

# Russian Federation

*Women, Business and the Law 2020* presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Moscow). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Russian Federation scores 73.1 out of 100**. The overall score for Russian Federation is lower than the regional average observed across Europe & Central Asia (84.2).

## Russian Federation - Scores for Women, Business and the Law 2020



### Relative Strengths

When it comes to constraints on freedom of movement, and gender differences in property and inheritance, Russian Federation gets a perfect score.

### Areas for Improvement

However, when it comes to laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women's starting and running a business, and laws affecting the size of a women's pension, Russian Federation could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Russian Federation is on the indicator related to laws affecting women's decisions to work (the WBL2020 Workplace Indicator). To improve on the Workplace Indicator, Russian Federation may wish to consider enacting legislation protecting women from sexual harassment in employment, and adopting criminal or civil penalties for sexual harassment in employment.

### Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Family Code, Arts. 1(3) and 31
	Can a woman travel outside her home in the same way as a man?	Yes	Family Code, Arts. 1(3) and 31
	Can a woman apply for a passport in the same way as a man?	Yes	Law On the Procedure for Exit from the Russian Federation and Entry into the Russian Federation, Art. 9 ; Regulations No. 828 On the Passport of a Citizen of the Russian Federation, Arts. 10 and 11
	Can a woman travel outside the country in the same way as a man?	Yes	Family Code, Arts. 1(3) and 31
Workplace	Can a woman get a job in the same way as a man?	Yes	Family Code, Arts.1(3) and 31
	Does the law prohibit discrimination in employment based on gender?	Yes	Labor Code, Art. 3
	Is there legislation on sexual harassment in employment?	No	No applicable provisions could be located
	Are there criminal penalties or civil remedies for sexual harassment in employment?	No	Criminal: No applicable provisions could be located Civil: No applicable provisions could be located
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Labor Code, Art. 22
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	No	Jobs deemed hazardous: Labor Code, Art. 253 Jobs deemed arduous: Labor Code, Art. 253 Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	No	Mining: Labor Code, Art. 253 Construction: Resolution No. 162 of 25 February 2000 Factories: Resolution No. 162 of 25 February 2000 Agriculture: Resolution No. 162 of 25 February 2000 Energy: Resolution No. 162 of 25 February 2000 Water: Resolution No. 162 of 25 February 2000 Transportation: Resolution No. 162 of 25 February 2000 Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Family Code, Arts.1(3) and 31
	Can a woman be head of household in the same way as a man?	Yes	Family Code, Arts.1(3) and 31
	Is there legislation specifically addressing domestic violence?	No	No applicable provisions could be located
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Art. 255
	Does the government pay 100% of maternity leave benefits?	Yes	Federal Law No. 255 of 29 December 2006, Art. 3
	Is there paid paternity leave?	No	No applicable provisions could be located
Entrepreneur.	Is there paid parental leave?	Yes	Labor Code, Art. 256
	Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Art. 261
	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	Family Code, Art. 1(3)
Assets	Can a woman register a business in the same way as a man?	Yes	Law on the State Registration of Legal Entities
	Can a woman open a bank account in the same way as man?	Yes	Family Code, Art. 1(3)
	Do men and women have equal ownership rights to immovable property?	Yes	Family Code, Art. 35
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Arts. 1141(2) and 1142
Pension	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 1141(2) and 1142
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Code, Art.35
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Code, Art. 34
	Are the ages at which men and women can retire with full pension benefits equal?	No	Women: Federal Law No. 400 of 28 December 2013, Art. 8 and Annex 6 Men: Federal Law No. 400 of 28 December 2013, Art. 8 and Annex 6
	Are the ages at which men and women can retire with partial pension benefits equal?	No	Women: Federal Law No. 400 of 28 December 2013, Art. 8 and Annex 6 Men: Federal Law No. 400 of 28 December 2013, Art. 8 and Annex 6
	Are the mandatory retirement ages for men and women equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Federal Law No. 400 of 28 December 2013, Arts. 12.1(3) and 15.12

