

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)

- 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, up to a limit of RUB73,984 [€849.16] per month; this is 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 days, and the length of the leave. The minimum amount of maternity benefit is RUB58,878 [€675.78].

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- Funded by the National Social Insurance Fund, which is largely financed from employers' contributions, supplemented by transfers from the federal budget².
- 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 RUB708.23 [€8.13] per month. However, they cannot receive unemployment benefits at the same time as receiving maternity benefits. As a comparison, in 2021 the amount of unemployment benefits established at the federal level varies from a minimum of RUB1,500 [€17.22] to a maximum of RUB12,130 [€139.22] 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 2020/2021 academic year, the minimum amount of monthly Maternity benefit – and thus, of the scholarship – is RUB539 [€6.19] per month for students of primary and secondary vocational institutions; and RUB1,484 [€17.03] for university 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

- 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.
- According to the legislation, Maternity leave is paid by employers who then reclaim from the Social Insurance Fund. However, from 1 January 2021, a 'Direct Payments' mechanism has been implemented, by which the Social Insurance Fund pays Maternity

² 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.

leave benefit directly to female employees (not through the employer) to the personal bank account specified by a woman or by postal order. Unemployed women discharged as a result of business closure receive Maternity leave benefit from the Social Security Office at place of residence.

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 three years after childbirth. Leave is a family entitlement.

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. The government sets minimum and maximum payments, the former being RUB7,082.85 [€81.29] per month for every child, and the latter RUB29,600.48 [€339.74] per month for every child. The payments are not taxable, since they are social benefits.

- Women 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 mothers who have lost their jobs due to the closure of their workplace during the preceding 12 months, is RUB13,504 [€154.99] per month.
- Unemployed or economically inactive parents are provided with a payment of RUB6,752 [€77.50] per month for every child. This also applies to full-time students. Scholarship payments for students on leave are suspended.
- 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.
- 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.
- All low-income families, irrespective of Parental leave status, receive an additional monthly childcare benefit payment for the first and, if certain conditions are met, the second child. Benefits are granted to families with a child up to three years of age, and whose per capita income is less than twice the working population's regional subsistence level for the second quarter of the preceding year (in 2020, the subsistence level varied from RUB10,079 [€115.68] in the Republic of Mordovia to RUB22,798 [€261.67] in Chukotskuy Autonomous Area). The amount of monthly payment also varies between regions and is equal to the regional subsistence level for children for the second quarter of the preceding year (e.g. from RUB9,364 [€107.48] in the Belgorod Region to RUB22,982 [€263.78] in the Chukotskuy Autonomous Area).
- Families with children from 3 to 7 years of age inclusive and with per capita income not exceeding the regional subsistence level³ are granted a monthly payment, related to the children's subsistence level; payment is made irrespective of Parental leave

³ 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.

status. There are 3 levels of payment: standard, increased, and maximum. 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's income and the standard payment has to be under the subsistence level; to receive the maximum payment, the total amount of family's income and the increased payment has to be under the subsistence level).

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.

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.
- Many regions (76 in 2021) provide monthly payments for the third child and any other subsequent children until the child is three years of age. The amount of the payment is established by regional governments independently taking into account regional subsistence level for children. In the regions with negative demographic trend, where TFR does not exceed 2, the payment is supplemented by transfers from the federal budget.

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. 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. 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 of age, 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.

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 out by employers.

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.

Vocational training/re-training

- In 2018, as part of the national project 'Demography', there was adopted the federal project entitled 'Promoting Employment among Women by Creating Conditions for Pre-school Education for Children under the age of Three'. The project aims to educate and improve the skills of women while on Parental leave. In 2019, 18,400 women joined professional training and supplementary professional education programs and 19,500 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.

Levels of attendance at formal services for children both under and over three years of age are below the average for both the countries included in this review and for OECD countries. For actual attendance levels, see 'relationship between leave and ECEC entitlements' on [cross-country comparisons](#) page.

3. Changes in policy since April 2020 (including proposals currently under discussion)

From 2020, minimum and maximum levels for payments of Maternity and Parental leave benefits were increased. Also additional monthly

childcare benefit payments for the first or second child were extended to families with a child up to three years of age (from 18 months), and whose per capita income is less than twice the regional subsistence level (from 1.5 times).

On 21 April 2021, the Russian President delivered his annual Address to the Federal Assembly, in which a number of new measures to support families with children were announced:

- A one-time payment of RUB10,000 [€114.78] to each schoolchild and future first-year pupils will be made in August 2021.
- A payment to single parents with children aged 8 to 16 years will be provided starting from 1 July 2021. The national average amount will be RUB5,650 [€64.85]. The specific amount will vary according to the region.
- Monthly payments will be provided to pregnant women with difficult financial conditions. The average amount will be RUB6,350 [€72.88] per month.
- Payment to parents to care for a sick child under 7 years of age will be 100 per cent of earnings (see Section 1e).
- Half of a child's travel grant to a summer camp will be compensated until the end of 2021.

Measures announced in the President's annual Address are normally implemented on January 1 of the next year.

Policy response to the Covid-19 pandemic up to end April 2021

Childcare and schools

- Kindergartens have suspended normal operations until further notice. However, if parents or other representatives of a child have to continue working, kindergartens can arrange special on-demand classes for no more than 12 children subject to strict precautionary measures. Private kindergartens were also allowed to operate under license when arranging special on-demand classes. No information on the resumption of normal operations in kindergartens is available. According to the Federal Service for Oversight of Consumer Protection and Welfare, kindergartens will resume normal operations when entering the second - or even third - phase of the quarantine restrictions lifting.
- From 23 March 2020, all school students shifted to online learning. On 30 April, the Ministry of Education recommended that all schools finish classes prior to the scheduled date, but every school was entitled to make their own decision. On 20 May 2020, compulsory middle-school final examinations (for Year 9

students) were cancelled; students received their certificates based on their current grades. The Unified State Examination for high school (Year 11) students, required to apply for a university, was rescheduled from late May-early June to late June-July. Additionally, taking the examination was not required for those students who were not going to apply for a university.

- On 1 September 2020, schools re-opened, but are allowed to move classes online if necessary. Kindergartens re-opened in mid-summer.

Parental leave

- During the pandemic, conditions for providing and using parental leaves did not change. On 11 May 2020, Russian President Vladimir Putin proposed doubling the minimum rate of Parental leave benefit—from RUB3,375 [€38.74] to RUB6,751 [€77.49] – and this was implemented.

Other measures for parents and other carers

- In response to the evolving health emergency, the Russian government adopted new guidelines for receiving a certificate for Maternal Capital⁴ and introduced more options for using it. From 15 April 2020 onwards a certificate for Maternal Capital is granted online based on the birth data from the Uniform State Register of the Civil Status Registration Department. There are new options for spending Maternal Capital, with parents are allowed to invest in the building or renovating of their house on a garden land plot.
- To support families during the pandemic, additional payments for children have been introduced from June 2020 onwards:
 - For children under the age of 3 years: RUB5,000 [€57.39] for April, May and June 2020, RUB10,000 [€114.78] for July 2020. The payment is granted for each child born between 1 April 2017 and 30 June 2020 inclusive. Parents could apply for the payment until 30 September 2020.
 - For children between 3 and 16 years of age: RUB10,000 [€114.78] in two payments, the first payment may be received from 1 June 2020 onwards, the second one from 1 July onwards. The payment is granted for each child born between 11 May 2004 and 30 June 2017. Parents could apply for the payment until 30 September 2020.
 - For a child under the age of 18 years if a parent is unemployed: RUB3,000 [€34.43] per month for April, May,

⁴ Maternal Capital is a measure adopted in 2007 to ensure support to Russian families when having a baby or adopting a child with Russian citizenship. In 2021 it amounts to RUB483,882 [€5,553.79] for the first child, with an additional payment of RUB155,550 [€1,785.34] provided for the second child.

- June, July and August 2020. The payment is granted to families where at least one parent was unemployed as of 1 March 2020 and was registered at the unemployment office. Parents could apply for the payment until 30 September 2020.
- On 17 December 2020, the President of Russia signed an order to grant a one-off payment of RUB5,000 [€57.39] to families for each child under 8 years of age. It is authorised automatically if parents earlier applied for payments for children under the age of 3 years or for those between 3 and 16 years of age. Otherwise, parents are eligible to apply until 1 April 2021.

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 fourth quarter of 2019, the number of women on Parental leave was 710,634 to care for a child under 18 months was, and 552,435 to care for a child between 18 and 36 months.