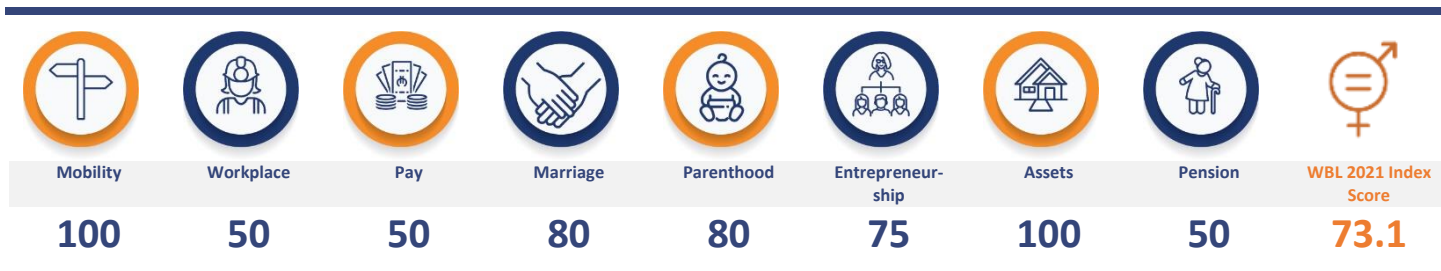


Russian Federation

Women, Business and the Law 2021 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 (83.4). Within the Europe & Central Asia region, the maximum score observed is 93.8 (Croatia and Serbia).

Russian Federation - Scores for Women, Business and the Law 2021



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 woman'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 WBL2021 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

No reforms were observed during the past year.



Further data details for Russian Federation are available at:
<https://wbl.worldbank.org/en/data/exploreeconomies/russian-federation/2021>

| | 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 and Entry, Art. 9; Regulation No. 828 on the Passport of a Citizen, 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 | <i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> No applicable provisions could be located |
| Pay | Does the law mandate equal remuneration for work of equal value? | Yes | Labor Code, Art. 22 |
| | Can a woman work at night in the same way as a man? | Yes | No restrictions could be located |
| | Can a woman work in a job deemed dangerous in the same way as a man? | No | Labor Code, Art. 253 |
| | Can a woman work in an industrial job in the same way as a man? | No | Labor Code, Art. 253; Resolution No. 162 of 25 February 2000 |
| 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 paid leave available to fathers? | No | No applicable provisions could be located |
| | Is there paid parental leave? | Yes | Labor Code, Art. 256 |
| | Is dismissal of pregnant workers prohibited? | Yes | Labor Code, Art. 261 |
| Entrepreneur. | 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) |
| | Can a woman register a business in the same way as a man? | Yes | Law on the State Registration of Legal Entities, Art. 9 |
| | Can a woman open a bank account in the same way as man? | Yes | Family Code, Art. 1(3) |
| Assets | 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 |
| | 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(3) |
| Pension | Is the age at which men and women can retire with full pension benefits the same? | No | Women: Federal Law No. 400 of 2013, Art. 8 and Annex 6 Men: Federal Law No. 400 of 2013, Art. 8 and Annex 6 |
| | Is the age at which men and women can retire with partial pension benefits the same? | No | Women: Federal Law No. 400 of 2013, Art. 8 and Annex 6 Men: Federal Law No. 400 of 2013, Art. 8 and Annex 6 |
| | Is the mandatory retirement age for men and women the same? | 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 2013, Arts. 12.1(3) and 15.12 |