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## Legal Issues in the Commission for Coordination of Anti-Corruption Work In the Russian Federation Labor Law

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### Abstract

The labor law defines the relationship between workers, employing organizations, labor unions and the government. The collective labor law explains the relations between the three bodies of the labor union, the employer and the worker. But the individual labor law defines the rights of the worker against the employer in the labor contract between them. Social norms of employment standards (in some cases technical and technical standards), such as minimum acceptable conditions, determine the framework of labor contracts according to which workers contract with employers. Combating corruption is one of the most important and fundamental functions of state authorities at all levels. It is the priority area of state policy, on the correct implementation of which, ultimately, the security of the state and the whole society depends [1]. To significantly lower the level of corruption, however, every effort should be made. International experience has shown that no country in the world has ever been able to completely eradicate corruption [2,3]. The Model Regulation on the Commission for the Coordination of Anti-Corruption Work in the Constituent Entity of the Russian Federation, approved by the Russian Federation's President's Decree No. 15 of July 15, 2015, is a model regulation that governs the commission. is the topic of the investigation in the article that follows. pertaining to initiatives to improve the administration of anti-corruption initiatives. The primary objective of the commission, which is to coordinate efforts to fight corruption in the Russian Federation, is the subject of the study. The author also carefully examines how the commission for coordination of anti-corruption work in the constituent entity of the Russian Federation and other state authorities communicate on matters related to the study sphere.

**Keywords:** Russian law, legal issues, anti-corruption, corruption, anti-corruption policy, public anti-corruption policy, conflict of interests, standard situation, coordinating body, the highest official.

### Introduction

A set of laws designed to effectively combat corruption are currently in place in Russia [4-5]. Numerous works that allowed for a detailed examination of the causes of the emergence, nature, victimology, and primary forms and methods of combating corruption have been published in the scientific and theoretical plan. Unfortunately,

in practice, the problems of systemic protection of the state and its apparatus from the negative effects of corruption have not yet been resolved. In addition, there are new corruption risks and threats that have not been reflected in the scientific literature or in the practice of application and necessitate serious scientific development and the adoption of adequate measures recently.

It should be noted that the "anti-corruption" legislative framework of the Russian Federation's constituent entities was quite asymmetrical until relatively recently. In response, federal authorities took steps to systematize and enhance regional anti-corruption legislation. As a result, state organizations were established to coordinate anti-corruption efforts in each constituent state of the Russian Federation. This only served to increase the number of corruption offenses, which only served to further these efforts. The law consists of rules and regulations that are prepared and regulated according to the needs of the society by the discerning people, reviewed and approved by the expert legislators in the parliament and used with the purpose of regulating individual and social relations and creating order, security and justice, after It is validated through legal procedures and the government guarantees its implementation and protection of its privacy and sanctity. The ultimate goal of creating legal rules is to implement order and justice by using legal mechanisms. Law acts as a regulator of the behavior of society members; Behaviors that in the absence of the "ruler of the law" will naturally come into conflict with their interests and disrupt the system of social relations. It is flourishing, but in its extreme form, it has caused conflict, strife, war and conflict in human life, and as a result, lawlessness.

### **The Role Of Law In Administrative Health**

The opposite of administrative corruption is the issue of administrative health. That is, the administrative system performs its duties well and in order to achieve organizational efficiency by complying with the ruling administrative principles and regulations and according to the pre-designed administrative order. Administrative health has been one of the long-standing desires and aspirations of various societies, so that the administrative system is a tool for fair distribution of services to the general public. Administrative health refers to a situation beyond the short-term effectiveness of the organization. The health of the administrative system is a set of relatively stable characteristics that bring adaptation to environmental conditions, high morale of the workforce, ability to solve problems, speed of action, etc. In general, the health of the administrative system emphasizes the result of doing effective work.

Whether you like it or not, administrative health is rooted in the two factors of strong and honest management and leadership and the internal coherence of the administrative system. The event of organizational health has significant scientific benefits in terms of the concept of the dynamics of organizations and research and efforts to improve them. Administrative corruption has always been synonymous with the so-called "administrative health" category. These two act like two ends of the same scale, as much as one is reduced, the other increases. Let's fight it and provide health benefits. What is administrative corruption? According to the definition of the World Bank and Transparency International, corruption is the abuse of government authority (public power) to gain personal (private) interests, which is generally agreed upon in the world, and it is implicitly assumed that a set of codified rules and regulations There are administrative regulations that determine the framework of authorized administrative activities. Any administrative behavior that is contrary to these laws and involves personal gain is considered administrative corruption. Corruption represents a kind of disturbance in a correct and logical order, which over time causes the collapse of the system by damaging the body, the roots and the foundation of the system. Administrative corruption refers to the disorder and damage that occurs in the body of the administrative system and is caused by countless causes and factors that are often invisible and imperceptible.

Corruption is divided into legal and illegal corruption based on the reference and detection criteria. There is a controversy as to whether illegal corruption is corruption. Based on the different definitions of corruption and the general understanding of it, corruption refers to any act in which the power and authority is abused. Therefore, it is not necessary that the corruption done is illegal, but the law may have been silent about it or it may have been allowed due to the existence of a bad and wrong law. A good example of this point is 19th century America where it was not illegal to accept bribes from members of Congress or for example the revolving door in Italy has been unissued for a long time and the Italians had no problem with it. However, experience has proven that legal corruption is usually temporary and after some time, it becomes illegal corruption with the adoption of related laws and regulations.

Administrative corruption depends on the type of treatment and measures that the government uses to root out, control and eliminate it gradually. The prospect of improving administrative health and fighting corruption Controlling and reducing corruption and sanitizing the collection Strengthening recognition and gaining public trust and support for anti-corruption programs Promoting and institutionalizing the thinking and action of

preventing corruption and dealing with it by officials and employees in the area of responsibility for making the system healthy which have the following goals:

1. The rule of law on the operation of all devices and the interaction between them and service recipients.
2. Clarification of laws, regulations, processes and performance in the service sector.
3. Non-discrimination response of all devices to customer service requests.
4. Institutionalization of management accountability in all management levels of the devices.
5. Increasing productivity and the effectiveness and efficiency of devices.
6. Creation and continuous strengthening of administrative and public capacity to prevent corruption.
7. Identification and legal action against the perpetrators of corruption with the cooperation of the judicial system.

One of the institutions that belong to modern societies and are considered as the main branches of communication with society are public relations. This institution, which was initially formed to talk with people, gradually changed its nature with the increasing growth of the advertising function in public relations units. So that every time a new definition of its function was presented. Since the beginning of the 20th century, about 472 definitions have been considered for it. Currently, this institution is considered as the most popular part of any group in the country, and it was created with the aim of facilitating communication between organizations with the internal and external environment, audiences, public opinion, media and other organizations.

At the same time, by performing the functions of providing information and finding information, creating and maintaining two-way communication and mutual understanding between the organization and the audience, gaining the trust and participation of the audience in the organization, helping the management to keep pace with environmental changes, bringing the attitudes of the audience closer to the organization and vice versa to the dynamics. And it helps the growth and development of organizations. But the important point is that despite the existence of more than 50 years since the formation of public relations in government organizations, its functions are still far from its real philosophy in organizations and it has not been able to achieve its proper position and play its effective roles in the field of internal and external organizations. According to the belief of many public relations specialists and experts, the current position of public relations in the country is not very satisfactory and the existing capacities are not well utilized, and no significant progress has been made in the legal field. Although some experts believe that there are good and up-to-date laws in the field of regulations and legal frameworks, but their implementation guarantee and support is very weak and ineffective, and this has caused many public relations regulations to become unenforceable.

## Methods

This article has used a review method that reviews the existing background in a scientific topic. In review articles, the results presented in scientific writings about a specific topic are summarized and evaluated. This type of article may examine anything, it is designed to summarize, analyze and evaluate information that has already been published. In such articles, experimental and new findings are rarely reported. Review articles have a well-defined narrative, are usually critical, and should provide theoretical and emerging interpretations. The important role of review articles is to guide original scientific writings. For this reason, it is essential that the citations provided are accurate and complete. The comparative legal method was employed to analyze both federal law and the individual constituent laws of the Russian Federation. The majority of the study's empirical base was composed of research by scientists from Russia and other countries as well as normative legal provisions of the Russian Federation.

## Results and Discussion

"The constituent entities of the Russian Federation have not developed a unified approach to the definition of a system of organs, authorized to carry out anti-corruption activities, as well as the variety of models used by these entities does not provide an adequate synthesis of their experience in building an institutional framework for combating corruption," [9, 10] and this was the case up until the adoption of the time period examined in this article. 32]. Following their lead, other scientists emphasized "the lack of uniformity in the status, structure of such bodies and the normative legal regulation of their activities" [10, p. 36]. The Decree's adoption was therefore urgently needed and timely. The Decree was followed by the formation of commissions and the creation and adoption of the necessary regulatory framework in the majority of regions. Different structures were used to create commissions to coordinate anti-corruption efforts within the Russian Federation's constituent state. There were special organizations called Commissions formed in some areas. According to their primary responsibilities, other regions' existing specialized regional anti-corruption bodies have been

clarified. As P. A. According to Kabanov, "in a significant proportion of subjects, the functions of bodies for the prevention of corruption offenses were transferred to regional executive authorities as additional functions to the already existing main ones" [10, p. 188]. For instance, new specialized organizations were established in the Adygea and Altai republics, the Amur, Kemerovo, Novosibirsk, and Omsk regions, the Kamchatka, Krasnoyarsk, and Stavropol Territories, etc. [9, p. 38]. The majority of regions have designated the current executive authorities of the entities as Commissions; these bodies have already been given the necessary authority in accordance with the Decree for this purpose.

The Model Regulation on the Commission for the Coordination of Anti-Corruption Work in the Constituent Entity of the Russian Federation serves as the legal basis for the Commission's establishment and operations. The normative legal acts that the Russian Federation's constituent entities adopted in accordance with the Decree contain information about the specifics of the activities of these commissions. To plan the execution of the anti-corruption state policy, the Commission is given a wide range of Responsibilities, tasks, and authority. The Commission's first duty is to see that the anti-corruption council, which is headed by the president of the Russian Federation, and its presidium, carry out their decisions.

The Anti-Corruption Council, which reports to the Russian Federation's President, in turn makes decisions in accordance with the following mandates:

- formulates and implements recommendations for the Head of State regarding the anti-corruption policy of the State.

- Coordinates the efforts of the executive branches at all levels, as well as local self-government organizations, in putting the State's anti-corruption policy into practice;

- Controls how the National Anti-Corruption Plan's proposed measures are put into action [11]. The Commission's next task is to draft recommendations on how state anti-corruption policy should be implemented for the highest official of a Russian Federation subject.

Public anti-corruption policy is a comprehensive, all-encompassing implementation of legal, sociopolitical, technical, financial, and organizational measures that help develop the necessary mechanisms to successfully counteract any manifestation of corruption [15, p. 38]. The President of the Russian Federation sets the major axes of state policy in the area of anti-corruption. Such guidelines are established by the president in the National Plan against Corruption, which he has authorized by decree. National anti-corruption plans are systematic efforts to thwart and avoid corruption. The President certifies these programs every two years. According to its mandate, the Commission should ensure that the aforementioned regional authorities' activities in the area of fighting corruption are effectively distributed, as well as the distribution of the duties entrusted to these bodies and the implementation of any potentially accountable measures. According to us, the Commission develops and implements the highest executive body of state power of a subject of the Russian Federation, executive authorities of a subject of the Russian Federation, as well as local self-government bodies of coordinated actions for prompt identification, disclosure, suppression, and prevention of corruption crimes, elimination of causes and conditions, facilitating their commission.

The Commission's next task is to make sure that local self-government organizations and the executive authorities of the Russian Federation's constituent entity work together in a coordinated manner to implement anti-corruption measures in the constituent entity. The Commission's goal is to establish a system of administrative and legal mechanisms through which the relationship between the aforementioned bodies in the implementation of anti-corruption measures in the constituent entity of the Russian Federation will be implemented and regulated in order to accomplish this goal. The Commission's other duty is to oversee how the Russian Federation's constituent entity's executive authorities and local self-government organizations interact with the public, civil society organizations, the media, and scientific organizations on anti-corruption issues. A mechanism for interaction between state authorities and civil society in the fight against corruption has not yet been fully developed, despite the legal framework for combating corruption in Russia having been established for a sufficient amount of time and the creation of numerous institutions of state policy in the area under study. There have undoubtedly been significant advancements in this area. As a result, there are increasing numbers of issues relating to the anti-corruption policy, independent experts are involved, and online forums for discussing legislation have been established. As a result of the creation of the Open Government project at the state level, state authorities are now more willing to share information. Additionally, the delivery of public services

electronically via the Internet and specially created programs are significant ways to lower corruption. For instance, using such resources made the process of enrolling children in educational facilities completely transparent.

### Summary

Following provisions were stated as a result of the study:

- Decree No. 15 of the Russian Federation's President dated July 15, 2015. To ensure a uniform state policy in the anti-corruption area, 364 "On measures to improve the organization of anti-corruption activities" was adopted.
- The majority of regions have implemented the Decree in accordance with the necessary steps;
- Commissions have been established, and the necessary legal and regulatory framework has been created and approved;
- A number of commissions were established by the Russian Federation's constituent parts to coordinate anti-corruption efforts. For the purpose of organizing the state's anti-corruption policy's implementation, the Commission is given a vast array of duties, powers, and responsibilities. In some regions, the Commission was established, while other regions' specialized regional anti-corruption bodies clarified the Commission's primary roles.

### Conclusions

The author also points out that the Model Provision establishes the legal framework for the Commissions' training and activities. The regulatory acts of the constituent entities of the Russian Federation should specify the particulars of the activities of these Commissions. In our opinion, it is essential to fully consolidate the tasks of the constituent entities of the Russian Federation through regulatory legal acts. It also addresses its purposes, the means by which they will be carried out, and the way in which commissions' activities to coordinate anti-corruption work will be organized, taking into account the particulars of how the state's anti-corruption policy will be carried out in a specific member state of the Russian Federation.

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