

## Individual Action Plan

Economy: Russia

<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 <a href="https://careers.un.org/lbw/home.aspx?viewtype=SC">https://careers.un.org/lbw/home.aspx?viewtype=SC</a>)</p>	<p>Women make up to 80% of public servants, hold posts of the Chairman of the upper House of the Parliament, the Deputy Prime Minister for social issues, the Minister of Health, the Head of Accounts Chamber. They are also presented in the Executive Office of the President of the Russian Federation, local authorities, political parties and public structures.</p> <p><b>Executive branch</b></p> <p>National parliaments (2014): the total number of seats – 449; the number of women – 63.</p> <p>The total number of seats in the Upper House – 167; the number of women – 14.</p> <p>Regional parliaments (2012): the total number of seats – 3914; the number of women – 482.</p> <p><b>Executive branch</b></p> <p>Ministers (excl. Federal Agencies): men – 23; women – 1</p> <p>Deputy Ministers: men – 116; women – 16</p> <p>Regional governments: Heads of regional governments: men – 82; women – 3; members of regional governments: men – 46122; women – 76838;</p> <p>Municipality: men – 85267; women – 267003</p> <p><b>Legislative branch</b></p> <p>Supreme Court: men – 80; women – 27</p> <p>Constitutional Court: men – 19; women – 3</p> <p>As of 2014, around 28 percent of Russian businesses are women-owned. 34 percent of women stand in the role of employers. More than in 50 percent of Russian companies the board of directors includes at least one woman.</p>
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<p>Voluntary goals of women's representation in leadership in public and private sectors toward by the end of 2020</p> <p>(%; 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>Include a brief plan of action of how your economy plans to achieve your voluntary goals.</p>	<p>Russian government commits significant resources to supporting SMEs. All SMEs (both men and women-owned) are eligible to apply for support, which includes a range of services, including access to training and opportunities for credit</p> <p><u>Bank for Development (VEB Bank).</u> VEB is the national development bank of the Russian Federation, established for the purpose of implementing government socio-economic policy, which includes the promotion of entrepreneurship and enhanced diversification and innovation in the economy. The bank aims to serve as a driving force of Russia's development, and, to that end, it funds investment projects of national significance. A significant portion of the VEB's loan portfolio is dedicated to SMEs.</p> <p><u>Agency of Credit Guarantees.</u> In 2014, the Russian Federation established a joint-stock company for the purposes of forming a non-deposit, credit guarantee agency. Through shared risk and state guarantees of loans, the goal of the initiative is for financial institutions in Russia to be more inclined to lend to SMEs. The agency aims to improve overall lending conditions and increase the value of long-term credit extended to SMES. The joint-stock company through which the agency was established is 100% owned by</p>

the Federal Agency for State Property Management. Ministry of Economic Development of the Russian Federation, Support for SMEs. Since 2005, the Ministry of Economic Development (the Department for SME Development and Competition) has led the state's program of financial support for SMEs. Pursuant to a law enacted in 2009, federal funds are disbursed on a competitive basis across all regions of the Russian Federation. The central priorities of the program are to increase support of small innovative companies , including through innovation grants and subsidies for operating innovative companies and grants for start-ups; to increased the number of infrastructure to support small and medium-sized businesses, such as: business incubators, guarantee funds, microfinancing organizations, technology and industrial parks, business development centers, centers of export support; to improve support of export-oriented SMEs through creating special infrastructure for support which provides assistance for small and medium companies to enter foreign markets and conclude export contracts by organizing business missions, subsidization of marketing research.

Federal Web Portal for SMEs. Developed and maintained by the Ministry of Economic Development of the Russian Federation, this portal provides a range of services for all SMEs in the Russian Federation, including regulatory guidance, advice on business services, and news of interest to entrepreneurs.

Integrated foreign economic information portal. Developed and maintained by the Ministry of Economic Development of the Russian Federation, this portal serves as a resource for companies and

individuals interested in doing business with Russian enterprises. The portal includes general information about the legal and institutional environment for doing business in Russia; a database of Russian companies; links to a variety of Russian business associations and trade unions, information about trade events; and additional information to prospective customers and business partners.

Russian Agency for support of small and medium business. The Russian Agency was created in 1992 on the initiative of the Government of the Russian Federation with the assistance of the government of the United Kingdom. The mission of the agency is to provide high-quality consulting services to commercial and government enterprises; to support business development services for SMEs; and to assist municipal authorities in developing and enhancing their competitiveness as destinations for investment. The Agency provides consulting services for SMEs, as well as assistance in linking Russian-owned companies to potential Russian and foreign partners. The agency participates in interregional and international business information exchange between SMEs.

Approval of the Strategy for state family policy in the Russian Federation until 2025 became an important measure for improving women's living conditions in 2014.

The labor legislation of the Russian Federation protects the rights of persons with family duties (both women and men). It is not allowed to dismiss a pregnant woman or a man who is the only breadwinner in the family.

There are also additional measures of state support

of families with children after a birth (or adoption) of the second child. They are realized in the form of the maternity (family) capital that makes about 500 000 rubles (over 10 thousand US dollars). These funds can be allocated for improvement of living conditions, education of the child (children), formation of a funded part of the mother's labor pension.

To improve women's employment the Government realizes programs aimed at creation of new workplaces (including remote, home-based, with a flexible schedule). There is a significant increase in salaries in the public sector that is a major source of employment for women (health care, education, social sphere). The salaries of women compared with the salaries of men grew from 67, 9% in 2012 to 72, 4% in 2014. Promoting vocational education and additional professional education of women during the maternity leave (until a child is three years old) maintains women's competitiveness in the labor market.

Vocational education is also accessible for women entrepreneurs, students and housewives that are not recognized as unemployed persons, but need training to get additional skills or professional experience.

With the aim to promote women's entrepreneurship, local authorities also realize measures to create of additional incentives and preferences for business women with family duties.

In particular, there are possibilities for young mothers to participate in business activities in the sphere of preschool education, for example to develop private kindergartens, family groups, social and game rooms, etc.

In a number of regions, women who show

	willingness to start their own business get assistance in the development of business plan and receive necessary methodical material. If necessary, such women can address to services of SMEs' support. In case of lack of knowledge necessary for starting their own business, women can apply for relevant training and professional development programs.
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- ✓ *The voluntary goals will be reviewed by each economy in the process of developing Interim report.*