

<b>ANNEX</b> <b>Explicative note</b>
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The questionnaire is structured in 5 sections (for national institutions). Below are examples of points to consider in your response, if relevant to your institution's situation. This note aims to facilitate your answers, by developing as an example, some elements to take into account in your answers.

In each section, please also take into account the following cross-cutting topics in your response:

- **Inclusion and commitments of social partners:** workers and employers organizations in debates and formulation of opinions / recommendations on social, economic and labor market policies
- **Inclusion and commitments of vulnerable groups** (women, young people, precarious workers, informal workers or those with an atypical contract, free-lancers, self-employed, etc.) in the debates, the formulation of opinions / recommendations and political responses
- **Key economic sectors:** health, transport, catering, tourism, agriculture, retail, function and public service, textiles, cars, etc.
- **Studies, research, surveys, evaluations** on the impacts of covid-19 on social economic and labor levels launched by the competent authorities, social partners, etc. (by whom, on what and when?)

Please share all documents already written / published in areas A, B, C, D E and F (for regional groupings)

Finally, as much as possible, please give concrete examples of the roles and responsibilities that your institution plays or have played. Share challenges but also successes.

#### **A) Measures with regard to workers in the formal and informal economy**

- Are there regulations on the prevention of occupational risks by biological agents? Do these standards have an international origin (conventions, directives...)?

##### **What we have:**

Recommendations of the Federal Service for Supervising Consumer Rights Protection and Human Well-Being

[https://rospotrebnadzor.ru/about/info/news/news\\_details.php?ELEMENT\\_ID=13536](https://rospotrebnadzor.ru/about/info/news/news_details.php?ELEMENT_ID=13536)

Recommendations of the Ministry of Health of the Russian Federation to employees and employers in the context of curbing the spread of coronavirus <https://covid19.rosminzdrav.ru/>  
Recommendations are based on international WHO control practices for fighting against COVID-19.

- Have new regulations on the health protection of workers been introduced in this specific hypothesis?

Yes, new measures to protect safe labor conditions were provided to all employees in all organizations of the country, regardless of ownership.

- Have specific preventive instructions or guidelines been prepared to apply the regulations?

Yes, the necessary local instructions and manuals were prepared.

- Have specific mechanisms for monitoring and controlling preventive measures been put in place?

A system for monitoring self-isolating citizens was created.

<https://www.gosuslugi.ru/394890/1>

- Were there any practical problems to apply these preventive measures, for example linked to factors such as the size of the companies, the lack of adequate technical advice or difficulties in obtaining the appropriate safety equipment? What kind of difficulties?

At the beginning of the epidemic, there were some problems associated with a lack of personal protective equipment. Thanks to the proactive efforts of the Ministry of Industry and Trade of the Russian Federation, the shortage of equipment was eliminated.

- What is the situation of workers on sick leave due to infection or under observation due to the risk of contagion in terms of sickness benefits? Is there a specific advantage or regulation?

The Ministry of Labor and Social Protection of the Russian Federation has introduced a new procedure for sick leave payments for those who find themselves in isolation. Medical organizations have the right to issue work incapacity certificates remotely without in-patient examination.

- Do measures of activities closure, such as educational activities, and those of social isolation generate new needs for the care of minors or dependent persons? Have new formulas to reconcile work and family responsibilities been introduced (permits, agenda adaptations, etc.)? If these formulas lead to a reduction in hours and wages, are there compensations for workers?

Pregnant women and employees caring for children under the age of 14 are exempted from work for the entire duration of the high alert (quarantine) regime.

<http://government.ru/orders/selection/401/39276/>

- For those working in firms that cannot continue their activity due to this health crisis, have specific social protection benefits been established or have the conditions of access to existing benefits been modified to facilitate their perception?

The Government of the Russian Federation has taken measures to provide state support for organizations and Individual Entrepreneurs under conditions of coronavirus (COVID-19).

[http://www.consultant.ru/document/cons\\_doc\\_LAW\\_348585/816656ba3272a47c26a4263a71acaab005f3f549/#dst100095](http://www.consultant.ru/document/cons_doc_LAW_348585/816656ba3272a47c26a4263a71acaab005f3f549/#dst100095)

- To what level do the above-mentioned protective measures apply to the self-employed?

The following measures are applied in order to support all individuals, including the self-employed:

[http://www.consultant.ru/document/cons\\_doc\\_LAW\\_348585/ef81b23755e5722c1f119306f8889e11c00f931d/#dst100498](http://www.consultant.ru/document/cons_doc_LAW_348585/ef81b23755e5722c1f119306f8889e11c00f931d/#dst100498)

- Has the situation of workers such as migrants or frontier workers been taken into account in these measures?

There are no separate measures supporting migrants or border officials.

- With regard to health care, have rules been established to facilitate access for workers who did not have their coverage?

In Russia, everyone can receive free medical care under the compulsory health insurance program, including migrants.

## **B) Measures with regard to companies, in particular micro, small and medium-sized enterprises as the engine of employment**

- Have specific formulas been established to promote liquidity and access to credit for businesses? What role does public credit play in these measures and in international organizations and institutions?

Concessional lending has been introduced for small and medium-sized businesses.

[http://www.consultant.ru/document/cons\\_doc\\_LAW\\_348585/492fcd323a8fc8be19785b5f731fe82c6acfe4d9/](http://www.consultant.ru/document/cons_doc_LAW_348585/492fcd323a8fc8be19785b5f731fe82c6acfe4d9/)

<https://www.sobyanin.ru/tretii-paket-podderzhki-biznesa>

- Have formulas been established to reduce or facilitate the payment of taxes and social contributions (deferrals, exemptions or reductions, deferrals of tax debts, etc.)?

Measures have been developed for deferring taxes and contributions, and the collection of tax payments has been suspended.

[http://www.consultant.ru/document/cons\\_doc\\_LAW\\_348585/f200b3f08bffc7c0fec701f9629e1d95520c4172/](http://www.consultant.ru/document/cons_doc_LAW_348585/f200b3f08bffc7c0fec701f9629e1d95520c4172/)

[http://www.consultant.ru/document/cons\\_doc\\_LAW\\_348585/32a61b839f2a579f09c5a0e7041375460e449600/](http://www.consultant.ru/document/cons_doc_LAW_348585/32a61b839f2a579f09c5a0e7041375460e449600/)

[http://www.consultant.ru/document/cons\\_doc\\_LAW\\_348585/f90707aedfe22706bd46fa042463548193d13dd6/](http://www.consultant.ru/document/cons_doc_LAW_348585/f90707aedfe22706bd46fa042463548193d13dd6/)

- Have formulas been established to reduce or facilitate the payment of basic supplies for businesses (energy, etc.)?

A special procedure was adopted for settlement of penalties in case of late payments in areas such as: gas supply, electric power, heat supply, water supply and wastewater disposal.

[http://www.consultant.ru/document/cons\\_doc\\_LAW\\_348585/b2aeed759eef3e9d35853a119d43c4aacd8fa20e/](http://www.consultant.ru/document/cons_doc_LAW_348585/b2aeed759eef3e9d35853a119d43c4aacd8fa20e/)

- Have specific measures been established for the sectors most affected by the cessation of activities?

Special support measures have been taken in the sectors most affected by the crisis.

[http://www.consultant.ru/document/cons\\_doc\\_LAW\\_348585/4687724cc319adbd04633f3d720fcf950b65ed49/](http://www.consultant.ru/document/cons_doc_LAW_348585/4687724cc319adbd04633f3d720fcf950b65ed49/)

[http://www.consultant.ru/document/cons\\_doc\\_LAW\\_348585/13ef5f9f0a60c90de41ea05cd50d4a2e5134b9c0/](http://www.consultant.ru/document/cons_doc_LAW_348585/13ef5f9f0a60c90de41ea05cd50d4a2e5134b9c0/)

- Have specific measures to reduce business costs (for example, social security contributions) been established for companies which do not reduce employment (for example, because they use measures to suspend contracts instead layoffs)?

Since March 2020, for a period of 3 months, the Russian Government has granted a deferment in the payment of insurance premiums for micro, small and medium-sized enterprises. A

moratorium on inspections has been introduced, including tax inspections, a temporary deferral (moratorium) on rent payments is in place, and requirements for securing contracts for state purchases from small and medium-sized businesses have been reduced.

<http://static.government.ru/media/files/vBHd4YRxpULCaUNNTFLVpPSZbMCIA2Zq.pdf>

- Are there special regulations for areas such as SMEs, the self-employed or the social economy?

The following measures have been taken:

The credit burden for medium and small businesses has been reduced. Tariffs of insurance premiums have been reduced. Financial assistance has been organized for certain categories of citizens. Support measures are being developed for socially oriented NPOs.

[http://www.consultant.ru/document/cons\\_doc\\_LAW\\_348585/42796d9919e2d68d5c2a648b67947c160544fe11/](http://www.consultant.ru/document/cons_doc_LAW_348585/42796d9919e2d68d5c2a648b67947c160544fe11/)

[http://www.consultant.ru/document/cons\\_doc\\_LAW\\_348585/492fcd323a8fc8be19785b5f731fe82c6acfe4d9/](http://www.consultant.ru/document/cons_doc_LAW_348585/492fcd323a8fc8be19785b5f731fe82c6acfe4d9/)

<http://www.kremlin.ru/acts/assignments/orders/63192>

### **C) Measures with regard to the economy to mitigate the bad impacts on employment**

- When defining the restricted business activities to assist in containment, were specific measures taken to maintain essential activity to resume normal activity or to encourage such resumption?

The state has taken all the necessary measures to ensure the legal transfer of the maximum number of people to distance work.

[http://www.consultant.ru/document/cons\\_doc\\_LAW\\_348585/2b7ea65f920396dd8449c13f8e882589e56b3c71/](http://www.consultant.ru/document/cons_doc_LAW_348585/2b7ea65f920396dd8449c13f8e882589e56b3c71/)

- Have measures been taken to prevent the economic turbulence resulting from the health crisis from being used to destabilize the position of companies by speculative maneuvers (for example in the financial markets)?

The necessary measures were taken to maintain prices on certain types of medical devices and personal protective equipment.

[http://www.consultant.ru/document/cons\\_doc\\_LAW\\_348585/b128513a0e4ab519bb02e4a5eb76b6f603200127/](http://www.consultant.ru/document/cons_doc_LAW_348585/b128513a0e4ab519bb02e4a5eb76b6f603200127/)

- Does your government act within the framework of international or regional institutions to encourage the adoption of measures to protect and revive economic activity and employment? What is the response of these institutions?

Russia is actively cooperating with international organizations such as: the UN, WHO, ILO, IMF, WBG, EAEU and G20 in order to restore economic activity as soon as possible.

<https://www.pnp.ru/politics/g20-protiv-koronavirusa-polnyy-tekst-zayavleniya.html>

- Are proposals made in the political field (parliament, political parties, etc.) for the revival of activity after the health crisis? What about scientific proposals?

At the moment, neither the political establishment nor the scientific community has any desire to lift quarantine measures.

- Have measures been taken to promote continuity of employment during the crisis, both in terms of control (limiting the possibilities of dismissal) and promotion (financial aid to companies which resort to contract suspensions rather than layoffs)?

The Russian government has introduced additional measures to actively support employment (organizing retraining and advanced training, as well as public works), including operational monitoring of the situation on the labor market in single-industry towns. Budget allocations to Russian regions for the provision of social benefits to citizens officially recognized as unemployed have been increased.

<http://static.government.ru/media/files/vBHd4YRxpULCaUNNTFLVpPSZbMCIA2Zq.pdf>

- Is teleworking used more widely than before as a form of maintaining business and employment? Did technical or organizational problems emerge during implementation?

A large number of citizens have started working from home. This new development strained the telecommunications system and provoked short-term problems on the Internet, the shutdown of some sites, but only for a short period of time, quite soon all systems were back in operation.

#### **D) Advocacy for the optimal use of social dialogue in response to the Covid-19 crisis: transparency, share information and data, inclusion, consultation, mutual trust**

- Is your ESC-SI working to formulate responses to the covid19 crisis? (analyzes, reports, declarations, dissemination of information on the measures being adopted, etc.)?

The Civic Chamber of the Russian Federation launched a special project #OnControl2020 ([наконтроле2020.pdf](#)) in response to a growing public request for an explanation of the measures taken by the authorities, including regional ones, to counter the spread of coronavirus and the subsequent worsening of the socio-economic situation. The Civic Chamber held a webinar on measures to support business during the pandemic <https://www.oprf.ru/press/news/2617/newsitem/53051>. With support from the Civic Chamber, a line of psychological support for families during quarantine has been opened <https://www.oprf.ru/press/news/2617/newsitem/53061>. The Civic Chamber has secured state support for NPOs during this unprecedented crisis <https://www.oprf.ru/press/news/2617/newsitem/53090>.

- Do the social partners participate in the procedures for developing the measures adopted with regard to Covid-19? In what way (social agreements, joint declarations, consultation of governments, dissemination of information to their members ...)? Does the role that social dialogue should play appear in the proposals for alternatives to economic recovery?

NPOs and public organizations, together with the Civic Chamber, have joined forces to create a united front to counteract the spread of the epidemic. The Civic Chamber and the National Values Protection Fund have developed recommendations on how to distinguish fake coronavirus information on the Internet and choose news sources wisely <https://ria.ru/20200409/1569780472.html>. The civic chambers of the regions are also working on monitoring the situation and informing citizens.

- Is there particular attention given to vulnerable and / or under-represented / organized workers groups, such as informal, precarious, self-employed, migrant workers, in gig economy, etc.

The Civic Chamber is trying to help everyone who turns for help. As part of support measures to NPOs, the Civic Chamber organized a hotline "TogetherNPOs" <https://www.oprf.ru/feedback/hotline/2633/>. Civil society is organizing itself to help people in need. Mutual assistance volunteer projects #WeAreTogether, "Help is near", "We will continue to assist" and others have emerged across the country.

- What are the bipartite / tripartite collective agreements (at firm, sector, provincial, etc.) concluded specifically to respond to the crisis relating to covid-19?

The Russian Trilateral Commission on the Regulation of Social and Labor Relations adopted recommendations of social partners, workers and employers in the context of preventing the spread of coronavirus in the Russian Federation.  
<https://minobrnauki.gov.ru/common/upload/library/2020/04/main/Rekomendatsii.pdf>

At the same time, proactive representatives of civil society, without formal agreements and memoranda, directly and personally respond to the epidemiological crisis: they carry out mutual assistance campaigns and organize volunteer projects to support the most socially vulnerable citizens.

- Have specific measures for vulnerable and / underorganized / represented groups been taken for these social groups which may be particularly affected by the health crisis due to their socio-economic situation or their work status, their access difficulty with social benefits?

- For example:

- o Inclusion and engagement of these groups in the debates and the formulation of responses to the crisis
- o Measures to preserve housing (postponement of evictions, extension of rents, moratorium on the payment of rents ...).
- o Measures to ensure basic supplies, such as water or electricity (deferral of payments, etc.).
- o Postponement of payment of credits (mortgages)
- o Facilitate access to health services, specific social services for people particularly affected by travel restrictions (home care, food, etc.).
- o Specific social benefits for people who cannot meet the general requirements of the system (basic income, etc.).

The state has adopted the following measures to support the most socially vulnerable groups of the population:

State support measures for individuals under the conditions of coronavirus.

[http://www.consultant.ru/document/cons\\_doc\\_LAW\\_348585/ef81b23755e5722c1f119306f8889e11c00f931d/#dst100498](http://www.consultant.ru/document/cons_doc_LAW_348585/ef81b23755e5722c1f119306f8889e11c00f931d/#dst100498)

Material assistance to certain categories of citizens.  
[http://www.consultant.ru/document/cons\\_doc\\_LAW\\_348585/42796d9919e2d68d5c2a648b67947c160544fe11/](http://www.consultant.ru/document/cons_doc_LAW_348585/42796d9919e2d68d5c2a648b67947c160544fe11/)

[http://www.consultant.ru/document/cons\\_doc\\_LAW\\_348585/20233c855854be536e838903a72fe2c396299c97/](http://www.consultant.ru/document/cons_doc_LAW_348585/20233c855854be536e838903a72fe2c396299c97/)

[http://www.consultant.ru/document/cons\\_doc\\_LAW\\_348585/15471b6a617fbcce37350d57a842f24abdc6bdfd/](http://www.consultant.ru/document/cons_doc_LAW_348585/15471b6a617fbcce37350d57a842f24abdc6bdfd/)

Support measures for Russian citizens located in foreign countries.  
[http://www.consultant.ru/document/cons\\_doc\\_LAW\\_348585/bea17e22cda48b11ef5ae05498162c9646c483fb/](http://www.consultant.ru/document/cons_doc_LAW_348585/bea17e22cda48b11ef5ae05498162c9646c483fb/)

**E) Ensure the continuity of the work of the ESC-SIs: planning and implementation of internal activities (health, safety at work, working conditions, IT services, teleworking, job protection, etc.) to covid-19 and its consequences.**

- Have measures been taken to continue the activity of the Council, in particular those on risk prevention, health, safety at work, working conditions, IT system (teleworking), job protection, etc. ) in the face of covid-19 and its consequences.

The Civic Chamber has taken all the necessary measures to ensure safe and comfortable conditions at the workplace, and there are subsequent plans to enhance distance work for both the members of the Chamber and all staff.

- Globally speaking, what is the degree of involvement of your institution in the field of formulating responses to the crisis, networking of different key players, and / or studies / surveys, research,

The degree of involvement of the Civic Chamber in stopping the crisis of COVID-19 is extremely high. The Civic Chamber is in close cooperation with both state actors and other organized institutions of civil society, creating the necessary conditions for resolving the difficult epidemiological situation in the country.

- Has your Institution produced reports on the effects of the health crisis (analysis of the situation, of measures adopted by the public authorities, institutional declarations, recommendations for the protection of health, etc.)?

The Civic Chamber has developed various expert and methodological documents to curb the spread of coronavirus such as: Comments and Proposals on draft Federal Law No. 931192-7 "On Amending Certain Legislative Acts of the Russian Federation on Preventing and Responding to Emergencies" <https://sozd.duma.gov.ru/bill/931192-7>; recommendations on how to distinguish fake coronavirus information on the Internet and choose news sources wisely <https://ria.ru/20200409/1569780472.html>; analysis of regional measures taken to control the coronavirus [наконтроле2020.pdf](http://наконтроле2020.pdf).

- What is the operating situation of the Council? Do you do teleworking, virtual meetings...? Have you adopted measures to protect the health of those who work at the Council?

At the moment, the Civic Chamber is operating remotely. Meetings of the Chamber Council, Commissions and related events are held in the form of video conferencing.

- Do social workers and representatives of civil society participate in the process of developing measures adopted by the public authorities?

Russian civil society is actively involved in developing measures to curb and mitigate the spread of the epidemic. Thus, the Civic Chamber, with the participation of representatives of civil society, prepared Comments and Proposals on the draft Federal Law No. 931192-7 "On Amending Certain Legislative Acts of the Russian Federation on Preventing and Responding to Emergencies." <https://sozd.duma.gov.ru/bill/931192-7>.

- Have the social partners adopted measures linked to this crisis in the area of social dialogue and collective bargaining?

NPOs and public organizations have taken all the necessary internal corporate measures to curb the spread of coronavirus.

- Have the social partners, individually or jointly, made proposals for measures to the public authorities?

As part of discussions on measures taken by the state in the fight against COVID-19, NPOs and public organizations took an active part in developing proposals aimed at supporting the third sector and the most socially vulnerable citizens.

- Have social workers prepared documents such as preventive guidelines, reports to facilitate the application of the new measures ...?

The Ministry of Labor and Social Protection of the Russian Federation has prepared the necessary instructions and recommendations:

[http://www.consultant.ru/document/cons\\_doc\\_LAW\\_348585/2b7ea65f920396dd8449c13f8e882589e56b3c71/](http://www.consultant.ru/document/cons_doc_LAW_348585/2b7ea65f920396dd8449c13f8e882589e56b3c71/)

- Do the social partners in your country participate in initiatives developed internationally?

Public organizations and NPOs support the measures of the Russian authorities within the scope of the UN, WHO and other international organizations to combat coronavirus. At the same time, during the meeting of the G20 Summit on March 26, 2020, the President of the Russian Federation admitted that global international organizations do not have a mechanism for automatic stabilization in the event of a global health crisis, and therefore need to come up with a strategy aimed at solving this issue as soon as possible.

<http://kremlin.ru/events/president/news/63070>