

**By the Judgement of 22 November 2024 No.54-II, the Constitutional Court assessed constitutionality of Article 318 (parts 2 and 3) of the Labour Code of the Russian Federation.**

These provisions were examined insofar as they resolve the issue of the right of an employee who was dismissed from an organisation located in the Far North (and equated areas) as a result of the liquidation of the organisation or a reduction in the number or staff of its employees to be paid the average monthly salary for the period of employment, if the employee was working part-time for another employer on the day of dismissal and continued to perform the relevant work after leaving the main job.

The contested provisions were declared unconstitutional insofar as they deprived such an employee of the right to the said payment solely on the ground that he continued to perform other paid work for another employer which, at the time of his dismissal from his main job, was a part-time job for him.

Until appropriate legislative changes are made, employees who, on the day of their dismissal from organisations located in the Far North (and equated areas), were working on a part-time basis for another employer and who continued to perform the relevant work after being dismissed from their main job, shall be granted the guarantee provided for in the Labour Code of the Russian Federation.

The Constitutional Court separately noted that the recognition of the challenged legal provisions as inconsistent with the Constitution of the Russian Federation implies that the necessary amendments should be made to other provisions of the Labour Code, and prior to such amendments, the application of these legal provisions to the relations arising on their basis should take into account the specifics of the implementation of this Judgement.