











Russian Federation

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
70.0	59.2	90.0

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Russian Federation, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Moscow). The scores for Russian Federation are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	0.0	100.0	100.0	50.0	100.0	75.0	100.0	25.0	100.0	50.0
Supportive frameworks score	25.0	66.7	0.0	50.0	66.7	66.7	100.0	100.0	66.7	50.0
Expert opinions score	50.0	100.0	75.0	75.0	100.0	100.0	100.0	100.0	100.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Russian Federation (70.0 out of 100.0) is higher than the global average (64.2) and lower than the Europe & Central Asia regional average (77.0). When it comes to constraints on freedom of movement, laws affecting women's decisions to work, constraints related to marriage, laws affecting childcare and laws affecting women's property and inheritance, Russian Federation obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Russian Federation is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Russian Federation may wish to consider putting in place legislation on domestic violence, introducing legislation on femicide, adopting comprehensive legislation on sexual harassment and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Russian Federation (59.2 out of 100.0) is higher than the global average (39.5) and higher than the Europe & Central Asia regional average (51.3). When it comes to supportive frameworks affecting childcare and supportive frameworks related to women starting and running a business, Russian Federation obtains a

perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Russian Federation is on the indicator measuring supportive frameworks affecting women's decisions to work. To improve on the Workplace indicator, Russian Federation may wish to consider publishing guidelines on non-discrimination based on gender in recruitment, publishing guidelines on flexible work arrangements and establishing a specialized body that receives complaints about gender discrimination in employment.

The **WBL 2.0 expert opinions score** for Russian Federation (90.0 out of 100.0) is higher than the global average (65.7) and higher than the Europe & Central Asia regional average (75.2). When it comes to expert opinions on freedom of movement, expert opinions on marriage, expert opinions on women's work after having children, expert opinions on childcare, expert opinions on women starting and running a business, expert opinions on women's property and inheritance and expert opinions on women's pensions, Russian Federation obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Russian Federation is on the indicator measuring expert opinions on women's safety.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Is there legislation on domestic violence?	No	No applicable provisions could be located
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	No	No applicable provisions could be located
Is there legislation on child marriage?	No	No applicable provisions could be located
Mobility		
Can a woman travel internationally 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; Family Code, Arts. 1(3) and 31
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
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Law on Citizenship, Arts. 9, 12, 14(2) and 24-25
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
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Labor Code, Art. 3
Does the law allow employees to request flexible work?	Yes	Labor Code, Arts. 102, 310 and 312-1
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 an industrial job in the same way as a man?	No	Labor Code, Art. 253; Resolution No. 512n of 18 July 2019
Can a woman work in a job deemed dangerous in the same way as a man?	No	Labor Code, Art. 253
Marriage		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Family Code, Arts. 1(3) and 31
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 obtain a judgment of divorce in the same way as a man?	Yes	Family Code, Art. 16(2)

Does a woman have the same rights to remarry as a man?	Yes	Family code, Arts. 16-25
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code, Arts. 255-256
Are leave benefits for mothers paid solely by the government?	Yes	Federal Law No. 255 of 29 December 2006, Art. 3
Is there paid leave available to fathers?	No	No applicable provisions could be located
Is dismissal of pregnant workers prohibited?	Yes	Labor Code, Art. 261
Childcare		
Does the law establish provision of childcare services in center-based settings?	Yes	Federal Law on Education, Arts. 5(3), 8(3), 9(1), 22(4), 64 and 67(1); Law of Moscow on General Education, Arts. 1.2, 5 and 6; Order of the Ministry of Education No. 373 of 31 July 2020, Arts. 3 and 6
Does the law establish any form of support to families for childcare services?	Yes	Federal Law on Education, Arts. 5(3) and 65(5); Resolution of Government of Moscow No. 590 of 27 July 2010, Annex 1, Arts. 1.4-1.5; Tax Code, Art. 219(2)
Does the law establish any form of support to non-state childcare providers?	Yes	Federal Law on Education, Art. 8(6); Resolution of the Government of Moscow No. 489 of 18 September 2012, Arts. 1.2-1.4 and Annex; Tax Code, Art. 284.1; Government Resolution No. 917 of 10 November 2011
Does the law establish quality standards for the provision of childcare services in center-based settings?	Yes	Resolution of the Chief State Sanitary Doctor of the Russian Federation No. 28 of 28 September 2020, Art. 3.1.1; Order of the Ministry of Labor and Social Protection of the Russian Federation No. 544 of 18 October 2013; Federal Law on Education, Arts. 28.3(3), 29.2(3) and 46(2); Order of the Ministry of Health and Social Development No. 761 of 26 August 2010, Part III and Sec. 9
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Family Code, Art. 1(3); Civil Code, Arts. 21 and 50.1; Law on the State Registration of Legal Entities, Art. 9
Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Family Code, Art. 35; Land Code, Arts. 5(1), 15(2) and 43(1)
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Arts. 1141(2) and 1142
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 1141(2) and 1142
Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Code, Art. 34(3)
Pension		
Are the ages at which men and women can retire with full pension benefits equal?	No	Federal Law No. 400 of 2013, Art. 8 and Annex 6
Are the ages at which men and women can retire with partial pension benefits equal?	No	Federal Law No. 400 of 2013, Art. 8 and Annex 6
Is the mandatory retirement age for men and women equal?	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

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located

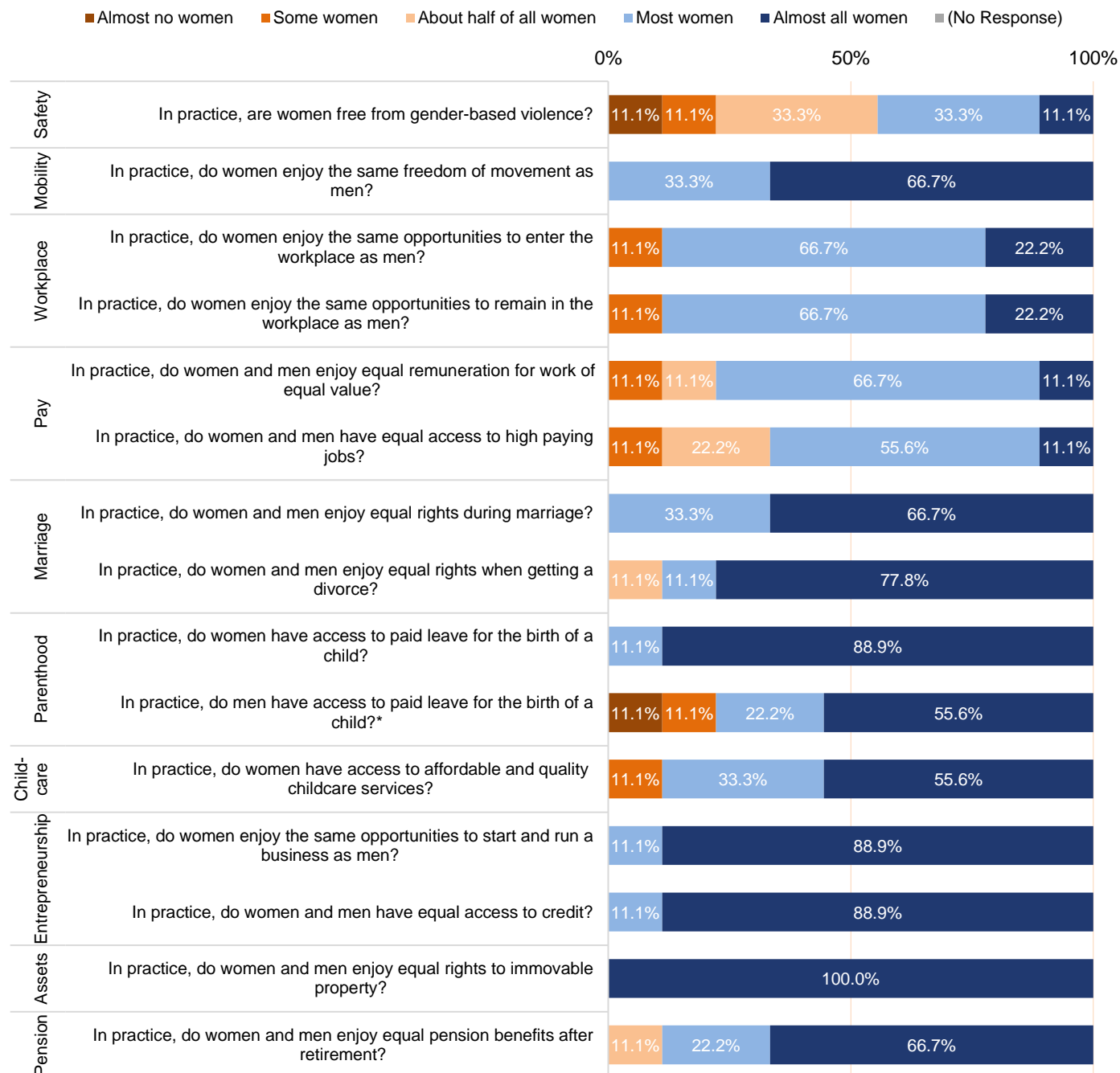
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	No	Insufficient evidence located
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	Yes	Crisis Center for Assistance to Women and Children
Mobility		
Are passport application processes the same for women and men?	Yes	Passport application form; Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Has the government published guidelines on non-discrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Is there a specialized body that receives complaints about gender discrimination in employment?	No	Insufficient evidence located
Pay		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	Yes	Federal State Statistics Service: Labor and employment in Russia
Marriage		
Is there a fast-track process or procedure for family law disputes?	Yes	Family Code, Art. 19; Civil Procedure Code, Arts. 121, 122 and 126; Mediation Act, Arts. 1(2), 3 and 13
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	Yes	Department of Labour and Social Protection of Moscow
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Resolution of the Government of the Russian Federation No. 2010, dated November 23, 2021, Secs. 5-8 and 16
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	Yes	Labor Code, Art. 256
Has sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of the Comprehensive Monitoring of the Preschool Education System
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Government Resolution No. 829 of 27 May 2023, Arts. 2, 4 and Annex 1; Official Website of the Moscow Mayor; Resolution of Government of Moscow No. 590 of 27 July 2010, Annex 1
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	Yes	Resolution of the Government of Moscow No. 489 of 18 September 2012, Annex
Has the government published any reports on quality of childcare services within the last 3 years?	Yes	Official Website of the National Institute of Quality in Education; Official Website of Moscow Municipality Center of Preschool Education
Entrepreneurship		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	Yes	Russian Statistical Agency Rosstat
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	Yes	Federal grant program "Mother Entrepreneur"; Credit Support for Women Entrepreneurs



Is there a current national government plan or strategy with a focus on women's access to financial services?	Yes	National Action Strategy for Women (2023-2030)
Assets		
Are there mechanisms or incentives to encourage women to register immovable property?	Yes	Order of Rosreestr No. P/0241 of June 1, 2021, Art. 109; Law On State Registration of Real Estate, Arts. 28, 62 (13)
Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	Yes	Government Services official portal
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	No	Insufficient evidence located
Pension		
Are there incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Resolution of the Russian Government dated August 16, 2012 No. 840; Resolution of the Board of the Russian Pension Fund dated January 23, 2019 No. 16p



WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.