

Template for the IAP (2018)

Economy: Russian Federation

<p>Ratio of women's representation in leadership* in both the public and private sectors (* based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN; see https://careers.un.org/lbw/home.aspx?viewtype=SC)</p>	<p>Women make up 72.1% of civil servants, hold the positions of the chairman of the upper house of parliament, deputy prime minister for social affairs, minister of health, minister of education, head of the Accounting Chamber. They are also represented in the executive office of the President of the Russian Federation, local self-government bodies, political parties and public structures.</p> <p>Executive power National Parliaments: total number of seats - 449; number of women - 70. The total number of seats in the upper house is 170; number of women - 29.</p> <p>Executive power Ministers (excluding federal agencies.): Men - 22; women -2 Deputy Ministers: men - 118 women - 16 Regional governments: heads of regional authorities: men - 82; women - 4; members of regional governments: men - 46122; women - 76838; Municipalities: men - 85267; women - 267003 Legislature Supreme Court: men - 100; women - 29 Constitutional Court: men - 19; women - 2.</p> <p>Public and private sectors - 47,5%* Public – 61,8% Private – 35,5%</p>
<p>Voluntary goals of women's representation in leadership in public and private sectors toward by the end of 2020 (%; total target of increasing the share of women in leadership positions which are based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN)</p>	<p>Within the work in the G20, the Russian Federation along with other countries of this association, has undertaken a commitment on additional measures aimed at increasing the employment of women as well as creating conditions for their career and professional growth and reduction the wage gap between men and women. Strengthening the position of women in the Russian society was promoted by measures taken over the past 10 years, including:</p> <p>Increase the number of women who are founders or leaders of small and medium-sized enterprises (SMEs), including number of social entrepreneurship, and self-employed women;</p> <p>Increase share of women among those who replace state civil positions and municipal positions, as well as women's share in political parties and organizations;</p> <p>Reduction the number of workplaces with harmful and (or) dangerous working conditions for women;</p>

	<p>improvement of legislation to improve the status of women including issues related to payment of maternity benefits and child-rearing benefit as well as implementation of the program of maternal (family) capital;</p> <p>increase the competitiveness of women in the labor market through the adoption of anti-discrimination measures (prohibition of vacancy announcements containing requirements for sex, age and marital status) and through the organization of vocational training for women on maternity leave;</p> <p>stepwise increase in labor remuneration in the budget sectors of economy where women are employed predominantly - in the spheres of education, science, health, culture and social protection;</p> <p>creation of favorable conditions to combine child-rearing responsibilities including children with disabilities with labor (ensuring the availability of preschool education for children aged 3 - 7, the provision to provide a person raising a disabled child with an annual paid leave at a time convenient for him ad lib is enshrined in the legislation);</p> <p>consistent state support of socially-oriented non-profit organizations, whose activities are aimed at improving the situation of women, families and children;</p> <p>state support of small and medium-sized business including with participation of women; increase the number of women who are founders or leaders of small and medium-sized enterprises (SMEs), including number of social entrepreneurship, and self-employed women.</p>
<p>Include a brief plan of action of how your economy plans to achieve your voluntary goals</p>	<p>On March 8, 2017, the Government of the Russian Federation approved the National Action Strategy for Women 2017-2022. The Strategy defines the main directions of the state policy towards women and is aimed at implementing the principle of equal rights and freedoms of men and women and creating equal opportunities for their implementation by women in accordance with the provisions of the Constitution of the Russian Federation, generally recognized principles and norms of international law, and international treaties of the Russian Federation.</p> <p>Implementation of the Strategy will be performed in several areas: creating conditions for health preservation of women of all ages; improving the economic status of women, ensuring their welfare; prevention of social disadvantage of women and violence against women; increased participation of women in public and political life; improvement of state statistics characterizing the status of women in society.</p> <p>The implementation of the area "Improving the economic status of women, ensuring their welfare" implies the following tasks:</p> <p>creation of conditions for women to receive vocational education in the most advanced areas of economy</p>

providing ample opportunities for employment in high-paying jobs;

- reduction of the wage gap between men and women;
- increase the competitiveness of women in the labor market;
- expansion of opportunities for women employment in small and medium-sized businesses;
- increasing the social responsibility of employers with regard to women with family responsibilities;
- increase of social security of women.

The solution of these tasks involves the implementation of the following measures:

- organization of vocational training for women and the formation of new competencies and qualifications including in the sphere of entrepreneurship;
- creation of specialized forms of grant support and holding professional competitions for women innovators in order to stimulate the participation of women in high-tech industries and innovative activities;
- ensuring women's participation in the development of social entrepreneurship;
- reduction in the number of jobs with harmful and (or) hazardous working conditions women placed in;
- expansion of the scope of flexible forms of employment that promote the combination of labor with family responsibilities;
- development of a system providing services for childcare and care for disabled family members;
- improvement of social support for women with low-income including women with children taking into account the need criterion established in the subjects of the Russian Federation on the basis of a social contract.

To ensure the interaction of federal government bodies, a Coordination Council affiliated to the Government of the Russian Federation for implementation of the Strategy was established and the Regulations and members thereof were approved.

The creation of favorable conditions for women to combine vocational and family responsibilities is stipulated by documents of a conceptual and strategic nature: Demographic Policy Concept of the Russian Federation for the period until 2025, approved by the Decree of the President of the Russian Federation, State Family Policy Concept in the Russian Federation for the period up to 2025, National Action Strategy in the interests of women for 2017-2022.

A unified system of state benefits has been created for citizens in the Russian Federation in connection with the childbirth and childrearing.

The federal maternal (family) capital, provided at the birth of the second child or subsequent children (in 2018 it is RUB 453 000) has been introduced. The funds of maternal (family) capital can be used to improve the living conditions, education of the child (children), formation of the funded pension of a woman, acquisition of goods and services intended for social adaptation and integration of

children with disabilities into society, receiving a monthly cash payment in connection with the birth of the second child.

The Federal Law was adopted on December 28, 2017.

It will provide families whose average per capita income does not exceed 1.5 of the subsistence minimum of the able-bodied population established in the subject of the Russian Federation with monthly payments in connection with the birth (adoption) of the first child from January 1, 2018 and monthly payments in connection with the birth from January 1, 2018 of the second child at the expense of maternal (family) capital.

The Government of the Russian Federation pursues a policy of successively reduction of the tax burden on incomes of working parents by establishing tax deductions. We draw attention to the fact that both working parents have the right to standard tax deductions.

✓ *The voluntary goals will be reviewed by each economy in the process of developing Interim report.*

**The information is developed according to the sample survey of organizations (excluding small businesses), which is carried out every 2 years for October on the basis of the Russian classification of occupations.*

Data for October 2017 will be published on the official website of the Federal State Statistics Service on April 3, 2018.