



Employer Liability for Violating Migration Law

The State Duma has adopted the Federal Law “On Alterations to the Russian Federation Code of Administrative Offences (Regarding Reinforcement of Liability for Infringement of the Order of Employing Foreign and Stateless Persons in the Russian Federation).” The changes put forth in the law significantly toughen penalties for violating migration law, which governs foreign and stateless persons’ entry, residency and engagement in labor activities in the country. It also lengthens the time period – from two months to one year – during which violators are liable for administrative punishment.

Fines on Foreign Nationals and Stateless Persons

The fine on foreign or stateless persons for violating entry or residency rules of the Russian Federation, including entering the country on visas which do not accurately reflect intentions of visits to Russia, amounts to 20-50 times of minimum monthly wage, with the possibility of deportation.

A foreign national or stateless person working in Russia and not holding a work permit is in danger of being fined at a rate from 20 to 50 times minimum monthly wage, with the possibility of deportation.

Fines on Russian Citizens and Businesses

The inviting party of a foreign national or stateless person is liable for non-compliance with regulations governing migration records as follows:

- ▶ Citizens inviting a foreign national on a private visa can be fined from 20 to 40 times minimum monthly wages
- ▶ Officials in charge of work with foreign nationals in company can be fined from 400 to 500 times minimum monthly wages
- ▶ Legal entities can be fined from 4,000 to 5,000 times minimum monthly wages

The fines for providing accommodation, vehicles or other services to foreign and stateless persons in the Russian Federation illegally are:

- ▶ Citizens can be fined from 20 to 40 times minimum monthly wages
- ▶ Officials are to pay from 250 to 300 times minimum monthly wages
- ▶ Legal entities are to pay from 2,500 to 3,000 times minimum monthly wages

Illegal employment of foreign nationals and stateless persons can lead to the following fines:

- ▶ Citizens can be fined from 20 to 50 times minimum monthly wages
- ▶ Officials can be fined from 250 to 500 times minimum monthly wages
- ▶ Legal can be fined from 2,500 to 8,000 times minimum monthly wages. A legal entity’s business may be administratively suspended up to 90 days as a result of violating this law.

Penalties are also imposed for not notifying executive bodies in charge of migration control, supervision and employment issues and tax authorities. Penalties may include:

- ▶ Citizens can be fined from 20 to 50 times minimum monthly wages
- ▶ Officials can be fined from 350 to 500 times minimum monthly wages
- ▶ Legal entities can be fined from 4,000 to 8,000 times minimum monthly wages. When infringing this law a legal entity’s operations may be administratively suspended up to ninety days.



The new law explains that employment of foreign nationals and stateless persons in the Russian Federation is understood to mean the work, provision of services or use labor of a foreign national or stateless person in any way. It should also be noted that in the case of employing two or more employees, the responsibility is taken for each foreign national or stateless person separately.

Responsibility for deliberately submitting false information as part of migration records for a foreign national or stateless person is subject to an administrative fine from 20 to 50 times minimum monthly wages with the possibility of deportation. The inviting party can be fined for this violation as follows:

- ▶ Citizens can be fined from 20 to 50 times minimum monthly wages
- ▶ Officials can be fined from 350 to 500 times minimum monthly wages
- ▶ Legal entities can be fined from 3,500 to 8,000 times minimum monthly wages