	2017	2016	2017
1	2	3	4	5	6	7	8	9	10
17	Yaroslavl Region	794	979	693	836	3	94	0,4	11,2
18	Moscow	5,613	6,326	5,360	5,767	1,282	781	23.9	13.5
North-western Federal District									
19	Republic of Karelia	699	737	497	551	24	29	4.8	5.3
20	Republic of Komi	1,452	1,801	1,326	1,668	79	312	6.0	18.7
21	the Arkhangelsk Region and Nenets Autonomous District	1,060	1,031	814	861	13	23	1.6	2.7
22	Vologda region	907	1,109	680	1,008	53	194	7.8	19.2
23	Kaliningrad Region	607	915	531	857	10	16	1.9	1.9
24	Leningrad Region	1,912	2,390	1,638	2,204	182	348	11.1	15.8
25	Murmansk Region	1,259	1,476	1,043	1,359	163	80	15.6	5.9
26	Novgorod Region	978	1,136	895	1,097	24	49	2.7	4.5
27	Pskov Region	1,013	1,408	890	1,309	14	17	1.6	1.3
28	St. Petersburg	4,633	5,421	3 698	4,489	338	274	9.1	6.1
Southern Federal District									
29	Republic of Adygea	512	668	459	636	94	154	20.5	24.2
30	Republic of Kalmykia	340	499	298	470	9	95	3.0	20.2
31	Krasnodar Territory	3,540	3,881	3,326	3,508	136	95	4.1	2.7
32	Astrakhan Region	1,198	1,145	1,051	984	54	49	5.1	5.0

The number of inspections conducted									
of which:									
including:									
No.	Entity of the Russian Federation	Total		unscheduled		to check execution of orders		% of the total number of unscheduled inspections	
		2016	2017	2016	2017	2016	2017	2016	2017
1	2	3	4	5	6	7	8	9	10
33	Volgograd Region	1,933	2,234	1,787	2,145	87	364	4.9	17.0
34	Rostov Region	4,288	4,259	3,119	3,776	378	720	12.1	19.1
North Caucasian Federal District									
35	Republic of Dagestan	2,061	2,102	613	1,709	182	135	29.7	7.9
36	Republic of Ingushetia	434	466	254	312	7	8	2.76	2.6
37	Kabardino-Balkar Republic	787	850	551	668	32	46	5.8	6.9
38	Karachay-Cherkess Republic	377	504	325	439	18	40	5.5	9.1
39	Republic of North Ossetia-Alania	463	698	276	492	17	126	6.2	25.6
40	Chechen Republic	645	707	278	387	0	57	0	14.7
41	Stavropol Territory	2,947	3,972	2,179	3,185	181	189	8.3	5.9
Volga Federal District									
42	Republic of Bashkortostan	2,037	2,536	1,975	2,483	118	156	6	6.3
43	Mari El Republic	663	676	625	619	36	84	5.8	13.6
44	Republic of Mordovia	1,029	875	514	765	21	24	4.1	3.1
45	Republic of Tatarstan	1,927	3,708	1,896	3,685	12	1481	0.6	40.2
46	Udmurt Republic	1,219	1,433	942	1,279	8	18	0.8	1.4
47	Chuvash Republic	911	1,023	783	909	24	31	2.1	3.4
48	Kirov Region	1,133	1,453	947	1,340	390	353	4.0	26.3
49	Nizhny Novgorod Region	1,791	2,181	1,662	2,063	104	451	6.3	21.9
50	Orenburg Region	1,756	1,976	1,440	1,797	147	198	10.2	11.0
51	Penza Region	2,116	2,018	1,981	1,916	202	144	10.2	7.5
52	Perm Territory	2,904	3,362	2,681	3,183	111	261	4.1	8.2

		The number of inspections conducted							
		of which:							
		including:							
No.	Entity of the Russian Federation	Total		unscheduled		to check execution of orders		% of the total number of unscheduled inspections	
		2016	2017	2016	2017	2016	2017	2016	2017
1	2	3	4	5	6	7	8	9	10
53	the Samara Region	3 177	3 513	3 006	3 340	185	577	6,2	17,3
54	the Saratov region	2 550	3 940	2 277	3 742	157	529	6,9	14,1
55	the Ulyanovsk region	1 188	1 258	983	1 124	14	45	1,4	4,0
Ural Federal District									
56	the Kurgan Region	964	1 126	875	1 041	4	42	0,5	4,0
57	the Sverdlovsk Region	4 085	4 653	3 659	4 248	56	73	1,5	1,7
58	the Tyumen Region	928	1 300	858	1 245	25	114	2,9	9,2
59	the Chelyabinsk Region	2 765	2 776	2 571	2 510	43	197	1,7	7,8
60	Khanty-Mansi Autonomous District - Ugra	3 622	3 375	3 182	3 088	259	493	8,1	16,0
61	Yamal-Nenets Autonomous District	961	1 110	909	1 066	42	33	4,6	3,1
Siberian Federal District									
62	Republic of Altai	273	276	233	231	9	8	3,9	3,5
63	Republic of Buryatia	1 179	1 139	1 091	1 033	32	83	2,9	8,0
64	Republic of Tyva	652	689	581	646	12	13	2,1	2,0
65	Republic of Khakassia	964	958	926	910	43	81	4,6	8,9
66	Altai Territory	1 827	2 176	1 687	2 044	60	163	3,6	8,0
67	Krasnoyarsk Territory	2 612	2 980	2 335	2 676	30	21	1,3	0,8
68	Irkutsk Region	3 156	3 183	2 964	2 680	79	78	2,7	2,9
69	Kemerovo Region	5 098	3 781	4 335	3 347	104	124	2,4	3,7
70	Novosibirsk Region	2 823	2 737	2 651	2 510	130	284	4,9	11,3
71	Omsk Region	1 609	1 685	1 432	1 480	18	25	1,3	1,7
72	Tomsk Region	819	945	791	921	45	51	5,7	5,5
73	Zabaykalsky Territory	2 233	2 381	1 852	2 262	67	157	3,6	6,9

		The number of inspections conducted							
		of which:							
		including:							
No.	Entity of the Russian Federation	Total		unscheduled		to check execution of orders		% of the total number of unscheduled inspections	
		2016	2017	2016	2017	2016	2017	2016	2017
1	2	3	4	5	6	7	8	9	10
Far Eastern Federal District									
74	Republic of Sakha (Yakutia)	1 403	1 400	1 293	1 307	62	163	4,8	12,5
75	Primorye Territory	2 709	2 718	2 575	2 658	74	50	2,89	1,9
76	Khabarovsk Territory	2 331	2 048	2 231	1 978	21	40	0,9	2,0
77	Amur Region	1 154	1 022	1 102	999	148	197	4,4	19,7
78	Kamchatka Territory	1221	1 255	1 153	1 139	18	51	1,6	4,5
79	Magadan Region	417	443	365	403	8	26	2,2	6,5
80	Sakhalin Region	915	987	882	966	22	6	2,5	0,6
81	Jewish Autonomous Region	292	372	245	342	15	25	6,1	7,3
82	Chukotka Autonomous District	242	278	217	241	45	20	20,7	8,3

The list of territorial bodies of Rostrud with addresses, phone numbers, emails

No.	Name	Address	Telephone	E-mail	Number of occupied units by positions with supervisory functions
1	2	3	4	5	6
1.	State Labor Inspectorate for the of Adygeya	385000, Maykop, Proletarskaya St. 219	(877-2) 52-59-32	git01@yandex.ru	8
2.	State Labor Inspectorate for Altai Republic	649000, Gorno-Altaysk, Chaptynova St., 20	(388-22) 2-20-82	gostrud@mail.gorn.ru	5
3.	State Labor Inspectorate for the of Bashkortostan	450059, Ufa, Bolshaya Grazhdanskaya St. 24	(347) 277-87-09	git_bashkortostan@ufacom.ru	28
4.	State Labor Inspectorate for the of Buryatia	670034, Ulan Ude 50 let Oktyabrya St. 28a	(301-2) 44-68-65	gitrb@inbox.ru	18

No.	Name	Address	Telephone	E-mail	Number of occupied units by positions with supervisory functions
1	2	3	4	5	6
5.	State Labor Inspectorate for the of Dagestan	367010, Makhachkala, Panfilova St. 38	(872-2) 62-87-93	git005@yandex.ru, gitrd@mail.ru	29
6.	State Labor Inspectorate for the of Ingushetia	386001, Magas, Novaya St. 11	(873-4) 55-20-71, 55-20-70	gitvri@inbox.ru	9
7.	State Labor Inspectorate for Kabardino-Balkar Republic	360051, Nalchik, Kabardinskaya St. 19	(866-2) 42-26-05, 42-60-45	gitkbr@mail.ru	14
8.	State Labor Inspectorate for the of Kalmykia	358000, Elista, Lenina St. 240	(847-22) 2-44-17, 2-39-17	git08@yandex.ru	7
9.	State Labor Inspectorate for Karachay-Cherkess Republic	369000, Cherkessk, Sovetskaya St. 180	(878-2) 20-30-61	gitkchr@yandex.ru	7
10.	State Labor Inspectorate for the of Karelia	185030, Petrozavodsk, Stancionnaya St. 24	(814-2) 76-96-58, 78-43-67	git_RK@onego.ru	13
11.	State Labor Inspectorate for the of Komi	167002, Syktyvkar, Morozova St. 156/2	(821-2) 31-59-06, 31-74-60	gitkomi@list.ru	22
12.	State Labor Inspectorate for Mari El Republic	424000, Yoshkar-Ola, Leninsky Ave. 24A	(836-2) 42-58-55, 45-16-14	trud_mari-el@mail.ru	10
13.	State Labor Inspectorate for the Republic of Mordovia	430005, Saransk, Kommunisticheskaya St. 33/2	(834-2) 48-03-71, 32-82-80	gitrm@inbox.ru	16
14.	State Labor Inspectorate for the of Sakha (Yakutia)	677000, Yakutsk, Ordzhonikidze St. 10	(411-2) 42-09-82, 42-22-18	gostrud14@gmail.com, gostrud@sakha.ru	18
15.	State Labor Inspectorate for the Republic of North Ossetia-Alania	362040, Vladikavkaz, Dimitrova St. 2	(867-2) 53-07-65, 53-81-87	gitrsoa@mail.ru, gitl5@rostrud.ru	11
16.	State Labor Inspectorate for the of Tatarstan	420103, Kazan, H. Yamasheva, 48b	(843) 525-28-35, 525-20-23	git016@yandex.ru	49
17.	State Labor Inspectorate for the of Tyva	667003, Kyzyl, Kechil-oolo St. 3	(394-22) 6-23-90, 6-25-02	gitrta@tuva.ru	8
18.	State Labor Inspectorate for Udmurt Republic	426011, Izhevsk, Borodin St. 21	(341-2) 68-33-46	labour@udm.ru	18
19.	State Labor Inspectorate for the of Khakassia	655017, Abakan, Krylova St. 68A	(390-2) 28-82-16	git@khakassia.ru	8
20.	State Labor Inspectorate for Chechen Republic	364024, Grozny, Komsomolskaya St. 38	(871-2) 22-26-46	git20.rostrud@gmail.com	14
21.	State Labor Inspectorate for Chuvash Republic	428004, Cheboksary, Presidentsky Boulevard, 17	(835-2) 62-89-73, 62-89-65	git@chuvashia.ru	16

No.	Name	Address	Telephone	E-mail	Number of occupied units by positions with supervisory functions
1	2	3	4	5	6
22.	State Labor Inspectorate for Altai Territory	656002, Barnaul, Pionerov, 24a	(3852) 29-04-52, 29-04-76	git22@e4u.ru	32
23.	State Labor Inspectorate for the Zabaikalsky Territory	672090, Chita, Bogomyagkova St. 23	(302-2) 32-21-03, (30239) 3-54-55	git75@list.ru	18
24.	State Labor Inspectorate for the Kamchatka Territory	683000, Petropavlovsk-Kamchatsky Leninskaya St. 18B	(415-2) 42-04-43, 41-28-54	kam_trud@inbox.ru	16
25.	State Labor Inspectorate for Krasnodar Territory	350066, Krasnodar, 1-ya Zarechnaya St. 17	(861) 260-58-74, 232-51-34	gitkr@mail.ru, post@gitkk.ru	70
26.	State Labor Inspectorate Inspection for the Krasnoyarsk Territory	660059, Krasnoyarsk, Semaforaya St. 433/2	(391) 228-87-20, (913) 836-05-00	git24@mail.ru	49
27.	State Labor Inspectorate for the Perm Territory	614000, Perm, Sovetskaya, 39	(342) 212-52-23, 212-52-08	gitperm@yandex.ru	39
28.	State Labor Inspectorate for the Primorye Territory	690990, Vladivostok, Pologaya St. 68	(423) 226-98-48, 226-96-63	gitvpkinform@yandex.ru	24
29.	State Labor Inspectorate for Stavropol Territory	355003, Stavropol, Lomonosova St. 25	(865-2) 37-13-95, 37-07-24	gosins26@gmail.com	37
30.	State Labor Inspectorate for Khabarovsk Territory	680038, Khabarovsk, Serysheva St. 60, off. 905	(421-2) 41-29-99, 37-69-79	gitdfo@mail.ru	19
31.	State Labor Inspectorate for the Amur Region	675000, Blagoveshchensk, Amurskaya St. 145	(416-2) 22-60-21, 22-60-42	git28@yandex.ru	15
32.	State Labor Inspectorate for the Arkhangelsk Region and Nenets Autonomous District	163071, Arkhangelsk, Timme St. 23, building 1	(818-2) 21-21-57, 64-62-89	arhtrud@atnet.ru	17
33.	State Labor Inspectorate for the Astrakhan Region	414000, Astrakhan, Trediakovskogo St. 13	(851-2) 30-66-36, 39-00-84	trudast@astranet.ru	14
34.	State Labor Inspectorate for the Belgorod Region	308014, Belgorod, Nikolaya Chumichova St. 124	(472-2) 31-75-51, 31-75-50	trudinsp31@yandex.ru	20
35.	State Labor Inspectorate for the Bryansk Region	241050, Bryansk, Krasnoarmejskaya St. 60	(483-2) 72-17-35, 66-49-09	git32@mail.ru	21
36.	State Labor Inspectorate for the Vladimir Region	600015, Vladimir, Musorgskogo St. 3	(492-2) 54-53-71, 54-57-19	root@git33.elcom.ru	13
37.	State Labor Inspectorate for the Volgograd Region	400001, Volgograd, Raboche-Krestyanskaya St. 16	(844-2) 97-50-90, 97-50-88	gitvolgograd@avtlg.ru	30
38.	State Labor Inspectorate for the Vologda Region	160035, Vologda, Predtechenskaya St. 19	(817-2) 72-32-33, 72-10-73	git35ru@rambler.ru	17

No.	Name	Address	Telephone	E-mail	Number of occupied units by positions with supervisory functions
1	2	3	4	5	6
39.	State Labor Inspectorate for the Voronezh Region	394026, Voronezh, Druzhinnikov St. 4	(473) 251-24-45, 246-68-20	git@icmail.ru	32
40.	State Labor Inspectorate for the Ivanovo Region	153038, Ivanovo, pt. Stroitelej 21	(493-2) 54-25-52, 53-44-51	git37@yandex.ru	19
41.	State Labor Inspectorate for the Irkutsk Region	664007, Irkutsk, Sofii Perovskoj St. 30	(395-2) 20-54-24	giti38@gmail.com	44
42.	State Labor Inspectorate for the Kaliningrad Region	236040, Kaliningrad, Sergeeva St. 14	(401-2) 99-36-12, 99-36-14	gitkaliningrad@gmail.com	14
43.	State Labor Inspectorate for the Kaluga Region	248030, Kaluga, Gertsena St. 16	(484-2) 54-86-55, 56-09-89	gitkaluga@gmail.com	17
44.	State Labor Inspectorate for the Kemerovo Region	650092, Kemerovo, Karbolitovskaya St. 19	(384-2) 77-38-10, 77-33-76	trud42@yandex.ru	49
45.	State Labor Inspectorate for the Kirov Region	610035, Kirov, Surikova St. 19	(833-2) 63-05-59, 63-41-56	git@kirovcity.ru	24
46.	State Labor Inspectorate for the Kostroma Region	156013, Kostroma, Lenina St. 20	(494-2) 62-42-30, 62-42-48	gitko@kmtn.ru	13
47.	State Labor Inspectorate for the Kurgan Region	640000, Kurgan, Krasina St. 53	(352-2) 45-83-11, 45-53-11	git_kurgan-45@mail.ru	14
48.	State Labor Inspectorate for the Kursk Region	305003, Kursk, Zelenaya St. 30	(471-2) 52-98-23	git-kursk@yandex.ru	21
49.	State Labor Inspectorate for the Leningrad Region	192012, St. Petersburg, Ave. Obuhovskoj oborony 112, building 2	(812) 612-70-34	gitlo@mail.ru	24
50.	State Labor Inspectorate for the Lipetsk Region	398043, Lipetsk, Gagarina St. 108	(474-2) 36-02-25, 34-03-81	git48@mail.ru	15
51.	State Labor Inspectorate for the Magadan Region	685000, Magadan, Naberezhnaya r. Magadanki St., 7	(413-2) 62-94-06, 62-54-44	gti49@yandex.ru	11
52.	State Labor Inspectorate for the Moscow Region	115582, Moscow, Domodedovskaya St., 24, Building 3	(495) 343-99-51, 343-99-59	gitmosobl@mail.ru	69
53.	State Labor Inspectorate for the Murmansk Region	183038, Murmansk, Ave. Rybnij, 8	(815-2) 55-58-13, 42-85-88	gostrudinsp4@polarnet.ru	16
54.	State Labor Inspectorate for the Nizhny Novgorod Region	603005, Nizhny Novgorod, Piskunova St., 3, Building 3	(831) 433-57-30, 433-38-08	git@sinn.ru, gitnn@mts-nn.ru	18
55.	State Labor Inspectorate for the Novgorod Region	173002, Veliky Novgorod, Germana St., 1a	(816-2) 77-94-09, 77-94-09	git.novgorod@gmail.com	14

No.	Name	Address	Telephone	E-mail	Number of occupied units by positions with supervisory functions
1	2	3	4	5	6
56.	State Labor Inspectorate for Novosibirsk region	6300989, Novosibirsk, Fedoseeva St. 12a	(383) 260-99-13, 260-99-72	gitvladimir@yandex.ru	34
57.	State Labor Inspectorate for the Omsk Region	644099, Omsk, Pevtsova St. 13	(381-2) 24-25-56, 24-77-79	git-omsk@mail.ru	24
58.	State Labor Inspectorate for the Orenburg Region	460000, Orenburg, Pushkinskaya St. 14	(353-2) 77-86-53, 77-16-42	git@esoo.ru, git-056@yandex.ru	25
59.	State Labor Inspectorate for the Oryol Region	302035, Oryol, Oktyabrskaya St. 35	(486-2) 47-57-10, 76-02-57	git-57@mail.ru	15
60.	State Labor Inspectorate for the Penza Region	440026, Penza, Marshala Krylova St. 20	(841-2) 52-00-43, 52-24-32	git58@yandex.ru	20
61.	State Labor Inspectorate for the Pskov Region	180019, Pskov, Novoselov St. 11a	(811-2) 51-00-20	gitpskov@bk.ru	14
62.	State Labor Inspectorate for the Rostov Region	344022, Rostov-on-Don, Nizhnebulvarnaya St. 29	(863) 263-89-36, 263-87-67	git061@yandex.ru	45
63.	State Labor Inspectorate for the Ryazan Region	390005, Ryazan, Pushkina St. 18 building 3	(491-2) 76-25-71, 96-61-35	gitrzn@gmail.com	19
64.	State Labor Inspectorate for the Samara Region	443068, Samara, Novo-Sadovaya St. 106A	(846) 263-54-72	git@samtel.ru, git-063@yandex.ru	43
65.	State Labor Inspectorate for the Saratov Region	410005 Saratov, 1 Sadovaya St. 104	(845-2) 29-01-11	git64@inbox.ru, git64@list.ru	33
66.	State Labor Inspectorate for the Sakhalin Region	693020, Yuzhno Sakhalinsk, A. Buyukly St. 38, off. 7	(424-2) 46-60-80, 46-60-82	git65@rostrud.ru, sakhg@mail.ru	16
67.	State Labor Inspectorate for the Sverdlovsk Region	620027, Ekaterinburg, Melkovskaya St. 12	(343) 354-72-00, 354-72-01	info@git66.ru	58
68.	State Labor Inspectorate for the Smolensk Region	214020, Smolensk, Shevchenko St. 87	(481-2) 35-61-83, 31-19-13	i-trud@mail.ru, git067@yandex.ru	15
69.	State Labor Inspectorate for the Tambov Region	392003, Tambov, Ryleeva St. 53v	(475-2) 58-00-10, 58-01-43	git-tambov@yandex.ru	16
70.	State Labor Inspectorate for the Tver Region	170100, Tver, Vagzhanova St. 7, building 1	(482-2) 34-72-89, 34-20-67	git_tver@mail.ru	15
71.	State Labor Inspectorate for the Tomsk Region	634041, Tomsk, Kievskaya St. 76	(382-2) 90-44-70, 55-98-64 доп. 119	git70@mail.ru	13
72.	State Labor Inspectorate for the Tula Region	300012, Tula, Engelsa St. 62	(487-2) 35-99-78, 35-99-85	insp@tula.net	17
73.	State Labor Inspectorate for the Tyumen Region	625000, Tyumen, Respubliki St. 55	(345-2) 39-08-83, 39-08-86	git72@rostrud.ru	17
74.	State Labor Inspectorate for the Ulyanovsk Region	432011, Ulyanovsk, Goncharova St. 44	(8422) 44-28-64, 44-29-08	git073@ya.ru	17

No.	Name	Address	Telephone	E-mail	Number of occupied units by positions with supervisory functions
1	2	3	4	5	6
75.	State Labor Inspectorate for the Chelyabinsk Region	454080, Chelyabinsk, Sverdlovskij avenue 60	(351) 263-02-62, 237-08-32	git@chel.surnet.ru	43
76.	State Labor Inspectorate for the Yaroslavl Region	150000, Yaroslavl, Svobodu St. 62, building B	(485-2) 45-75-27, 48-66-96	inspect@yaroslavl.ru	14
77.	State Labor Inspectorate for Moscow	115582, Moscow, Domodedovskaya St., 24, Building 3	(495) 343-92-85, 343-91-90	gitmoscow@mail.ru, labazova@rambler.ru	65
78.	State Labor Inspectorate for St. Petersburg	198095, St. Petersburg, Zoi Kosmodemyanskoj St. 28, building A	(812) 747-31-80, 746-59-86	gitspb@mail.ru	69
79.	State Labor Inspectorate for the Jewish Autonomous Region	679000, Birobidzhan, Oktyabrskaya St. 15	(426-22) 4-09-37, 2-07-73	git079@yandex.ru	7
80.	State Labor Inspectorate for the Khanty-Mansiysk Autonomous District - Yugra	628007, Khanty-Mansiysk, Chehova St. 62a	(346-7) 32-62-02	gitugra@mail.ru	28
81.	State Labor Inspectorate for the Chukotka Autonomous District	689000, Anadyr, Otke St. 46	(427-22) 2-06-72, 2-09-55	git@chukotka.ru	6
82.	State Labor Inspectorate for the Yamal-Nenets Autonomous District	629008, Salekhard, Yamalskaya St. 14	(349-22) 4-71-97, 4-44-85	gityanao@rambler.ru	17

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