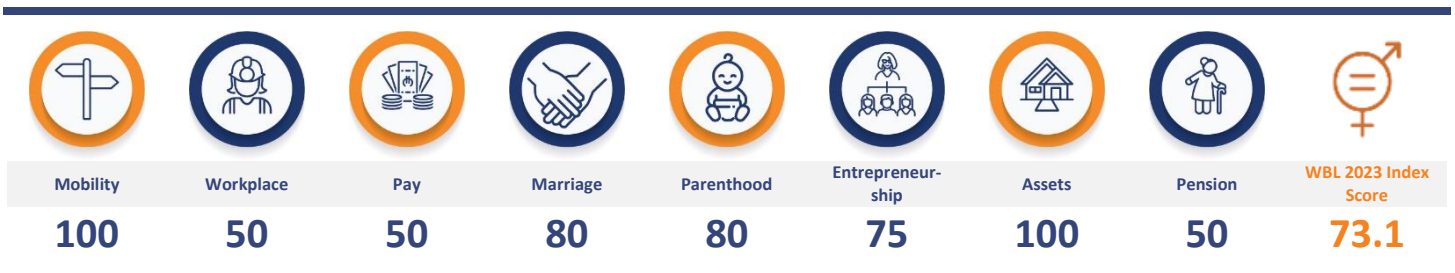


# Russian Federation

*Women, Business and the Law 2023* (WBL2023) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 and Central Asia (84.4). Within the Europe and Central Asia region, the maximum score observed is 94.4 (Cyprus).

## Russian Federation - Scores for Women, Business and the Law 2023



## 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 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 measuring laws affecting women's decisions to work (the WBL2023 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 (October 2nd, 2021 – October 1st, 2022).



Further data details for Russian Federation are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/russian-federation/2023>



	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. 512n of 18 July 2019
Marriage	Is the law free of legal provisions that require 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	Family Code, Art. 16(2)
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
Entrepreneurship	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 a 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
Is the age at which men and women can retire with partial pension benefits the same?		No	Federal Law No. 400 of 2013, Art. 8
Is the mandatory retirement age for men and women the same?		Yes	No applicable provisions could be located
Are periods of absence due to childcare accounted for in pension benefits?		Yes	Federal Law No. 400 of 2013, Arts. 12.1(3) and 15.12