

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: 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 RUB77,183 [€1,291.54]² 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 RUB63,932 [€1,069.33] 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 RUB767,72 [€12.84] per month. However, they cannot receive unemployment benefits at the same time as receiving maternity benefits. As a comparison, in 2022 the amount of unemployment benefits established at the federal level varies from a minimum of RUB1,500 [25.08] to a maximum

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² Conversion of currency undertaken 24 June 2022, using: <https://www.xe.com/>

of RUB12,792 [€213.88] 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 [€9.01] per month for students of primary and secondary vocational institutions; and RUB1,484 [€24.81] 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 budget³.

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.
- From 1 January 2021, a 'Direct Payments' mechanism has been implemented, by which the Social Insurance Fund pays Maternity 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.

³ 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.

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 RUB7,677.81 [€128.37] per month for every child, and the latter RUB31,282.82 [€522.80] 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 RUB15,355.62 [€256.63] per month.
- Unemployed or economically inactive parents are provided with a payment of RUB7,677.81 [€128.31] 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.
- 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 2022, the subsistence level varied from RUB11,072 [€185.05] in the Republic of Mordovia to RUB31,448 [€525.60] 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 RUB10,310 [€172.32] in the Belgorod Region to RUB27,985 [€] in the Chukotskuy Autonomous Area). The payment for the first child is made from the state budget; for the second one from the Maternity Capital fund⁴.

- Families with children from 3 to 7 years of age inclusive and with per capita income not exceeding the regional subsistence level⁵ are granted a monthly payment, related to the children's subsistence level; payment is made irrespective of Parental leave 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).
- Families with three or more children are eligible for child tax deductions, which reduce the taxable income by 13 per cent. Most often, the amount of deduction averages RUB3,000 [€50.14]. Families with multiple children are also eligible for a RUB450,000 [€7,521.61] subsidy to pay back the mortgage.
- Payments are not taxed.
- 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.

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.

⁴ Maternity 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 2022, the amount of Federal Maternity Capital is RUB524,500 [€8,764.00] for the first child and RUB693,100 [€11,660.78] for the second one, if the family did not receive the payment for the first child. If Maternity Capital for the first child has already been paid, the family will receive RUB168,600 [€2,836.54] for the second one.

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.

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.
- 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 Kamchatka Region provides RUB45,386 [€758.62] for the first child and RUB184,985 [€3,092.01] for the second one. In the Samara, Nizhny Novgorod, and Pskov Regions, Regional Maternity Capital amounted to RUB100,000 [€1,671.49] is paid for the third and subsequent children. In the Sverdlovsk Region, the payment for the third child is RUB146,452 [€2,447.93]. In the Altay Republic, Regional Maternity Capital is provided for the fourth and subsequent children; it accounts for RUB50,000 [€835.74]. In the Bashkortostan Republic, a one-time payment of RUB622,800 [€10,410.05] 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. Statutory child or carer leave or career breaks

No statutory entitlement.

d. 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', 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 2021 (including proposals currently under discussion)

From 2021, minimum and maximum levels for payments of Maternity and Parental leave benefits were increased.

On 1 July 2021, a monthly benefit was introduced for single parents of children aged 8 to 17 years. This benefit has the following eligibility criteria: a) parent or caregiver of the child who receives alimony; b) single parent stipulated in the birth certificate of the child without providing information about the second parent or if the information about the father is stipulated upon the mother's request; c) single parent in case the second parent is dead or declared missing or dead. To receive the benefit, the average per capita income of the family should not exceed the per capita maintenance level in the region. The payment level is 50 per cent of the child maintenance level in the region, so the specific amount varies according to the region. If the family has several children aged 8 to 17, this benefit is paid for

each child. The national average amount paid is RUB6,137 [€102.54] per month. The benefit is provided for 12 months. Afterwards, the benefit may be renewed upon the single parent's request.

Since 1 July 2021, women have been eligible for a monthly payment of 50 per cent of the regional maintenance level for working-age citizens if their pregnancy last six or more weeks (and they have been registered at a medical institution for up to 12 weeks) and if per capita average incomes of their families do not exceed the regional maintenance level. The specific amount varies according to the region. The national average amount is RUB6,900 [€115.29] per month. The benefit is paid by the Pension Fund of the Russian Federation from the date of applying to the month of giving birth.

On 8 March 2022, the President of Russia announced new payments for children aged 8 to 16 years in families with low incomes. The amounts will depend on the child maintenance level in the specific region. There will be three levels of payment - standard, increased and maximum - and payment level is related to income. The benefit is provided for 12 months. Parents will receive first payments on 1 May 2022.

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 2020, the number of women on Parental leave was 681,525 caring for a child under 18 months, and 598,652 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.