

Russian Federation⁴⁶⁷

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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)

- 140 calendar days: 70 calendar days before the birth and 70 calendar days after birth.
- It is not obligatory to take leave.

Payment, funding and taxation

- 100 per cent of average earnings, calculated on basis of employment during the 24 months before taking leave, up to an upper limit of RUB170,097 [€1,451.33]⁴⁶⁸ per month in case of a singleton pregnancy and RUB235,706 [€2,011.13] in case of a multiple pregnancy; 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 RUB22,116

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⁴⁶⁸ Conversion of currency undertaken for 16 July 2025, using: <https://data.ecb.europa.eu/currency-converter>.

[€188.70] per month in case of a singleton pregnancy and RUB30,647 [€261.49] in case of a multiple pregnancy.

- 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 a Maternity benefit equaled to 100 per cent of the subsistence level for the working-age population in the region of residence. Depending on the region of residence, the maximum amount of the payment is RUB50,448 [€430.44], and the minimum is RUB16,043 [€136.88] per month. The payment is provided monthly during the whole period of maternity leave.
- 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 2024/2025 academic year, the minimum amount of Maternity benefit – and thus, of the scholarship – is RUB890 [€7.59] per month for students of primary and secondary vocational institutions; and RUB1,967 [€16.78] for university students. Not all students receive the same payment: the conditions and the size of the benefit are regulated by each educational institution.
- Forty-one Russian regions with a birth coefficient below the average in Russia receive subsidies for regional demographic measures. The regions that obtain federal funding introduce additional measures to support fertility — 33 regions initiated a one-time payment of RUB100,000 [€853.24] for students who register as pregnant.
- Payments are paid directly to the parent by the local office of the Social Fund of Russia,⁴⁶⁹ 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.
- Pension contributions are paid during leave.
- 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.

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

- All insured women with an employment contract, including self-employed women. Also military women with a contract; women who work in law enforcement agencies and the customs office; unemployed women discharged as a result of business closure during the 12 months before registration at the unemployment office; and full-time students.
- Women who have adopted a child, if they belong to any of the categories listed above.
- Same-sex parents are not eligible.

⁴⁶⁹ The Social Fund of Russia was established on 1 January 2023 after merging the Pension Fund and Social Security Fund of Russia.

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.

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 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.
- The regional authorities of some regions have introduced additional one-off payments in the form of student maternity capital. To receive it, both parents must be full-time students studying for the first time at institutions of secondary vocational education or at a university in the region of the payment, and the mother's age should not exceed 23-25 years. The amount of the payment is determined by regional legislation, for example, in the Ivanovo Region, the payment to young mothers is RUB1,063,000 [€9,069.89]; in the Chelyabinsk Region RUB1,040,000 [€8,873.64]; in the Leningrad Region RUB300,000 [€2,559.71], in the Orel, Khabarovsk, and Karelia regions RUB100,000 [€853.24].

Additional note (e.g., if leave payments are supplemented by collective agreements, employer exclusions, or rights to postpone)

- None reported.

b. Paternity leave

- No statutory entitlement. The father, if his spouse is on Maternity leave, can take annual paid leave at any time, either before or after childbirth; additionally, an employee has the right to take up to 5 days of unpaid annual leave at the birth of a child.

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, funding and taxation

- 40 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 RUB10,103 [€86.20] per month for every child, and the latter RUB68,995 [€588.69] per month for every child. Payments are tax-free, as they are social benefits and do not depend on the needs of the family. An applicant who has official employment or is an individual entrepreneur can receive a unified child allowance along with this benefit, with the average per capita income and property being taken into consideration.
- The second part of leave - from 18th to 36th month - is paid only if the income of the family meets the 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, every working-age family member above 18 years of age should have an income of at least four minimum monthly wages per year (as it was established the previous year, which is RUB89,760 [€765.86]).
- 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 RUB20,207 [€172.41] 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.⁴⁷⁰ 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 2nd 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 1st and 2nd child and to RUB3,000 [€25.60] for the third and subsequent children. Families with three and more children are also eligible for a RUB450,000 [€3,839.56] subsidy to pay back the mortgage.
- Payments are not taxed.

⁴⁷⁰ Subsistence level is established 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.

- Pension contributions are not paid, though the leave period is included in determining pensions.
- Funded and paid by the Social Fund of Russia (see 1a), except for those who are not insured (e.g., students, unemployed people), in which case funded from the federal budget.
- There is an additional monthly allowance for the children of conscripts drafted into the Russian Army. It is paid to the conscript's wife in the amount of RUB18,285 [€156.01] per month from the moment the father begins military service. The allowance is terminated when the father completes his service or the child turns 3 years old.

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. 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 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 three years old. Thus, leave-takers can take the place of each other alternating their leave indefinitely or suspend it until the child is three years old.
- Two leave-takers cannot use their right for leave to take care of the same child simultaneously.
- Non-working parents or parents working part-time are eligible for a monthly allowance of RUB10,950 [€93.43] to care for children with disabilities.

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

- 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.

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.

Additional note (e.g., if leave payments are supplemented by collective agreements, employer exclusions, or rights to postpone)

- Employers may provide additional paid leave via collective agreements or other local regulations

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.
- An additional one-time allowance for the transfer of a child to a family is paid to the child's guardians in the amount of RUB26,941 [€229.87]. When adopting siblings, children over 7 years old or with disabilities, the allowance is paid to the guardians on a one-time basis in the amount of RUB205,856 [€1,756.44].

Time off for the care of dependants

- One of the parents is entitled to take fully paid **leave to care for a sick child**. For a child under 7 years, a parent can take leave for the entire period of the child's illness, but no more than 60 days per year; for a child over seven years of age, no more than 45 days per year. The amount of the sick leave benefit depends on earnings and length of service, but it cannot be less than RUB737 [€6.29] and more than RUB5,673 [€48.40] per day.
- One parent is granted four paid non-working days per month to take **care of a child with a 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 is not increased.
- All employees with two 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** per year 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 less 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 3 years (or below 5 years 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 met by employers.

Antenatal appointments and care

- Employers are required to let pregnant women attend medical appointments without loss of earnings.
- If there is a medical certificate, a pregnant woman can transfer to light labour or reduce production rates. If there are no suitable transfer options, the employer must release her from work. In all these situations, the average earnings are maintained.

Other provisions

- When giving birth to or adopting the first and subsequent children, the family receives federal maternity capital. In 2025, it equals to RUB690,266 [€5,889.59] for the first child and RUB221,895 [€1,893.29] for the second one. If the second child is born in 2025, maternity capital amounts to RUB912,000 [€7,781.50] or RUB221,000 [€1,885.65] if the family has already received it for the first child. Maternity capital can be spent on children's education, improving housing conditions, or on monthly payments for children up to three years of age in low-income families.
- When giving birth, one of the parents (or someone who replaces a parent) can receive a one-time payment of RUB26,400 [€225.25]. It does not depend on the family income, the number of children, and whether the person is employed. When giving birth to two or more children, the payment is provided for each child. The one-time payment can also be offered to foreigners from the Eurasian Economic Union or if two parents have a temporary residence permit, permanent residency, or the status of refugees.
- 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 12th week of pregnancy are eligible for a unified child allowance, which can be paid from the 6th 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 the so-called non-zero income for the period of 1 year prior to the application — the annual amount of this income

must be at least 4 minimum wages for each working-age family member applying for benefits, i.e., at least RUB89,760 [€765.86] for each working-age family member over the age of 18. The requirement of 'non-zero income' does not apply if the applicant or their family members were unemployed, cared for the child until the age of 3, or served in the military.

- Since 2025, an additional allowance has been introduced for pregnant wives of conscripts called up to serve in the Russian Army, which is paid once to the conscript's wife in the amount of RUB42,665 [€364.03]. To apply for benefits, the pregnancy period must be at least 6 months.
- In many regions, families with children are paid not only Federal Maternal Capital, 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 [€1,063.19]. 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 eight and more children.
- In the majority of regions, families with 3 or 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.

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 ten 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' in the [cross-country tables](#) at the front of the review.

3. Changes in policy since April 2024 (including proposals currently under discussion)

As part of the Family national project, new measures to support families have been introduced since 1 January 2025, aimed at improving the demographic situation and creating comfortable conditions for combining parental responsibilities with professional activities. These include:

- Updating the Maternity Capital programme: the maternity capital programme is extended until 2030 with additional new opportunities to spend it. In addition to improving housing conditions, paying for children's education and forming a funded pension for the mother, funds can be used for the rehabilitation of children with disabilities. Since the beginning of the program in 2007, more than 14.5 million certificates for maternity capital have been issued.
- Family Mortgage Program: the programme is extended until 2030. The preferential mortgage rate is available to families who have their first or subsequent children born after 1 January 2018, until the youngest child reaches the age of six years. In some regions families with three and more children are eligible for a RUB1,000,000 [€8,532.35] subsidy to pay back the mortgage.
- Fostering infrastructure to support parents: the Family national project provides for the creation of at least 1,000 mother and child rooms, as well as groups of short-term stay of children in universities until 2030. This will allow university students and staff with children to comfortably combine study, work, and child.
- Student Maternity Capital: since April 2024, regional authorities have begun to proactively introduce additional one-time payments in the form of student maternity capital. To receive it, a woman who gave birth to her first child must be a student of a higher educational institution in the region that determines the payment, and her age should not exceed 23-25 years. The amount of the payment is determined by regional legislation.
- Childcare benefits for students of higher education institutions: a draft law has been developed to increase the childcare allowance for female students and graduate students. The draft has already been publicly discussed and is being prepared for submission to the Government of the Russian Federation.
- Uniform allowance: support continues through a unified allowance. Starting from 1 January 2025, families who already have one benefit will receive assistance for their newborn child without a comprehensive needs assessment and at the same amount as for older children.
- Subsidizing regions with low fertility: since 1 January 2025, 41 regions with a fertility rate below the national average have received subsidies for the implementation of regional demographic measures. In regions that have received federal funds, some additional measures have been introduced to support the birth rate. They are selected by regions from the 'menu' of measures proposed by the Government of the Russian Federation, which, for example, includes:
 - payment of RUB100,000 [€853.24] to students when registering for pregnancy (introduced in 33 regions);
 - payment to young families of RUB300,000 [€2,559.71] at the birth of a third or subsequent child (introduced in 23 regions);
 - compensation of the rent costs for young families with children under three years of age of at least half of the actual costs under the lease agreement, but not more than the maximum amount determined by the region (introduced in 13 regions);

- creation of free rental points for basic necessities for newborns (strollers, cribs, changing tables, etc.) for students, young families, single mothers, and other categories of needy families in accordance with criteria established by the region;

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 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 2024, there were 560,891 women with a child below the age of 18 months who received leave payments, and 472,974 women with a child between the age of 18 and 36 months. There is no publicly available national data on the number of fathers that use Parental leave in Russia, but some regions do provide this information; this shows that men in Russia are beginning to take Parental leave more often. For example, in St. Petersburg and the Leningrad region, about 1,700 men took Parental leave (25 per cent more than in 2023), while in the Nizhny Novgorod region about 1,500 men did so (15 per cent more than in 2023).