

Employees in Russia to be mandatorily off work from 30 March to 3 April

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In accordance with an [Executive Order](#)* of the Russian President, from 30 March to 3 April 2020 employees in Russia will have fully paid days off as part of measures to keep employees at home and prevent the spread of the coronavirus.

The Executive Order does not apply to some organisations, including:

- “continuously operating” organisations;
- organisations in the medical and pharmaceutical sector;
- organisations that provide people with food and basic necessities;
- organisations that perform urgent work in emergency situations, which otherwise may endanger people’s lives or normal living conditions;
- organisations that perform urgent repair and loading or unloading operations.

Thus, all the companies that do not fall under these exceptions have to release their employees from work in their workplaces during the above period, while continuing to pay them their salaries.

At the same time, we believe that employees working remotely (from home) can continue to work this way since remote work does not lead to additional social interactions. In our opinion, such work should be paid for in the usual amount. This position is indirectly confirmed by the [Recommendations](#)* that the Ministry of Labour issued on 26 March 2020 and the latest [comments](#)* of the Russian President’s Spokesperson. We hope that further official clarifications on these issues will appear soon.

This eAlert was prepared by our team of CMS specialists specifically dedicated to following legal developments and new restrictions related to COVID-19. They prepare daily on-stream summaries on any related legal acts that are sent to our local clients and their head offices.

If you have any questions on the above or wish to be informed about our on-stream summaries on the legal measures adopted in response to the COVID-19 epidemic in Russia, please contact us at cmsrussia-coronavirus@cmslegal.ru.

* *In Russian*

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