Remote work: currency control and migration law peculiarities

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Currency Control Residents

Currency Control Non-Residents



Russian Citizens



Individuals who are not Currency Control Residents



Foreign Citizens and Stateless Persons permanently residing in Russia based on permanent residence permit



Foreign Legal Entities and their Branches, permanent establishments and other separated units in Russia



Russian Legal Entities and their representations/branches abroad

Russian Currency Control Law Impact (1/4)

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01

Remuneration Currency

Russian Ruble - permissible

Foreign Currency – depending on Contract Type and Bank Accounts

02

Contract Type

Labour Contract for Work Abroad

- salary in RUB or in a foreign currency

Civil Law Contract for Provision of Services

- fees in RUB only

Bank Accounts

03

Russian Bank Accounts

- for payments in RUB

- for compensation of business trip expenses abroad

Foreign Bank Accounts

for payments in RUB

- for payments in foreign currency under labour contract for work abroad

Employer & Resident Employee

Resident

Peculiarities

- Wording of the Labour Contract
 - Business Trips to Russia
- Employee Personal Compliance

Russian Currency Control Law Impact (2/4)

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01

Remuneration Currency

Russian Ruble - depending on Employee Bank Account

Foreign Currency - depending on Employee Bank Account

02 Contract Type

Labour Contract for Work Abroad

- salary in RUB or in a foreign currency

Civil Law Contract for Provision of Services

- fees in RUB; fees in a foreign currency - depending on Employee Bank Account **Bank Accounts**

03

Russian Bank Accounts

- for payments in RUB and foreign currency

Foreign Bank Accounts

- for payments under labour contract for work abroad if employee bank is not in a EAEU/ CRS exchanging country

- for payments if employee bank is in a EAEU/ CRS exchanging country

Non-Resident Employer & Resident Employee

Peculiarities

- Wording of the Labour Contract
 - Business Trips to Russia
- Employee Personal Compliance
- Special Economic Measures due to Unfriendly Actions of USA and other countries and international organizations

Russian Currency Control Law Impact (3/4)

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01

Remuneration Currency

Russian Ruble - permissible

Foreign Currency - permissible

Resident
Employer &
Non-Resident
Employee

Bank Accounts

03

Russian Bank Accounts

- for payments in RUB and foreign currency

Foreign Bank Accounts

- for payments in RUB and foreign currency

02

Contract Type

Labour Contract

- salary in RUB or in a foreign currency

Civil Law Contract for Provision of Services

- fees in RUB or in a foreign currency

Peculiarities

- Migration law considerations for Highly Qualified Specialists
- Special Economic Measures due to Unfriendly Actions of USA and other countries and international organizations

Russian Currency Control Law Impact (4/4)

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01

Remuneration Currency

Russian Ruble - permissible

Foreign Currency - permissible

Non-Resident Employer & Non-Resident Employee **Bank Accounts**

03

Russian Bank Accounts

- for payments in RUB and foreign currency

Foreign Bank Accounts

- for payments in RUB and foreign currency

02

Contract Type

Labour Contract

- salary in RUB or in a foreign currency

Civil Law Contract for Provision of Services

- fees in RUB or in a foreign currency

Peculiarities

- Migration law considerations for Highly Qualified Specialists
- Special Economic Measures due to Unfriendly Actions of USA and other countries and international organizations

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