

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
<b>Employee benefits</b>		
<b>Pension reform to take effect</b>	<p>Starting on 1 January 2019, amended pension legislation comes into force in Russia. The main feature is the increase in the retirement age from 60 to 65 years for men and from 55 to 60 years for women.</p> <p>Effective date: The main changes are to take effect January 1, 2019.</p>	Be aware of the changes and update internal policies and practices as appropriate.
<b>Employee benefits</b>		
<b>Mandatory health checks for “Pre-Retirement Age” employees</b>	<p>Employees who are in the five years before they are eligible for retirement (“Pre-Retirement Age”) are entitled to two paid working days per year for a health checkup.</p> <p>Effective date: January 1, 2019.</p>	Be aware of the changes and update internal policies and practices as appropriate.
<b>Age discrimination</b>		
<b>Criminal liability for an unjustified refusal to hire or unjustified dismissal of a person of Pre-Retirement Age</b>	<p>An unjustified refusal to hire, or an unjustified dismissal of, a person of Pre-Retirement Age can attract criminal liability. This liability may apply to CEOs or any other officer authorised to hire and fire employees. Named individuals may be subject to a fine of up to RUB 200,000 or an amount equivalent to 18 months’ income.</p> <p>Effective date: October 14, 2018. Although already in force, this will significantly impact employers in 2019.</p>	Be aware of the changes and take care when hiring / firing employees of Pre-Retirement Age.

This is a high level general update only. Legal advice should be obtained on specific circumstances.