

Russian Federation¹

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April 2018 – N.B. this country note has not been updated to April 2019 (including currency conversion)

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)

- 140 calendar days, including 70 calendar days before and 70 calendar days after childbirth.

Payment and funding

- 100 per cent of average earnings, calculated on basis of employment during the 24 months before taking leave.² There is an upper limit for maternity benefits based on the ceiling on earnings for social insurance contributions: established by the state on an annual basis, the mother's actual number of worked

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² In 2013, women had a choice as to how they could calculate their benefits: either based on one year of income or based on two years of income. From 2014 onwards, all benefits have been calculated on the basis of their income for the two years prior to taking Maternity leave.

days, and the length of the leave. For women applying for leave in 2018, the ceiling for social insurance contributions in 2016 was RUB718,000 [€9,696.93],³ i.e. slightly lower than the one in 2017: RUB755,000 [€10,196.63]. From 1 January 2018, the ceiling is RUB815,000 [€11,006.96]. Hence, the ceiling for the benefit will be RUB282,493 [€3,815.20], where 730 is the maximum standard number of working days over two years and 140 days is the length of the leave. It corresponds to RUB61,341 [€828.44] per month. If the woman worked fewer than 730 days before taking her leave, the calculation includes only the actual number of days she has worked.

- From 1 January 2018 to 30 April 2018, the minimum amount of maternity benefit cannot be lower than RUB43,675 [€589.85] where RUB9,489 [€128.15] is a level of minimum wage per month from 1 January 2018.
- From 1 May 2018, the minimum amount of maternity benefit cannot be lower than RUB51,380 [€693.91], where RUB11,163 [€150.76] is a new level of minimum wage per month from 1 May 2018.
- Funded by the National Social Insurance Fund, which is largely financed from employers' contributions, supplemented by transfers from the federal budget.⁴
- From February 2018, 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 RUB628.47 [€8.49] per month (this was RUB613.14 [€8.28] in 2017). However, they cannot receive unemployment benefits at the same time as receiving maternity benefits. As a comparison, in 2018, the amount of unemployment benefits established at the federal level, varies from a minimum of RUB850 [€11.48] to a maximum of RUB4,900 [€66.18] per month⁵: this is financed and administered by regional authorities.
- Full-time students receive the benefit included in their amount of student benefit (funded by the federal budget). For the 2017/2018 academic year, a minimum amount of student benefit is RUB539 [€7.28] per month, for students of primary and secondary vocational institutions, and RUB1,484 [€20.04] for university

³ Conversion of currency undertaken on 13 June 2018, using:
<http://finance.yahoo.com/currency-converter>

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.

⁵ Minimum and maximum amounts of unemployment benefits have been the same since 2009.

students. Not all students receive the same payment: the conditions and the size of the benefit are regulated by each educational institution.

Flexibility in use

- None.

Regional or local variations in leave policy

- There are no official statistics about regional variations in practice.
- 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.
- According to the legislation, Maternity leave is paid by employers. However, in 2016-2017⁶ in 33 regions of the Russian Federation, Maternity leave was paid by regional or local Social Insurance Fund offices.

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

⁶ From July 2011 – Karachayevo-Circassian Republic, Nizhny Novgorod Region; from July 2012 – Astrakhan, Novgorod, Kurgan, Novosibirsk, Tambov Regions, Khabarovsk Territory; from January 2015 – Republic of Crimea and Sevastopol; from July 2015 - Republic of Tatarstan, Belgorod, Rostov, Samara Regions; from July 2016 - Republic of Mordovia, Bryansk, Kaliningrad, Kaluga, Lipetsk, Ulyanovsk Regions; from July 2017 – Republic of Adygea, Altai Republic, Republic of Buryatia, Republic of Kalmykia, Altai Territory, Primorye Territory, Amur, Vologda, Magadan, Omsk, Oryol, Tomsk Regions, and the Jewish Autonomous Region.

- In the case of multiple births, the length of leave increases to 84 days before the birth, and to 110 days after.
- In the case of a complicated delivery, the length of leave increases to 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 three years after childbirth. Leave is a family entitlement, which can be taken by only one person.

Payment and funding

- 40 per cent of average earnings during the two years preceding the birth, paid until a child is 18 months of age, with a minimum payment of RUB3,065.69 [€41.40] per month for the first child from February 2017 to January 2018, and RUB3,142.33 [€42.44] per month from February 2018 onwards. The payment is RUB6,131.37 [€82.81] per month for the second child and any other subsequent children from February 2017 to January 2018, and RUB6,284.65 [€84.88] from February 2018 onwards. There is a ceiling for Parental leave payments, based on the ceiling for social insurance contributions, established by the state on an annual basis. The amount is calculated by taking 40 per cent of the ceiling for these social insurance contributions for a selected two-year period (for leaves calculated in 2018, earnings in 2016-2017 are taken into account; including ceilings of RUB718,000 [€9,696.93] in 2016 and of RUB755,000 [€10,196.63] in 2017), divided by 730 (the maximum standard number of working days over two years) and multiplied by 30.4 (the average number of calendar days per month). The maximum payment is RUB24,536.57 [€331.38]⁷ per month in 2018.
- For employed parents with children between 18 and 36 months of age, a payment of RUB50 [€0.68] per month is also provided. Women who became unemployed while on Parental leave because their employer closed the business, and those who do not receive unemployment benefits, are also eligible.

⁷ Minimum and maximum values can be increased to regional coefficients established by law for regions with higher level of costs of living (e.g. the Far North or Far East regions).

- For unemployed people who have lost their jobs during Parental leave due to business closure, during the 12 months prior to them registering as unemployed, Parental leave benefit is calculated on basis of their earnings during the 12 months before their unemployment. These unemployed people must choose either to receive unemployment benefit or Parental leave benefit. The maximum payment for unemployed mothers who have lost their jobs due to the closure of their workplace during the preceding 12 months, and who are registered at the unemployment office (mothers or fathers) is limited to a monthly payment of RUB12,262.76 [€165.61] (from February 2017 to January 2018) or RUB12,569.33 [€169.75] (from February 2018 onwards). This also applies to full-time students.
- Other unemployed or inactive parents are provided with the minimum payment (i.e. RUB3,065.69 [€41.40] per month for the first child from February 2017 to January 2018, and RUB3,142.33 [€42.44] per month from February 2018 onwards, and of RUB6,131.37 [€82.81] per month for the second and subsequent children from February 2017 to January 2018, and RUB6,284.65 [€84.88] from February 2018 onwards).
- 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. The payments are not taxable, since they are social benefits. However, women get minimum pension rights during this period (on a minimum wage basis).
- Payments for insured workers are funded by the Social Insurance Fund and for those who are not insured (e.g. students, unemployed people), the funds come from the federal budget.

Flexibility in use

- Parents taking leave may work part-time.

Regional or local variations in leave policy

- There are no official statistics about regional variations in practice.
- The 85 regional governments can increase the federal level of Parental leave benefits within the minimum and maximum levels set by the central government, which, in 2017, were RUB3,065.69 [€41.40] per month and RUB23,120.66 [€312.26] respectively (and from February 2018 onwards are RUB3,142.33 [€42.44] and RUB24,536.57 [€331.38]). There is further scope for regional variations, e.g. regional governments may provide additional payments from regional budgets; or link payments to the order of births, increasing payments with each subsequent child; or target special groups of the population; and/or make these payments means-tested. For instance, the Moscow government has

introduced additional payments for some categories of unemployed women, single parents, families where both parents are unemployed, families with many (three or more) children, and poor families. Furthermore, regional governments are encouraged to introduce additional payments for the care of a child between 18 and 36 months of age.

Eligibility

- Any insured caregiver (in proportion to previous earnings).
- Uninsured parents (at a minimum level).

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.
- 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.

d. Statutory child or carer leave or career breaks

No statutory entitlement.

e. Other employment-related measures

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. Sick leave for taking care of a sick child can be taken by any relative (parents or grandparents). For a child under the age of seven, up to 60 days' leave may be taken per year, with 45 days for a child aged seven to 14 years old (up to 15 days each time). For instance, a family with two children, one below seven years of age and another between seven and 14 years of age, can have up to 105 days of sick leave per year. Payment is made at 60 per cent of average earnings with an employment record 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, under a limit for social insurance contributions for a selected two-year period (for leaves calculated in 2018, earnings in 2016-2017 are taken into account, including ceilings of RUB718,000 [€9,696.93] in 2016 and of RUB755,000 [€10,196.63] in 2017).

Flexible working

- Before Maternity leave or immediately afterwards, employed women are entitled to an annual paid vacation, regardless of length of employment.
- 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.
- Employees with two and more children under the age of 14; parents of disabled children under the age of 18; and single parents with children younger than 14 years of age may receive annual unpaid leave of up to 14 days.
- Mothers of children under 18 years old, 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 out by employers.

Vocational training/re-training

- Special programmes aimed at vocational guidance and training/re-training of women on leave with children under three years of age are established at regional level. In 2014, 16,300 women on leave with a child under three years of age received vocational training, and 16,700 women received vocational guidance from local employment offices (in 2013, there were 13,300 women and 13,200 women, correspondingly). There is no data on the number of women in vocational training/re-training for subsequent years.

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

The maximum period of post-natal leave available in the Russian Federation is three years, but the last 18 months are unpaid, and most of the first 18 months are paid at a relatively low rate – only the first

ten weeks after birth are paid at a relatively high rate. Officially, there is an entitlement to ECEC from two months of age, which means there is no gap between the end of well-paid leave and an ECEC entitlement. The government officially supports the development of formal childcare for children from three to seven years of age; however, there are no statistics on formal childcare use or on waiting lists for children under one year old. At regional level, additional restrictions can be introduced on the child's registration/entry to kindergarten, based on their age (e.g., places in kindergartens can be limited to children older than two or three years of age).

The Russian Federation is not included in the comparative data on ECEC attendance in the OECD Family Database. It does, however, appear in the TransMonEE Database covering countries in Central and Eastern Europe and the Commonwealth of Independent States. According to this database, there was a decline (2005 to 2010) in levels of formal childcare coverage for children under three years of age living in Russia; then levels increased slightly, in 2012/2013, to 17.8 per cent, which was higher than in many Central European countries, but below the average for OECD countries (for more details see the table: 'Relationship between leave and ECEC entitlements'). According to the TransMonEE Database, in 2013/2014, the enrolment ratio for children from birth up to two years of age declined again to 17.1 per cent, then in 2014/2015 increased again up to 18 per cent (for context: this is almost two times less than the average enrolment for OECD in 2014). There is no information available for subsequent years.

3. Changes in policy since April 2017 (including proposals currently under discussion)

From 2018, minimum and maximum amounts of maternity and parental benefits were increased. Besides, from January 1 2018 a new targeted child allowance has been set for families with parental salaries below 150 per cent of regional subsistence minimum (where the child has been born from January 2018 onwards). The allowance is paid from childbirth until a child turns 18 months of age, set at RUB10,500 [€141.18] per month in 2018, RUB10,800 [€145.86] in 2019, and RUB11,100 [€149.91] in 2020.

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 2014, the number of insured people on paid Parental leave to care for a child under 18 months of age was 2,466,921, and the number of uninsured people receiving benefit for caring for a child under 18 months of age was 1,600,482.