

Russian Federation¹

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N.B. The Russian Federation is a federal state, comprising 85 regions.

For comparisons with other countries in this review on leave provision and early childhood education and care services, please see the [cross-country tables](#) at the front of the review (also available individually on the Leave Network website). To contact authors of country notes, see the [members page](#) on the Leave Network website.

1. Current leave and other employment-related policies to support parents

a. Maternity leave (*отпуск по беременности и родам*) (responsibility of Ministry of Labour and Social Protection)

Length of leave (before and after birth)

- One hundred and forty calendar days: 70 calendar days before and 70 calendar days after birth.
- It is not obligatory to take leave.

Payment and funding

- One hundred per cent of average earnings, calculated on basis of employment during the 24 months before taking leave, up to an upper limit of RUB83,299 [€842.54]³ per month; this is based on the upper limit on earnings for social insurance contributions, established by the state on an

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³ Conversion of currency undertaken 06 July 2023, using: <https://www.xe.com/>.

annual basis, the mother's actual number of worked days, and the length of the leave. The minimum amount of maternity benefit is RUB16,252 [€164.38] per month.

- Unemployed women who have lost their jobs due to the closure of their workplace in the preceding 12 months, and who are registered at the unemployment office, can receive Maternity leave benefits at the level of RUB859,08 [€8.68] per month. However, they cannot receive unemployment benefits at the same time as receiving maternity benefits. As a comparison, in 2023 the amount of unemployment benefits established at the federal level varies from a minimum of RUB1,500 [€15.17] to a maximum of RUB12,792 [€129.38] per month: this is financed and administered by regional authorities.
- Full-time students are entitled to Maternity leave and monthly Maternity benefit paid instead of, and at the same level as, their scholarship. For the 2021/2022 academic year, the minimum amount of monthly Maternity benefit – and thus, of the scholarship – is RUB539 [€5.45] per month for students of primary and secondary vocational institutions; and RUB1,825 [€18.45] for university students. Not all students receive the same payment: the conditions and the size of the benefit are regulated by each educational institution.
- Payment is not taxed.
- Funded by the National Social Insurance Fund, which is largely financed from employers' contributions, supplemented by transfers from the federal budget⁴.

Flexibility in use

- None.

Regional or local variations in leave policy

- If a woman receives the minimum amount of maternity benefit (minimum wage per month), it is multiplied by the regional coefficient, which varies from 1 to 2 according to the region.
- Regional authorities can, however, introduce additional payments during the period of Maternity leave. For instance, the Moscow government increases benefits for officially registered unemployed mothers discharged from their work as a result of business closure during the 12 months before they registered at the unemployment office.
- There is a 'Direct Payments' mechanism by which the Social Insurance Fund pays Maternity leave benefit directly to female employees (not through the employer). Unemployed women discharged as a result of business closure receive Maternity leave benefit from the Social Security Office at place of residence.

⁴ The national social insurance fund has a separate budget, which is separate from the federal budget. Employers pay particular social insurance contributions from their payroll to this fund. However, in some cases the federal budget can co-finance Maternity leaves: e.g., for students, unemployed women, etc.

Eligibility (e.g., related to employment or family circumstances)

- All insured women (including registered self-employed workers) and women who work as military personnel.
- Unemployed women discharged as a result of business closure during the 12 months before registration at the unemployment office.
- Full-time students.
- Women who have adopted a child if they belong to any of the categories listed above.

Variation in leave due to child or family reasons (e.g., multiple or premature births; poor health or disability of child or mother; lone parent); or delegation of leave to person other than the mother

- In the case of multiple births, the length of leave increases to 194 days: 84 days before the birth and 110 days after.
- In the case of a complicated delivery, the length of leave increases to 156 days: 70 days before the birth and 86 days after birth.

b. Paternity leave

- No statutory entitlement.

c. Parental leave (отпуск по уходу за ребенком) (responsibility of Ministry of Labour and Social Protection)

Length of leave

- Until the child reaches three years.
- Leave is a family entitlement.

Payment and funding

- Forty per cent of average earnings during the two years preceding the birth, paid until a child is 18 months of age. The government sets minimum and maximum payments, the former being RUB8,591.47 [€86.90] per month for every child, and the latter RUB33,281.80 [€336.63] per month for every child. The payments are not taxable, since they are social benefits. Funded by the Social Insurance Fund, except for those who are not insured (e.g., students, unemployed people), in which case funded from the federal budget.
- Women or other relatives of the child who became unemployed while on Parental leave because their employer closed the business are also entitled to receive the payment. Parental leave benefit is calculated on the basis of their earnings during the 12 months before their unemployment. The maximum payment for unemployed leave-takers who have lost their jobs due to the closure of their workplace during the preceding 12 months, is RUB17,182.94 [€173.80] per month.

- Since 2023, unemployed citizens (excluding those who lost their job because their employer closed the business while they were on parental leave) receive a minimum childcare benefit (RUB8,591.47 [€86.90] per month for every child) only provided that the average per capita income of their family does not exceed the regional subsistence level⁵. Full-time students are granted the benefit regardless of their income; it is amounted to RUB8,591.47 [€86.90] per month for every child.
- Unemployed parents have the right to choose between unemployment or Parental leave benefit: the former is for a shorter period but may be paid at a higher rate, depending on various conditions.
- If a woman has a right to both paid Parental leave benefits and Maternity leave benefits (e.g., if she is pregnant with a second child), she must choose which benefit to receive.
- Families with three or more children are eligible for child tax deductions, which reduce the taxable income by 13 per cent. The tax deduction amounts to RUB1,400 [€14.16] for the first and the second child and to RUB3,000 [€30.34] for the third and subsequent children. Families with multiple children are also eligible for a RUB450,000 [€4,551.61] subsidy to pay back the mortgage.
- Payments are not taxed.

Flexibility in use

- Parents taking leave may work part-time.
- Different periods of leave may be taken by different carers provided that only one person is on leave during each period.
- Those eligible for leave can terminate it and later resume leave an unlimited number of times until the child is 3-years-old. Thus, leave-takers can take the place of each other alternating their leave indefinitely or suspend it until the child is 3-years-old.
- Two leave-takers cannot use their right for leave to take care of the same child simultaneously.

Regional or local variations in leave policy

- The amount of monthly childcare benefit paid to parents taking Parental leave until children are 18 months of age is increased by the regional coefficient which varies from 1.1 to 2 according to regional climate conditions. Additional monthly childcare payments for the first and second child of low income families are also regionally variable, which is related to the regional subsistence level. Due to the fact that thresholds for categorizing families as low-income are different, the amount of the benefit varies as well.

⁵ The 'subsistence level' has been calculated on the basis of the cost of a number of food and non-food items, with this calculation made every quarter in each region separately for three social groups: children, pensioners, and working-age population. From 1 January 2021, subsistence level is calculated in a new way: it is now established only once a year and is 44.2 per cent of the median income in Russia for the previous year (considering the differentiation coefficient for each region). 'Children's subsistence level' equals to 97 per cent of the per capita subsistence level.

- In many regions, families with children are paid not only Federal Maternal Capital⁶, but also Regional Maternal Capital, which does not have anything to do with Federal. Its receivers, amount, and the payment procedure are stipulated in the regional legislation. In the majority of regions, Regional Maternal Capital is provided for the third child; however, some regions give it to families with two children or even one child. For example, the Sakhalin Region provides RUB150,000 [€1,517.20] for the first child and RUB250,000 [€2,528.67] for the second and subsequent children. The Arkhangelsk Region pays the regional Maternal Capital for the third and subsequent children amounted to RUB119,814 [€1,211.88]. The Kirov Region provides RUB75,000 [€758.60] for the third child, RUB125,000 [€1,264.33] for the fourth child, and RUB200,000 [€2,022.94] for the fifth and subsequent children as the regional Maternal Capital. In the Sverdlovsk Region, the payment for the third and subsequent child is RUB160,687 [€1,625.30]. In the Bashkortostan Republic, a one-time payment of RUB622,800 [€6,299.43] is targeted only at families with eight and more children.
- In the majority of regions, families with three and more children have some regional benefits. The amount and procedure for granting benefits is authorised by the region itself. For example, many regions provide a free land plot ownership to families with multiple children. In some regions, families can choose financial compensation instead of a land plot.

Eligibility

- Any insured caregiver (in proportion to previous earnings).
- Uninsured parents (at a minimum level).
- Same-sex couples are not eligible, as same-sex marriage is not legal.

Variation in leave due to child or family reasons (e.g., multiple or premature births, poor health or disability of child or mother, lone parent), or delegation of leave to person other than the parent

- Leave can be delegated to grandparents or any other guardian caring for the child.

d. Childcare leave or career breaks

- No statutory entitlement.

⁶ Maternal Capital is a payment granted to families after the childbirth or adoption of the first and subsequent children. In 2023, the amount of the federal Maternal Capital in Russia equals to RUB586,946.72 [€5,963.78] for the first child and RUB188,681.53 [€1,908.45] for the second child if children were born after 1 January 2020. If the first and the second child was born before 1 January 2020, the family receives Maternal Capital in the amount of RUB586,946.72 [€5,936.78]. Maternal Capital can be spent on children's education, improving living conditions, or for monthly payments for children under the age of three years.

e. Other types of leave and flexible working

Adoption leave and pay

- The same regulations as for other parents, without pre-birth paid leave.

Time off for the care of dependants

- The length of paid leave to care for a sick child under the age of 15 (or under the age of 18 in the case of children with a disability or HIV, or severely sick children) varies according to the previous employment record of a parent/carer and the age of the child. Leave for taking care of a sick child can be taken by any relative (parents or grandparents). For a child under the age of 7 years, up to 60 days leave may be taken per year per child, with 45 days per child for a child aged 7 to 15-years-old (up to 15 days each time). For instance, a family with two children, one below 7 years of age and another between 7 and 15 years, can have up to 105 days of sick leave per year.
- Payment is made at 60 per cent of average earnings for employees with an employment record of under five years, 80 per cent with an employment record of five to eight years, and 100 per cent with an employment record over eight years, up to a maximum level.
- One parent is granted four paid non-working days more per month to take care of a child with disability (after the child is three years of age). If these days are not taken, they cannot be transferred to any other month. In the case of several children with disability in the family, the number of non-working days cannot be increased.
- All employees with two or more children under the age of 14 or with a child with a disability under the age of 18 or lone parents taking care of a child under the age of 14 may apply for an additional period of 14 calendar days of unpaid leave at a convenient time for an employee.

Specific provision for (breast)feeding

- Mothers of children younger than 18 months of age are entitled to take breaks during work to rest and feed their children, with no reduction in earnings. These should be taken no less than once every three hours, and for no fewer than 30 minutes.

Flexible working

- Mothers of children under 18 years old and working in rural areas can have one additional unpaid day off per month.
- The written agreement of an employee with children below three years of age (or below five years of age in the case of single parents) should be obtained in order for them to work overtime, during weekends, or for business trips.
- All regulations are established in the Labour Code and costs are carried paid by employers.

Vocational training/re-training

- In 2018, as part of the national project 'Demography', the federal project titled 'Promoting Employment among Women by Creating Conditions for Pre-school Education for Children under the age of Three' was introduced. The project aims to educate and improve the skills of women while on Parental leave. In 2020, 35,682 women joined professional training and supplementary professional education programs and 34,896 women completed professional training courses.

2. Relationship between leave policy and early childhood education and care policy

- The maximum period of post-natal leave is three years, but payment during the first 18 months is at a relatively low level, except for 10 weeks of well-paid Maternity leave, and payment for the last 18 months is limited to lower income families. There is an entitlement to Early Childhood Education and Care (ECEC) from two months of age, which should mean there is no gap between the end of well-paid leave and an ECEC entitlement; however, in practice this entitlement does not operate as most parents are not aware of its existence.
- For ECEC attendance levels, see 'relationship between leave and ECEC entitlements' on [cross-country comparisons](#) page.

3. Changes in policy since April 2022 (including proposals currently under discussion)

From 2022, minimum and maximum levels for payments of Maternity and Parental leave benefits were increased.

Until 2023, Russia provided benefits for: children aged 3 to 7 years; children aged 8 to 17 years; pregnant women registered in the early stages of pregnancy (before 12 weeks); and the first and the third child.

Since 2023, these benefits are replaced with a unified benefit for pregnancy or childcare; it is paid by a specially established state institution, the Pension and Social Insurance Fund of the Russian Federation (the Social Fund of Russia). There are three levels of payment: standard, increased, and maximum (50, 75, or 100 per cent of the regional subsistence level). To calculate the amount of the payment, both the salary and the payment are considered (e.g., to receive the increased payment, the total amount of family income plus the standard payment has to be under the subsistence level; to receive the maximum payment, the total amount

of family income plus the increased payment has to be under the subsistence level).

There are two categories eligible for the benefit:

- Pregnant women registered at the hospital in the early stages of pregnancy (before 12 weeks) provided that the average per capita income of their family does not exceed the regional subsistence level.
- Those having children under the age of 17 years provided that the average per capita income of their family does not exceed the regional subsistence level.

Also since 2023, in addition to the childcare benefit, parents can claim a payment from the Maternity Capital for any child; before, it was granted only for the second child. As previously, this payment can be claimed only by those families whose per capita income does not exceed two regional subsistence levels.

4. Uptake of leave

a. Maternity leave

- Although it is not obligatory, it is assumed that almost all eligible women take Maternity leave.

b. Paternity leave

- There is no statutory entitlement.

c. Parental leave

- No recent information is available. Since benefits for caring for a child from birth to 18 months of age are available for both insured and uninsured persons (and can be combined with part-time employment), it can be assumed that the uptake is 100 per cent. According to Rosstat data, in the second quarter of 2022, the number of women on Parental leave was 642,400 caring for a child under 18 months, and 533,200 caring for a child between 18 and 36 months. While there are no comparable statistics for men on Parental leave, according to the National Social Insurance Fund, 13,700 men took Parental leave in 2019, 2 per cent of the total number of leave takers.