

# Russian Federation<sup>475</sup>

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N.B. The Russian Federation is a federal state.

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 the birth 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 RUB121,191 [€1,034.04]<sup>476</sup> per month; this is based on the upper limit on earnings for social insurance contributions, established by the state on an annual basis, the mother's actual number of worked days, and the length of the leave. The minimum amount of maternity benefit is RUB19,242 [€164.18] 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

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<sup>476</sup> Conversion of currency undertaken for 16 July 2024, using: <https://data.ecb.europa.eu/currency-converter>.

unemployment office, can receive a one-time Maternity benefit of RUB923 [€7.88].

- 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 2022/2023 academic year, the minimum amount of Maternity benefit – and thus, of the scholarship – is RUB664 [€5.67] per month for students of primary and secondary vocational institutions; and RUB1,825 [€15.57] for university students. Not all students receive the same payment: the conditions and the size of the benefit are regulated by each educational institution.
- Pregnant women from families whose average per capita income does not exceed the regional subsistence level and who are registered at the maternity clinic before the 12<sup>th</sup> week of pregnancy are eligible for a unified child allowance, which can be paid from the 6<sup>th</sup> week of pregnancy. Payment is made at 50 per cent of the subsistence level after applying; it is then increased to 75 per cent or 100 per cent if the monthly per capita income in the family still does not exceed the subsistence level. To qualify for the allowance, an applicant must have some income for the period of 1 year prior to the application.
- Payments are paid directly to the parent by the local office of the Social Fund of Russia,<sup>477</sup> except for those women discharged from their work as a result of business closure; in their case, the benefit is provided by the social security office at the place of residence.
- Payment is not taxed.
- Funded from the Social Fund of Russia, which is primarily financed from contributions made by employers of 22 per cent of employees' wages. It has other sources of funding, including voluntary contributions made by self-employed citizens without the official income or those who have not yet earned a pension qualifying period; fines and penalties; investment income.

#### *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 1.1 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.

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<sup>477</sup> The Social Fund of Russia was established on 1 January 2023 after merging the Pension Fund and Social Security Fund of Russia.

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

- All insured women (including registered self-employed workers) and women who work as military personnel, as well as law enforcement and customs workers.
- 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; single 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 3 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 RUB 9,227 [€78.73] per month for every child, and the latter RUB49,123 [€419.13] per month for every child. The payments are not taxable, since they are social benefits.
- The second part of leave — from 18th to 36th month — is paid only if the financial status of the family complies with criteria for the unified child allowance, which is granted to families with children below the age of 17 years, where the average per capita income does not exceed the regional subsistence level. Payment is made at 50 per cent of the subsistence level after applying; it is then increased to 75 per cent or 100 per cent if the monthly per capita income in the family still does not exceed the subsistence level. To qualify for the allowance, an applicant must have a non-zero income for the period of one year prior to the application.

- 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 RUB18,454.48 [€157.46] per month.
- 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 (RUB9,227.24 [€78.73] per month for every child) only provided that the average per capita income of their family does not exceed the regional subsistence level.<sup>478</sup> Full-time students are granted the benefit regardless of their income, amounting to RUB9,227.24 [€78.73] 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 2<sup>nd</sup> 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 [€11.95] for the 1<sup>st</sup> and 2<sup>nd</sup> child and to RUB3,000 [€25.60] for the third and subsequent children. Families with 3 and more children are also eligible for a RUB450,000 [€3,839.56] subsidy to pay back the mortgage.
- Payments are not taxed.
- Funded and paid by the Social Fund of Russia (see 1a for financing), except for those who are not insured (e.g., students, unemployed people), in which case funded from the federal budget.

### *Flexibility in use*

- A right for a monthly childcare benefit remains if the leave-taker returns to work from leave (to a full-, part-time, or remote job) before the child reaches the age of 18 months or works for some other employer. Since 2024, the benefit is also granted if the leave-taker works full-time. If full-time students keep studying on leave, they also receive the monthly childcare benefit.
- Different periods of leave may be taken by different carers provided that only one person is on leave during each period. A father can use his right for leave only after the expiration of mother's Maternity leave; however, if a

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<sup>478</sup> 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.

mother was not officially employed before giving birth, the father can take leave from the time of the child's birth.

- 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.
- In many regions, families with children are paid not only Federal Maternal Capital,<sup>479</sup> 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 [€1,279.85] for the first child and RUB250,000 [€2,133.09] for the second and subsequent children. The Arkhangelsk Region pays the regional Maternal Capital for the third and subsequent children amounting to RUB124,606.81 [€1063.19]. The Kirov Region provides two options: after having the third or subsequent children, parents can either receive RUB50,000 [€426.62] for any purpose or RUB100,000 [€853.24] for the down payment on a mortgage or for the one-time mortgage repayment and then RUB50,000 [€426.62] for each subsequently born child. In the Sverdlovsk Region, the payment for the third and subsequent child is RUB167,918 [€1,432.74], while for having triplets and other multiple pregnancies RUB251,876 [€2,149.09]. In the Bashkortostan Republic, a one-off payment of RUB622,800 [€5,313.95] is targeted only at families with 8 and more children.
- In the majority of regions, families with 3 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

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<sup>479</sup> Maternal Capital is a payment granted to families after the childbirth or adoption of the first and subsequent children. In 2024, the amount of the federal Maternal Capital in Russia is RUB630,380.78 [€5,378.63] for the first child and RUB202,643.96 [€1,729.03] 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 RUB630,380.78 [€5,378.63]. Maternal Capital can be spent on children's education, improving living conditions, or for monthly payments for children under the age of three years.

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, single 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.

### **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 2 children, one of whom is 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 5 years, 80 per cent with an employment record of 5 to 8 years, and 100 per cent with an employment record over 8 years, up to a maximum level.
- One parent is granted 4 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 2 or more children under the age of 14 years or with a child with a disability under the age of 18 years or single parents taking care

of a child under the age of 14 years 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 3 hours, and for no fewer than 30 minutes.

#### *Flexible working*

- Every employee can apply to their employer for a flexible schedule, for example, an earlier start and an earlier end of the working day. However, the employer is not obliged to agree to the request.
- Pregnant women and parents with a child under 14 years of age (or a disabled child under 18 years) can ask for shorter working hours, with a proportionate reduction in earnings, and the employer cannot refuse.
- Mothers of children under 18 years old and working in rural areas can have 1 additional unpaid day off per month.
- The written agreement of an employee with children below three years of age (or below 5 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 2 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' in the [cross-country tables](#) at the front of the review.

### **3.Changes in policy since April 2023 (including proposals currently under discussion)**

A new Decree on Social Support to Families with Many Children was issued in January 2024, covering families with 3 or more children. The Decree stipulates the following support measures for families with many children:

- benefits and childcare payments;
- support on the labour market;
- early old-age pension for mothers;
- training and additional professional education for parents.

The Decree also recommends regional governments to provide additional benefits to families with many children in education and healthcare, for improving housing conditions, etc. Social support measures are provided until the eldest child reaches the age of 18 years (or 23 years for full-time students).

Until 2024, the monthly childcare benefit provided to those whose eldest child had not yet reached the age of 18 months could be granted only to those leave-takers who worked part-time. Since 2024, the benefit is also granted if the leave-taker works full-time.

In February 2024, the President of Russia announced a new national project — 'Family' — from 1 January 2025 to 2030. It is expected to include the following:

- extending the 'Family Mortgage' programme, which provides a preferential mortgage rate for families that had a 1<sup>st</sup> or subsequent children after 1 January 2018, until the youngest child reaches the age of 6 years;
- extending Maternity Capital;
- extending payments for families with many children for mortgage repayment.

## **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**

No statutory leave entitlement.



### **c. Parental leave**

Since benefits for caring for a child from birth to 18 months of age are available for both insured and uninsured persons, it can be assumed that the uptake is 100 per cent. According to the Federal State Statistics Service, in the fourth quarter of 2023, there were 598,200 women with a child below the age of 18 months who received leave payments. There is no publicly available national data on the number of fathers that use Parental leave in Russia, but some regions provide this information; for example, according to the Social Fund of the Saratov Region, only 146 out of 12,000 leave-takers (or 1.2 per cent) are fathers.