



LT in focus

Obligation of employers to inform candidates in writing of the reasons for refusals to hire

For the attention of companies

According to the new requirement introduced by Federal Law No. 200-FZ of 29 June 2015 to Article 64 of the Russian Federation Labour Code (the "Law"), upon the written request of the person with whom an employer refuses to sign an employment contract, the employer will be obliged to advise of the reason for the refusal in writing **not later than 7 business days from the receipt of the request.**

The obligation to inform candidates of the reasons for the refusal of employment was previously stipulated by Russian legislation, but the Code did not specify a clear timeline for the provision of written explanations.

Following the enactment of the Law on 11 July 2015, if the specified deadline is missed, the labour inspectorate may impose the following penalties on the employer:

- Fines for officials – from RUB 1,000 to RUB 5,000;
- Fines for legal entities – from RUB 30,000 to RUB 50,000.

Please note that a written refusal to hire should refer to the non-conformity of the candidate's business qualities with the required ones, and should not contain discriminatory provisions.

When preparing a written refusal to hire, special attention should be given to the wording used to avoid possible disputes with candidates.

* * *

We hope that you will find the information in this issue both interesting and useful. Our specialists are available to answer any questions you may have with regard to the contents of this issue.



Contacts

Raisa Alexakhina

Partner

+7 (495) 787 06 00, ext. 2950

ralexakhina@deloitte.ru

Pavel Balashov

Partner

+7 (495) 787 06 00, ext. 1165

pbalashov@deloitte.ru

Alfia Mukhamatyanova

Senior Manager

+7 (495) 787 06 00, ext. 2985

amukhamatyanova@deloitte.ru

Tatiana Gorlovskaya

Manager

+7 (495) 787 06 00, ext. 2029

tgorlovskaya@deloitte.ru

deloitte.ru

About Deloitte

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee (“DTTL”), its network of member firms, and their related entities. DTTL and each of its member firms are legally separate and independent entities. DTTL (also referred to as “Deloitte Global”) does not provide services to clients. Please see www.deloitte.com/about for a more detailed description of DTTL and its member firms. Please see www.deloitte.ru/en/about for a detailed description of the legal structure of Deloitte CIS.

Deloitte provides audit, tax, consulting, and financial advisory services to public and private clients spanning multiple industries. With a globally connected network of member firms in more than 150 countries and territories, Deloitte brings world-class capabilities and high-quality service to clients, delivering the insights they need to address their most complex business challenges. Deloitte’s more than 210,000 professionals are committed to becoming the standard of excellence.

This communication contains general information only, and none of Deloitte Touche Tohmatsu Limited, its member firms, or their related entities (collectively, the “Deloitte Network”) is, by means of this communication, rendering professional advice or services. No entity in the Deloitte network shall be responsible for any loss whatsoever sustained by any person who relies on this communication.