

Russian Federation⁴⁵⁷

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The Russian Federation is a federal state.

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 birth and 70 calendar days after birth.
- It is not obligatory to take leave.

Payment, funding and taxation

- 100 per cent of average earnings, calculated on basis of employment during the 24 months before taking leave, up to an upper limit of RUB955,836 [€8,155.53]⁴⁵⁸ in case of a single pregnancy and RUB1,324,516 [€11,301.23] in case of a multiple pregnancy. The minimum maternity benefit is RUB124,702 [€1064.00] in case of a singleton pregnancy and RUB172,802 [€1474.41] in case of a multiple pregnancy.
- 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 a Maternity benefit equaled to 100 per cent of the subsistence level for the working-age population in the region of residence. Depending on the region of residence, the maximum amount of the payment is RUB53,880 [€459.72] and the minimum is RUB17,134 [€146.19] per month. The payment is provided monthly during the whole period of maternity leave.

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⁴⁵⁸ Conversion of currency undertaken for 20 July 2026, using: <https://data.ecb.europa.eu/currency-converter>

- Full-time students are entitled to Maternity leave and monthly Maternity benefit set at the subsistence level of the working-age population in the region where the mother lives. For example, in the Lipetsk Region, the benefit amount for 140 days of vacation is RUB79,958 [€682.23], and in the Chukotka Autonomous District - RUB251,440 [€2,145.37].
- Payments are paid directly to the parent by the local office of the Social Fund of Russia,⁴⁵⁹ except for those women discharged from their work as a result of business closure; in their case, the benefit is provided by the social security office at the place of residence.
- Payment is not taxed.
- Pension contributions are paid during leave.
- Funded from the Social Fund of Russia, which is primarily financed from contributions made by employers of 22 per cent of employees' wages. It has other sources of funding, including voluntary contributions made by self-employed citizens without the official income or those who have not yet earned a pension qualifying period; fines and penalties; investment income.

Flexibility in use

- None.

Eligibility (e.g., related to employment or family circumstances)

- All insured women who have an employment contract; women who do not have an employment contract with an employer but have the status of self-employed and individual entrepreneurs and are payers of professional income tax; military women with a contract; women who work in law enforcement agencies and the customs office; unemployed women discharged as a result of business closure during the 12 months before registration at the unemployment office; and full-time students.
- Women who have adopted a child, if they belong to any of the categories listed above.
- Same-sex parents are not eligible.

Variation in leave due to child or family reasons (e.g., multiple or premature births; poor health or disability of child or mother; single 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.

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 1.1 to 2 according to the region.
- Regional authorities can introduce additional payments during the period of Maternity leave. For instance, the Moscow government increases benefits for

⁴⁵⁹ The Social Fund of Russia was established on 1 January 2023 after merging the Pension Fund and Social Security Fund of Russia.

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.

- The regional authorities of some regions have introduced additional one-off payments in the form of student maternity capital. To receive it, both parents must be full-time students studying for the first time at institutions of secondary vocational education or at a university in the region of the payment, and the mother's age should not exceed 23-25 years. The amount of the payment is determined by regional legislation, for example, in the Ivanovo Region, the payment to young mothers is RUB1,063,000 [€9,069.89]; in the Chelyabinsk Region RUB1,081,600 [€9,228.59]; in the Leningrad Region RUB300,000 [€2559.71], in the Orel, Khabarovsk, and Karelia regions RUB100,000 [€853.24].
- Russian regions with a lower-than-average birth rate, currently 41, receive subsidies for regional demographic measures, which they can introduce in addition to existing ones. In addition, the list of possible support measures is supplemented with a lump-sum payment of at least RUB200,000 [€1,706.47] for the birth of a child in a student family.

Additional note (e.g., if leave payments are supplemented by collective agreements, employer exclusions, or rights to postpone)

- None reported.

b. Paternity leave

- No statutory entitlement. The father, if his spouse is on Maternity leave, can take annual paid leave at any time, either before or after childbirth; additionally, an employee has the right to take up to 5 days of unpaid annual leave at the birth of a child.

c. Parental leave (отпуск по уходу за ребенком) (responsibility of Ministry of Labour and Social Protection)

Length of leave

- Until the child reaches 3 years.
- Leave is a family entitlement.

Payment, funding and taxation

- 40 per cent of average earnings during the 2 years preceding the birth, paid until a child is 18 months of age. The government sets minimum and maximum payments, the former being RUB10, 837 [€92.47] per month for every child, and the latter RUB83,022 [€708.37] per month for every child. Payments are tax-free, as they are social benefits and do not depend on the needs of the family. An applicant who has official employment or is an individual entrepreneur can receive a unified child allowance along with this benefit, with the average per capita income and property being taken into consideration.
- The second part of leave - from 18th to 36th month - is paid only if the income of the family meets the criteria for the unified child allowance, which is

granted to families with children below the age of 17 years, where the average per capita income does not exceed the regional subsistence level. Payment is made at 50 per cent of the subsistence level after applying; it is then increased to 75 per cent or 100 per cent if the monthly per capita income in the family still does not exceed the subsistence level. To qualify for the allowance, every working-age family member above 18 years of age should have an income of at least 8 minimum monthly wages, which is RUB216,744 [€1,849.34]. To determine the right to payment, the income of all family members for the billing period is divided by 12 months and the number of family members. If the result of calculations is less than the minimum subsistence level in the region, the allowance will be paid; if it is higher, it will not be. The list of income included includes salary, pension, scholarship, and income from self-employment or individual entrepreneur.

- Women or other relatives of the child who became unemployed while on Parental leave because their employer closes 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 leave-takers who have lost their jobs due to the closure of their workplace during the preceding 12 months, is RUB21,674 [€184.93] per month.
- Unemployed citizens (excluding those who lost their job because their employer closed the business while they were on parental leave) receive a minimum childcare benefit (RUB10,670 [€91.04] per month for every child) only provided that the average per capita income of their family does not exceed the regional subsistence level.⁴⁶⁰ Full-time students are granted the benefit regardless of their income, amounting to RUB10,670 [€91.04] per month for every child.
- 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.
- There is an additional allowance of RUB19,309 [€164.75] per month for the children of conscripts drafted into the Russian Army. It is paid to the conscript's wife from the moment the father begins military service. The allowance is terminated when the father completes his service or the child turns 3 years old.
- If a woman has a right to both paid Parental leave benefits and Maternity leave benefits (e.g., if she is pregnant with a 2nd child), she must choose which benefit to receive.
- Payments are not taxed.
- Pension contributions are not paid, though the leave period is included in determining pensions.
- Funded and paid by the Social Fund of Russia, except for those who are not insured (e.g., students, unemployed people), in which case funded from the federal budget.

Flexibility in use

- A right for a monthly childcare benefit remains if the leave-taker returns to work from leave (to a full-, part-time, or remote job) before the child

⁴⁶⁰ Subsistence level is established 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.

reaches the age of 18 months, or works for some other employer. The benefit is paid to only one parent. If full-time students keep studying on leave, they also receive the monthly childcare benefit.

- Different periods of leave may be taken by different carers provided that only one person is on leave during each period. A father can use his right for leave only after the expiration of mother's Maternity leave; however, if a mother was not officially employed before giving birth, the father can take leave from the time of the child's birth.
- Those eligible for leave can terminate it and later resume leave an unlimited number of times until the child is three years old. Thus, leave-takers can take the place of each other alternating their leave indefinitely or suspend it until the child is three years old.
- Two leave-takers cannot use their right for leave to take care of the same child simultaneously.
- Non-working parents or parents working part-time are eligible for a monthly allowance of RUB11,563 [€98.66] to care for children with disabilities.

Eligibility (e.g., related to employment or family circumstances)

- Any insured caregiver.
- Self-employed workers have the right to take Parental leave, and are paid a monthly allowance for 18 months, provided that the average per capita income of their family does not exceed the regional subsistence level. In this case, the monthly allowance for caring for a child up to 18 months old is 50 per cent of the subsistence level. If the income level remains low, the amount of the allowance is recalculated and can be increased to 75 per cent or 100 per cent of the subsistence minimum.
- 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, single 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.

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.

Additional note (e.g., if leave payments are supplemented by collective agreements, employer exclusions, or rights to postpone)

- Employers may provide additional paid leave via collective agreements or other local regulations

d. Childcare leave or career breaks

No statutory entitlement.

e. Other types of leave and flexible working

Adoption leave and pay

- The same regulations as for other parents, without pre-birth paid leave.
- An additional one-time allowance for the transfer of a child to a family is paid to the child's guardians in the amount of RUB28,450 [€242.75]. When adopting siblings, children over 7 years or with disabilities, the allowance is paid to the guardians on a one-time basis in the amount of RUB217,385 [€1,854.80]. When adopting a child under 3 months of age, maternity benefit paid.

Time off for the care of dependants

- One of the parents is entitled to take fully paid **leave to care for a sick child**. For a child under 7 years, a parent can take leave for the entire period of the child's illness, but no more than 60 days per year; for a child over seven years of age, no more than 45 days per year. The amount of the sick leave benefit depends on earnings and length of service, but it cannot be less than RUB891 [€7.60] and more than RUB6,827 [€58.25] per day.
- One parent is granted four paid non-working days per month to take **care of a child with a 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 is not increased.
- All employees with 2 or more children under the age of 14 years or with a child with a disability under the age of 18 years or single parents taking care of a child under the age of 14 years may apply for an additional period of 14 calendar days of **unpaid leave** per year at a convenient time for an employee.

Specific provision for (breast) feeding

- Mothers of children younger than 18 months 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 3 hours, and for no less than 30 minutes.

Flexible working for carers

- Every employee can apply to their employer for a flexible schedule, for example, an earlier start and an earlier end of the working day. However, the employer is not obliged to agree to the request.
- Pregnant women and parents with a child under 14 years (or a disabled child under 18 years) can ask for shorter working hours, with a proportionate reduction in earnings, and the employer cannot refuse. Working on a part-time basis does not entail any restrictions on the duration of the annual basic paid leave, the calculation of the length of service, and other labour rights for employees.

- The written agreement of an employee with children below 3 years (or below 5 years 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 met by employers.

Time off for antenatal appointments and care

- Employers are required to let pregnant women attend medical appointments without loss of earnings.
- If there is a medical certificate, a pregnant woman can transfer to light labour or reduce production rates. If there are no suitable transfer options, the employer must release her from work. In all these situations, the average earnings are maintained.

Other provisions of leave

- Mothers of children under 18 years and working in rural areas can have 1 unpaid day off per month.

2. Relationship between leave policy and early childhood education and care policy

The maximum period of post-natal leave is three years, but payments for the last 18 months are limited for low-income families. There is a right 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 the right to ECEC; however, in practice, this right is not enforced, as most parents are unaware of its existence.

For ECEC attendance levels, see 'relationship between leave and ECEC entitlements' in the cross-country tables at the front of the review.

3. Changes in policy since April 2025 (including proposals currently under discussion)

As part of the Family national project, new measures to support families have been introduced since 1 January 2025, aimed at improving the demographic situation and creating comfortable conditions for combining parental responsibilities with professional activities. These include:

- Parents in families with 2 or more children with an average per capita income of less than 1.5 times the regional subsistence minimum per month will be compensated for part of paid personal income tax (tax cashback) from 1 June 2026. The tax is refunded in the form of an annual family payment to parents (adoptive parents, guardians, guardians) who have 2 or more children. To receive this payment, personal income tax must be paid during the year preceding the year of applying for a payment, usually at the rate of 13 per cent. The refund will be 7 per cent, so reducing the effective tax rate to 6 per cent. Both parents are eligible to receive the payment.
- Starting in 2026, large families will be able to receive a single benefit even if their income exceeds the established income limit: if their income exceeds the subsistence minimum by no more than 10 per cent, the benefit will be retained

for another 12 months. The payment amount will be 50 per cent of the regional subsistence minimum for each child.

- From 1 January 2026, lump-sum payments made by employers to employees (parents, adoptive parents, guardians) for the birth or adoption of each child and the establishment of guardianship over them, paid during the first year of up to RUB1,000,000 [€8,532.35] (including in the form of material assistance), are not subject to taxation. Above RUB1,000,000 [€8,532.35] personal income tax is still paid. Previously, the tax exemption was limited to financial assistance of no more than RUB50,000 [€426.62] per child.
- In 2025, the Russian Federation introduced a national standard – Support Measures 'Corporate Demographic Standard'. Its purpose is to assist employers in choosing measures to support employees with family responsibilities; form a loyalty system for their customers, primarily with children; and contribute to the socio-demographic development of regions and the country.
- From 30 October 2025, the Ministry of Science and Higher Education of the Russian Federation approved recommendations for supporting student families at universities. Russian universities are actively implementing various assistance measures for such students, for example: Ural Federal University provides students with family rooms in dormitories, lump-sum payments to full-time students (both on a budget and on a contract basis), as well as places in a kindergarten at the university with a payment of RUB3,800 [€32.42] per month. Ivanovo State University provides financial assistance to students with children from 6 months to 7 years; payment of financial assistance to students at the birth of a child; and free psychological assistance to parents.

4. Uptake of leave

a. Maternity leave

Although it is not obligatory, it is assumed that almost all eligible women take Maternity leave. According to the Social Fund of Russia, from January to October 2025, the Social Fund paid maternity insurance benefits to 603,000 women on maternity leave.⁴⁶¹

b. Paternity leave

No statutory entitlement.

c. Parental leave

Since benefits for caring for a child from birth to 18 months of age are available for both insured and uninsured persons, it can be assumed that the uptake is 100 per cent. According to the Federal State Statistics Service, in the fourth quarter of 2025, there were 526,793 women with a child below the age of 18 months who received leave payments, and 463,694 women with a child between the age of 18 and 36 months.

There is no publicly available national data on the number of fathers that use Parental leave in Russia, but some regions do provide this information; this shows that men in Russia are beginning to take Parental leave more often. For example,

⁴⁶¹ https://sfr.gov.ru/press_center/news~2025/11/05/276799

in St. Petersburg and the Leningrad Region in 2025, the number of fathers who took leave to care for a baby doubled compared to 2024 and amounted to more than 10,000 men. In the Sverdlovsk Region in 2025, 4,504 working men received a monthly allowance while on Parental leave up to 18 months after the birth of their child, 32 per cent more than in 2024.