

Template for the IAP 2021

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 https://careers.un.org/lbw/home.aspx?viewtype=SC)</p>	<p>Significant progress towards women empowerment and strengthening leadership has been achieved due to implementation of the National Strategy for Women 2017-2022 approved by the Government Order dated 8 March 2017 No.410-r; as well as relevant action plans for its implementation and state programs in the areas of education, health and social support.</p> <p>According to the Federal State Statistics Service data, the ratio of women in labor force as for December 2020 was 48,7%, while women made up 56% of employees with higher education.</p> <p>In 2020 the ratio of women among specialists of the highest level of qualification in healthcare was 69%, in education – 85,4%, in business and management – 72%.</p> <p>Executive power.</p> <p>As for 2019 the ratio of women in civil service employees was 74%, including 66% in managerial positions.</p> <p>Women's representation in the Government of the Russian Federation has increased. At present (2021) there are two women occupying a position of the Deputy Prime Ministers, compared to one in 2017. The Ministry of Health and the Ministry of Education are both headed by women.</p> <p>There are 23 female deputy federal ministers (and 130 males holding the same</p>
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position) – the ratio is 17,7%.

Proportion of female local public employees in 2019 – 72%, including 60% in managerial positions.

Proportion of female municipal employees in 2019 – 77%, including 55% in the top managerial positions.

Legislative power. As for 01.01.2018 the ratio of women's representation in the Federal Assembly of the Russian Federation (central parliament) constituted 16,4%; in the Federation Council (the upper chamber) - 17,8%; in the lower chamber – 15,9%. As for 01.01.2021 the ratio of women's representation in the Federal Assembly of the Russian Federation increased to 17,2%; in the Federation Council (the upper chamber) - to 19.5%; in the lower chamber –to 16,3%.

The Federation Council of the Federal Assembly of the Russian Federation (the upper house of Russian Parliament) is represented by 28 women, including the Speaker of the Federation Council of the Federal Assembly and the Deputy Speaker of the Federation Council of the Federal Assembly.

There are 70 female members in the State Duma of the Federal Assembly of the Russian Federation of the seventh convocation (the previous convocation numbered 21 women). 4 out of 25 the State Duma Committees are headed by women, with 8 women holding the position of the First Vice-Chairperson of the Committee and 10

women holding the position of the Vice-Chairperson of the Committee.

Women also hold senior positions, such as the Governor of the Bank of Russia, the Commissioner for Human Rights in the Russian Federation and the Presidential Commissioner for Children's Rights.

The percentage of women in the total number of public employee in the **judicial authorities** and the Prosecutor's Office of the Russian Federation increased from 62% in 2013, 63% in 2016 to 65% in 2019.

The ratio of male to female university presidents also increased - from 21,6% in 2014 to 26% in 2019.

The ratio of **women on managerial positions** (according to sample surveys data) increased from 48,6% in 2017 to 49,7% in 2019.

Private sector.

Average percentage of women on Board. According to Global Gender Balance Report¹, Released by BoardEx, in 2020 the ratio of women in Russia as executive vs non-executive directors in 2020 – 12,4%, in 2018 - 10%, in 2016- 8,0%. The ratio of female leadership team vs Board in 2020 was 14,7%.

¹ <https://www.boardex.com/2020-global-gender-diversity-analysis-women-on-boards/>

