

Social policy

The development of social affairs is based on an objective assessment of the added value created from social support to employees and the effective use of assets to provide market services. The Group's social policy pursued outside of the workforce is an integral component.



Dmitry Shakhanov



Growth in workforce productivity is a key indicator for our work. It increased by 5.4% in 2016. Our Company maintains its status as a socially responsible employer. We indexed employee salaries on two occasions over the course of the year. The Company signed a new collective bargaining agreement for 2017-2019. It preserves the guarantees and social obligations to the workforce, veterans and pensioners.

Key achievements in 2016



Russian Railways fully met its obligations under the collective bargaining agreement in 2014-2016 and also adopted a new collective bargaining agreement for 2017-2019.



Labour productivity in transportation businesses increased 5.4% in 2016 compared with 2015.



The Company indexed employee salaries at 2.9% in March and 3.5% in October 2016.



The Company drafted and approved 15 professional standards on 5 professions and 26 positions in 2016.



Russian Railways developed and updated 26 collections of labour standards, which made it possible to reduce personnel number by more than 14,000 people.



Over 50,000 people underwent training, while more than 162,000 workers and over 101,000 executives and specialists upgraded their skills in 2016.

