

**By the Judgement of 20 January 2022 No. 3-II the Constitutional Court of the Russian Federation assessed constitutionality of Article 74, parts on through four, and Article 77, part one item 7 of the Labour Code of the Russian Federation.**

These provisions in their connection were subject to consideration insofar as under the meaning attributed to them by judicial interpretation (including that presented in decisions in certain case) they: 1) served as basis to modify the labour contract in part relating to the place of work of the worker without his or her agreement, due to concluding a civil contract by the employer with a third person, that renders impossible for a worker to continue performing his or her previous work in the same structural division; 2) served as basis to decide upon the termination of employment of the worker due to the said circumstances, with reference to his or her refusal to continue working in another region.

The challenged provisions were recognised as not contravening the Constitution of the Russian Federation, since they do not imply modification by the labour contract (terms of which were agreed upon by the parties) in part related to the place of work by the employer unilaterally (i.e. transfer of the worker to another structural division located in another region without his or her agreement) conditioned by conclusion by the employer of a said contract. They also do not imply possibility to terminate employment of such worker if he or she refuses to continue working in another region referring to Article 77, part one, item 7 of the Labour Code.