



**Convention on the Elimination
of All Forms of Discrimination
against Women**

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**Committee on the Elimination of Discrimination
against Women**

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**Concluding observations of the Committee on the
Elimination of Discrimination against Women:
Russian Federation**

Addendum

**Information provided by the Government of the Russian Federation on
the follow-up to the concluding observations of the Committee
(CEDAW/C/RUS/CO/7)****

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Information provided by the Russian Federation on implementation of the recommendations made in paragraphs 25 and 31 of the concluding observations of the Committee on the Elimination of Discrimination against Women following its consideration of the country's combined sixth and seventh periodic reports on implementation of the Convention on the Elimination of All Forms of Discrimination against Women

Information on paragraph 25 of the concluding observations (CEDAW/C/RUS/CO/7)

1. Pursuant to the Federal Police Investigations Act of 12 August 1995, the law enforcement agencies work constantly to identify, prevent, suppress and detect offences committed against women in the Northern Caucasus, and to identify and expose the individuals who mount and carry out these crimes.
2. In line with articles 144 and 145 of the Code of Criminal Procedure, all reports and information received concerning the use of physical force against, or causing of death of, persons, including women and girls, are investigated promptly and the appropriate procedural decisions are taken.
3. A criminal case is opened on every established case of violent crime against women in the Northern Caucasus and investigations are conducted in accordance with criminal procedure legislation.
4. There was a decrease in 2011 in the number of women victims of violent crime in the Northern Caucasus. The figure for 2011 was 3,048, 4 per cent lower than that for 2010 (the national average fell by 10.9 per cent). In the Chechen Republic, 64 such offences were recorded in 2011, a fall of 12.3 per cent compared to 2010.
5. In the Northern Caucasus federal area, one murder committed with violent acts of a sexual nature (Criminal Code, art. 105, para. 2 (j)) was recorded in 2011, in the Republic of North Ossetia-Alania; no such crimes were recorded in other regions of the federal area.
6. Over the past year, 213 cases of rape (Criminal Code, art. 131) were recorded in the Northern Caucasus federal area, a rise of 3.4 per cent compared to 2010 (average for the Russian Federation: -0.8 per cent); this resulted from increases in the number of such offences in two regions: 103 (+35.5 per cent) in Stavropol territory, and 47 (+20.5 per cent) in the Republic of Dagestan. In the other constituent entities of the Russian Federation in the Northern Caucasus federal area, the number of rapes fell significantly: by 50 per cent (1 case) in the Republic of Ingushetia; by 36 per cent (16 cases) in the Karachai-Cherkes Republic; by 35 per cent (13 cases) in the Republic of North Ossetia-Alania; and by 11.8 per cent (30 cases) in the Republic of Dagestan. In the Chechen Republic, the figure fell by 70 per cent (3 cases) in 2011, the most rapid decline in all the constituent entities of the Russian Federation.
7. There were 97 cases of violent acts of a sexual nature (Criminal Code, art. 132) against women in the Northern Caucasus region, a decrease of 3 per cent compared to 2010. No such cases have been recorded in the Chechen Republic in the past year.
8. There were nine cases of coercion to perform acts of a sexual nature (Criminal Code, art. 133) in 2011, the same as the previous year, all recorded in the Republic of Dagestan. There were no cases of this category of offence in the remaining constituent entities of the Russian Federation in the Northern Caucasus federal area.
9. In 2011, 137 cases of sexual relations and other acts of a sexual nature performed on a person under the age of 16 (Criminal Code, art. 134) were recorded, a fall of 12.2 per cent compared to 2010; none of these occurred in the Chechen Republic.

10. Ten cases of recruitment of women to engage in prostitution (Criminal Code, art. 240) were registered in the Northern Caucasus federal area in 2011, a fall of 16.7 per cent compared to 2010. They were recorded in Stavropol territory (5 cases), the Republic of North Ossetia-Alania (3), the Republic of Dagestan (1) and the Kabardino-Balkar Republic (1), while none occurred in the Republic of Ingushetia, the Karachai-Cherkes Republic or the Chechen Republic.

11. Given that a fairly large proportion of offences committed in the Northern Caucasus federal area go unrecorded, the procuratorial agencies pay particular attention to detecting violations of the law when crimes are reported, recorded and reviewed.

12. Disciplinary measures have thus been taken by the procuratorial agencies against 4,572 officials, of whom 3,067 were responsible for violations committed during the reporting, recording or reviewing of information on crimes. In the Chechen Republic, disciplinary measures were taken against 401 officials, of whom 238 were responsible for violations in registering offences.

13. Between January and December 2011, the procurators in the Northern Caucasus federal area issued 3,824 orders to desist from unlawful activity, 430 of them in the Chechen Republic, as a result of monitoring adherence to legal requirements during the pretrial stage of court proceedings.

14. The procuratorial agencies submitted 147 reports, including 10 in the Chechen Republic, to the authorities as part of their work to prevent and suppress violations of the law.

15. Furthermore, investigating officers of the Investigative Committee of the Russian Federation are trained to rigorously respect the rights and legal interests of all participants in criminal proceedings and other persons, to implement their duty in strict compliance with the requirements of the law, and to carefully verify information and reports received concerning acts of violence and murder, including any committed against women and girls.

16. In 2011 and 2012 to date, courts in the Northern Caucasus federal area have considered 883 cases concerning violent crimes against women, in 106 of which the victims were minors, and 590 of which involved offences against life and health (murder, intentional infliction of serious bodily injury causing death, unintentional manslaughter, battery); 289 involved offences against the sexual inviolability and sexual freedom of the individual; and 4 involved offences against freedom, honour and dignity (kidnapping, deprivation of liberty).

17. However, these offences are considered as general crimes, unrelated to sexual discrimination against women in the sense of the Convention.

18. Measures are taken to detect offences linked to local practices. Court practice in terms of criminal sanctions for such offences has varied. Cases can lead to a guilty verdict, but may also be terminated as a result of reconciliation of the parties, usually linked to marriage between the defendant and the victim.

19. In the cases for offences against women, 10 persons were found not guilty, 2 of them in private prosecutions (battery, minor bodily harm). A total of 63 cases concerning minor and ordinary offences were terminated: 58 against the person, and 5 against sexual inviolability. The overwhelming majority were terminated as a result of reconciliation between the parties, which does not contradict Russian legislation.

20. The courts can also award damages to women recognized under the Code of Criminal Procedure as victims of violent crimes. Thus, in 2010–2011, courts in the Republic of Dagestan considered 2 criminal cases in which the women victims of violent crimes claimed damages; courts in the Kabardino-Balkar Republic considered one such

case; courts in the Karachai-Cherkes Republic considered 5 civil cases involving claims for damages by women victims of violent offences; in the Republic of North Ossetia-Alania, there was one such criminal case; and there were 36 cases in Stavropol territory. All claims in this category were met either fully or partially.

21. The Russian Government is also making considerable efforts to promote the social and economic development of the Northern Caucasus.

22. A Government commission on social and economic development in the Northern Caucasus federal area was set up under the chairmanship of Mr. Putin, Chairman of the Government of the Russian Federation. Its work is intended to make the activities of the federal executive authorities, the authorities of the constituent entities of the Russian Federation in the Northern Caucasus federal area and local authorities more effective, and to ensure that coordinated decisions are taken and any potential disagreements are resolved.

23. A federal programme has been adopted for the social and economic development of the Northern Caucasus federal area; it includes a series of wide-ranging measures to build up industry, agriculture, transport, health-care provision, education, culture, sport and tourism. A further federal programme, for the social and economic development of the Chechen Republic for the period 2008–2012, includes reconstruction of the region's infrastructure, notably its social facilities.

24. In 2011, a budget of 20 billion roubles, including 18.4 billion roubles from the federal budget, was allocated to measures under the programme for the Chechen Republic. Construction is to be completed on 2 administrative buildings, 13 obstetric clinics, sports centres, a number of agro-industrial units, roads and veterans' hospitals. In 2012, the budget was increased by 20.3 per cent compared to 2010.

25. Furthermore, 19 schools have been built or renovated in Itum-Kale, Vedeno and Nozhay-Yurt districts in the Chechen Republic, providing somewhat over 3,000 places for pupils from the highlands, and 44 health-care facilities have been set up, with 3,000 beds and a capacity of 4,770 consultations per shift. These include 19 local hospitals, outpatient units and obstetric clinics in the highland districts, which provide primary medical care services to more than 55,000 people who previously did not have access. The programme has been extended to 2013.

26. There are 136 social service facilities for families and children in the Northern Caucasus federal area, of which 4 are in the Kabardino-Balkar Republic and 2 in the Karachai-Cherkes Republic. Of that total, 25 provide social assistance for families and children (2 in the Kabardino-Balkar Republic), 3 provide educational and psychological support, 26 are juvenile social rehabilitation centres (1 in the Kabardino-Balkar Republic and 1 in the Karachai-Cherkes Republic), 2 are children's shelters, 21 provide social rehabilitation for children with special needs (1 in the Kabardino-Balkar Republic), there are 5 family and children's sections in social service centres, 45 integrated social service centres and 9 other types of social service centres (1 in the Karachai-Cherkes Republic).

27. In 2010, the following subdivisions existed in the social service facilities for families and children: 23 family parenting groups (1 in the Kabardino-Balkar Republic), 39 rehabilitation sections for children with disabilities (1 in the Kabardino-Balkar Republic and 4 in the Karachai-Cherkes Republic), 51 child neglect prevention sections (6 in the Karachai-Cherkes Republic), 10 crisis counselling lines (3 in the Kabardino-Balkar Republic), 25 women's crisis sections and 5 children's temporary care homes (1 in the Kabardino-Balkar Republic and 1 in the Karachai-Cherkes Republic).

28. In total, there were 55 inpatient sections in social service facilities for families and children in the Northern Caucasus federal area at the end of 2010, of which 4 were in the

Kabardino-Balkar Republic and 2 in the Karachai-Cherkes Republic, and 37 outpatient facilities (1 in the Kabardino-Balkar Republic and 1 in the Karachai-Cherkes Republic).

29. In 2010, the social service facilities for families and children in the Northern Caucasus federal area provided assistance to 98,900 families (2,233 in the Kabardino-Balkar Republic and 110 in the Karachai-Cherkes Republic).

30. A total of 13,070 families of children with disabilities received social assistance (286 in the Kabardino-Balkar Republic), as did: 39,404 poor families (1,283 in the Kabardino-Balkar Republic and 63 in the Karachai-Cherkes Republic); 18,215 single-parent families (133 in the Kabardino-Balkar Republic and 27 in the Karachai-Cherkes Republic); 25,865 large families (432 in the Kabardino-Balkar Republic and 20 in the Karachai-Cherkes Republic); and 560 families of refugees or forcibly displaced persons; 24,331 families were being monitored by the social services (64 in the Kabardino-Balkar Republic and 62 in the Karachai-Cherkes Republic).

31. In 2010, the social service facilities for families and children in the Northern Caucasus federal area provided over 6,466,200 instances of different types of social services (1,010,300 in the Kabardino-Balkar Republic and 787 in the Karachai-Cherkes Republic).

32. Women in the Northern Caucasus federal area receive federal maternity and child allowances at the recommended level:

- A one-time payment of 465.20 roubles to women registered at a hospital in the early stages of pregnancy
- Maternity benefits of 465.20 per month (for women who lose their employment because of the organization's closure)
- A one-time payment of 12,405.32 roubles on the birth of a child
- A monthly childcare allowance set at 40 per cent of the average wage, but no less than 2,326.00 roubles for the first child and 4,651.99 roubles for the second and subsequent children, and no more than 9,303.99 roubles for persons who lose their employment during childcare leave as a result of the organization's closure or the cessation of activities of individual or family private enterprises

33. There are, furthermore, regional allowances set by the laws and regulations of the constituent entities in the Northern Caucasus federal area.

34. The regional monthly allowance paid in the Northern Caucasus federal area until the child reaches the age of 18 is between 89 and 300 roubles (89.03 roubles in the Kabardino-Balkar Republic and 107 in the Karachai-Cherkes Republic).

35. In 2011, these allowances were paid to 837,900 persons (40,102 in the Kabardino-Balkar Republic for 73,293 children and 41,651 in the Karachai-Cherkes Republic for 65,993 children).

36. In the Karachai-Cherkes Republic, a monthly allowance of 450 roubles per child is to be introduced for children from large families, children with disabilities and children brought up by parents with disabilities.

37. Pursuant to Federal Act No. 256-FZ of 29 December 2006 on additional State support for families with children, those families who have or who adopt a second or subsequent child have the right to additional State support in the form of maternal (family) capital payments.

38. Between 2007 and 2010, the Pension Fund of the Russian Federation in the Northern Caucasus federal area issued 287,500 certificates.

39. Most of the certificates for maternal (family) capital were issued:

- In the Republic of Dagestan (88,800)
- In the Chechen Republic (82,900)
- In Stavropol territory (56,300)

40. In the Northern Caucasus federal area, 59,900 persons applied to credit organizations for maternal (family) capital funds to be used to pay off credit and loans to a total of 19.8 billion roubles for the purchase or construction of housing; the credit organizations received 17.6 billion roubles in maternal (family) capital for 53,900 applications.

41. Particular attention is paid to children's leisure and recreational organizations. Since 2010, funding has been provided for children's leisure and recreational activities from the constituent entities' budgets, local budgets and the federal budget for the co-financing of recreational opportunities for children in difficulties, as well as businesses and parents.

42. The constituent entities of the Russian Federation that make up the Northern Caucasus federal area have established the necessary legislative basis and specified the categories of children who have the right to free or subsidized holidays in leisure and health facilities, the cost of the holidays, and the procedure by which they are provided and paid for, as well as the agencies responsible for organizing and running the children's health promotion campaign.

43. In 2011, they provided 1,995,200 roubles for leisure and recreational activities for children in difficulties, which represented an increase of 18.7 per cent over 2010 (1,680,900 roubles).

44. In 2011, the constituent entities in the Northern Caucasus federal area organized children's holidays in 1,400 leisure and recreational facilities, including 127 countryside recreation camps, 49 year-round spa facilities for children and over 1,100 day recreation camps.

45. All the regions in the Northern Caucasus federal area have an established procedure for providing holidays for children, including those in difficulties, specifically: children without parental care, children with disabilities and children in low-income families.

46. In the Northern Caucasus federal area, children who live permanently in the Republic of Ingushetia or the Republic of Dagestan are given free holidays in children's holiday camps.

47. Elsewhere, the parents pay a proportion of the cost: 10 per cent in the Republic of North Ossetia-Alania and 25 per cent in the Karachai-Cherkes Republic.

48. In the other constituent entities, the parental contribution varies between 5 and 50 per cent of the cost, depending on whether a parent works in the State-funded sector and on the type of recreational facility to which the child is being sent. In Stavropol territory, parents who work in the State-funded sector pay 15 per cent, and others pay 50 per cent. In the Chechen Republic, the parents' employers pay between 50 and 100 per cent of the cost.

49. The authorities in the Chechen Republic pay particular attention to the position of women in Chechen society. The Republic celebrates Chechen Women's Day, as well as the federal holidays of Mothers' Day and Family Day.

50. A commission on women's affairs was set up in 2003 to work, among others, on raising the status of women in the Chechen Republic, encouraging their active participation in the Republic's reconstruction and establishing a normal life there.

51. In 2010, a workshop-conference on the role of women in Chechen society was held in Grozny for Chechen Women's Day. It was attended by representatives of academia and the arts, the Office of the President and the government of the Republic, the Republic's Parliament, public figures, artists, historians and many others. The discussions covered the role of women in contemporary Chechen society, in raising a family and in Chechen history.

52. Work with families is given special attention, primarily to reduce the number of divorces in young families and to overcome outdated traditions such as bride abduction. Religious figures and non-governmental organizations are encouraged to contribute to this work. Bride abduction is consistent with neither Islam, Russian legislation nor Chechen traditions. The task has been set of eradicating the practice. Local authorities have been asked to develop a comprehensive programme to work with the population to prevent bride abduction.

53. Religious leaders hold meetings in the Republic's institutes of further education to raise awareness of the fact that force and violence leading to marriage have nothing to do with Islam.

54. The Ministry for Foreign Relations, National Policy, the Press and Information has opened a direct text message line for the public to report information on bride abduction.

55. Efforts are also being made to eradicate phenomena such as blood feuds. More than 700 imams and cadis in the towns, districts and settlements throughout the country are taking part. One hundred and seventy-seven families involved in blood feuds have been identified. A special commission set up has managed to achieve peace between 165 families. Some of them had been feuding for several decades.

56. To prevent acts of terrorism and achieve lasting peace in the Republic, the head of the Chechen Republic has adopted a decree on reinforcing law and order; a number of measures have been developed to combat terrorism and religious extremism and to improve the protection of particularly important and potentially vulnerable places, important public facilities and communal areas; a system of constant observation, analysis and assessment of the level of crime and efforts to combat crime has been developed and introduced to improve the effectiveness of preventive actions; and measures have been taken to improve the clear-up rate and the quality of investigations into serious and especially serious offences and offences linked to kidnapping.

57. A volunteer militia movement has been set up to help in crime prevention; it collaborates closely with the law enforcement agencies in protecting public order in communal areas during large-scale public events and patrols the streets together with the local police.

58. A campaign entitled "The Police and Children" is aimed at combating juvenile crime. Officers from the juvenile affairs sections organize events with schoolchildren and the Young Friends of the Police volunteer group in all the towns and districts in the Republic.

59. The Ministry of Education and Science, the health-care service, local authorities and non-governmental organizations have all taken part in the campaign. It includes meetings of juvenile affairs inspectors with schoolchildren, various sporting competitions, thematic quizzes and round table discussions, all aimed at promoting healthy lifestyles and preventing child and juvenile crime; discussions have been held in schools on how to avoid becoming a victim of crime, and what to do on finding a suspicious object, as well as the highway code.

60. There are 500 non-governmental human rights organizations in the Republic, as well as the Human Rights Commissioner.

61. The institution of the Human Rights Commissioner actively promotes collaboration with international human rights institutions. For the past several years, the Council of Europe and the Office of the United Nations High Commissioner for Human Rights have been running a programme to promote democratic processes, involving staff of the law enforcement agencies, the judicial system, government and municipal employees, non-governmental organizations and students.

62. *The Chechen Human Rights Defender*, a weekly newspaper, has been published since 2007 and the Human Rights Commissioner has a website with information on the most important aspects of the work of the State's judicial remedy system and the non-governmental human rights organizations.

63. There is also a legal education programme aimed at promoting the ideas of human rights among State and municipal employees and staff of the law enforcement system. Much attention is paid to the involvement of the media in these activities.

Information on paragraph 31 of the concluding observations

64. One of the highest political posts in the Russian Federation, that of Chairperson of the Federation Council (the upper house of the Russian parliament) of the Federal Assembly, is filled by a woman: Ms. V.I. Matvienko.

65. Approximately 12 per cent of the members of the legislative bodies of the country's constituent entities are women.

66. Women head 4 of the 83 legislative assemblies in the regions – the Komi Republic, the Republic of North Ossetia-Alania, the legislative assembly of Irkutsk province and the Provincial Duma of the legislative assembly of Sverdlovsk province (plus the Palace of Representatives of that legislative assembly). Women also make up 13.7 per cent (27 women) of deputy chairpersons, and 15.2 per cent (97 women) of leaders of standing commissions and committees.

67. The fifth convocation of the State Duma (lower house of parliament) of the Federal Assembly of the Russian Federation (which sat until January 2012) had 65 women members, representing an increase of 20 compared to the fourth convocation and 14 per cent of the total number of deputies.

68. Each of the political groupings represented in the State Duma had women members. The United Russia group included 46 women (14 per cent – the average proportion in the Duma); and the Communist Party and the Liberal Democratic Party each accounted for 4 women deputies (7 and 10 per cent, respectively). The Just Russia group had the highest proportion of women deputies, at 11, or almost 29 per cent.

69. Of the 10 deputy chairpersons of the State Duma, 3 are women. Three of the State Duma's 32 committees are chaired by women: the Committee on Family, Women's and Children's Affairs, the Environmental Protection Committee and the Committee on Northern and Far Eastern Affairs. In the fourth convocation of the State Duma, 4 committees were chaired by women.

70. The sixth convocation of the State Duma (from January 2012) has 61 women, representing 13.5 per cent of its total membership. All the groupings in the new parliament include women (see annex). Some of the constituent entities of the Russian Federation have women leaders: Ms. N.V. Komarova is governor of the Khanty-Mansiysk autonomous area-Yugra. One woman is a head of government (Republic of Sakha, Yakutia).

71. Of the 771 deputy heads of regions or deputy chairpersons of governments, 87 (11 per cent) are women, of whom 10 (9 per cent) are first deputies.

72. Women play an active part in the country's social and political life and are members of various advocacy groups and political parties. For instance, approximately 59 per cent of the members of Just Russia are women. The proportion in the Russian United Democratic Party, Yabloko, is slightly different, at 50 per cent.

73. The State Duma's Committee on Family, Women's and Children's Affairs has submitted for its second reading a bill on State guarantees of equal rights and freedoms, and equal opportunities, for men and women in the Russian Federation.

74. The bill provides guarantees of equal opportunities for persons of both sexes in State and municipal services, including: equal opportunities for men and women in recruitment into the civil service and during such service; equal access for men and women to competitive examinations for positions in the civil service and municipal service; guarantees of equal opportunities for men and women in exercising the right to stand for public office (to be elected), including equal opportunities for men and women in the formation of electoral commissions and referendum commissions; and the assurance of equal opportunities for men and women to participate in the activities of political parties.

75. The bill was examined in March 2011 during a round table discussion entitled "Increasing the representation of women in the Federal Assembly: legislation and practice", which was organized by the State Duma Committee on Family, Women's and Children's Affairs. The round table attracted deputies from the State Duma, members of the Federation Council, representatives of political parties registered with the Ministry of Justice, the federal authorities, the Central Electoral Commission, the Human Rights Commissioner of the Russian Federation, the legislative (representative) and executive agencies of the constituent entities of the Russian Federation, international organizations, scientific institutes, representatives of society and the Human Rights Commissioners of the constituent entities of the Russian Federation. Recommendations were drawn up by the political parties, the Human Rights Commissioner, non-governmental and non-profit organizations and the media.

76. Specifically, political parties submitted recommendations on increasing by no less than 30 to 40 per cent the number of women in the lists of candidates for elections to the sixth convocation of the State Duma and ensuring that the ranking of men and women in the lists be respected.

77. The bill was to be considered during the autumn session prior to the end of the fifth convocation's mandate.

78. Consideration of the bill was suspended in January 2012. It was decided to send it for further drafting to the President, the State Duma's committees and commissions, the political groupings in the Duma, the Federation Council, the Government and the legislative (representative) authorities of the country's constituent entities.

79. A working group of the Committee on Family, Women's and Children's Affairs is continuing to work on the bill.

80. Pursuant to article 5, paragraph 2 (3), of the Employment Act, No. 1032-1 of 19 April 1991, Government policy on employment is aimed at ensuring equal opportunities for all citizens, regardless of sex, ethnic origin, age, social position, political beliefs or religion, to enjoy the right to work voluntarily and the free choice of employment.

81. Article 1 of the Employment Act provides that citizens have the exclusive right to use their capabilities for productive, creative work. Forced labour in any form is prohibited, unless otherwise specified by law.

82. Article 9 guarantees the right of Russian citizens, including women, to free vocational guidance consultations, information and services. Unemployed citizens have the

right to free services in the area of psychological assistance, occupational training, retraining and further training under the direction of the employment services.

83. Article 12 guarantees Russian citizens, including women, freedom of choice of type of activity, profession (speciality), form and nature of work; free assistance in the selection of appropriate work and in job placement with the help of the employment services; and the implementation of measures for an active employment policy, including free vocational guidance and psychological assistance, vocational training, retraining and further training organized by the employment services.

84. Those who find themselves in the most difficult position on the labour market are the least protected categories of women – women with infants or children with disabilities, single mothers, women graduating from educational institutions, wives of servicemen living in military bases and women living in rural areas.

85. Approximately 2 million women sign on as unemployed with the employment services each year, representing around 56 per cent of all registered unemployed.

86. Over 55 per cent of the women who request assistance from the employment services in finding appropriate work each year do find a job.

87. The position of women on the labour market is currently determined by economic demand for workers in the given sociodemographic group. This demand is conditional upon the competitiveness of female labour, the level of qualifications, the ability to switch jobs or professions and the terms of employment required, as well as the system of social protection in the respective field of work.

88. One of the main limiting factors for women who look after children with disabilities in combining work and care for a child requiring constant assistance is that their level of vocational training does not fit in with the structure of work.

89. To establish the right of women officially recognized as unemployed who are caring for children with disabilities to be given priority in the provision of vocational training, retraining and further training offered by the employment services, Federal Act No. 205-FZ of 11 July 2011 on amendments to article 23 of the Employment Act expanded the list of categories of unemployed persons entitled to that right, established under article 23, paragraph 3, of the Employment Act, to include unemployed parents, adoptive parents and guardians or tutors caring for children with disabilities.

90. One of the main tasks in achieving the objectives of demographic policy is to implement a series of measures to promote the employment of women with children under the age of 3, helping them to combine parental and family duties with their professional activities.

91. Practice shows that most women find it difficult to return to work after taking leave to care for their children up to the age of 3. This is mainly because their vocational qualifications have declined and they have partially lost the habit of doing the given type of work.

92. This can be addressed by creating the conditions to help women return to work after childcare leave by organizing vocational training and retraining for them.

93. In that connection, the Government adopted a decision on the introduction in 2011 of vocational training for women who have taken leave to care for children under the age of 3 as an additional measure to relieve pressure in the labour market in the constituent entities of the Russian Federation.

94. The women involved had children under the age of 3, had a job, were on childcare leave, and wanted to returned to their previous place of work or find a new job.

95. A total of 26,200 women on leave to care for children under the age of 3 and planning to return to work were referred for vocational training, retraining and further training. As of 31 December 2011, 15,661 of the women who had completed the courses had found a job.

96. The vocational training, retraining and further training made it easier for these women to return to work, but also enabled them to further their career and improve their competitiveness on the labour market. The measure was extended in 2012.

97. With the coming into force of Federal Act No. 361-FZ of 30 November 2011 on amendments to some legislation, the authorities of constituent entities of the Russian Federation now have the right to organize vocational training, retraining and further training for women on leave to care for children under the age of 3.

98. Women are also actively involved in measures to encourage unemployed persons to become self-employed and to stimulate job creation through unemployed persons opening their own businesses, including in villages.

99. These have proved among the most productive and effective measures in the regional programmes, as they create permanent jobs.

100. For instance, an unemployed woman from Kuragino district, Krasnoyarsk territory, opened a florists, renting premises in the village community centre. She created an additional position of saleswoman, taking on a woman who was unemployed.

101. An unemployed woman from the village of Zharkovsky, a technician and technologist by training, opened her own tailoring, clothes repair and blind manufacturing business.

102. An unemployed woman from Tverskaya province set up a workshop of the Kudesnitsa limited liability company. Alongside the traditional tailoring and clothes repairs services, the company offers a wide range of other tailoring services and repair of stage outfits. The young businesswoman also created an additional 10 jobs for unemployed citizens of various professions: accountant, administrator, designer-stylist, dress cutter and seamstress.

103. An unemployed woman from Sosnovoborsk district opened a poultry farm and created four jobs for people who had been unemployed.

104. An unemployed woman from the village of Podosinovets, Kirov province, set up her own tailoring business. So far, she has bought the following equipment: a sewing machine, an overlock machine, an iron, cloth and supplies.

105. An unemployed woman from Gubkin district, Belgorod province, set up her own livestock business. She currently has more than 18 milk cows and 25 bullocks.

106. An unemployed woman from the village of Gora-Podol, Grayvoron district, Belgorod province, set up a bakery.

107. An unemployed woman from Chamzinka district, Republic of Mordovia, opened a limited liability company called Gidromash, which produces components for cars and tractors. In 2011, she created an additional four jobs and took on unemployed machine tool operators.

108. In Stavropol territory, an unemployed woman from Levokumsky district opened a pastry shop operating from her home. A woman from Novoselitsky district opened a hairdresser's, creating two jobs for unemployed persons.

109. In Orenburg province, an unemployed woman from Akbulak district received financial assistance to organize her own domestic livestock and meat production business.

Measures were also introduced in 2011 to help parents of large families or caring for children with disabilities to find jobs.

110. The main aim was to promote employment for such persons. The measures compensated employers for equipping special workplaces and creating jobs, including at home, for parents (including women) of large families or caring for children with disabilities, to a total of no more than 50,000 roubles per permanent job.

111. In 2011, 1,700 parents caring for children with disabilities received job placement assistance, as did 7,100 parents of large families.

112. Individual entrepreneurs from Kuznetsk and Nikolsk districts, Penza province, provided jobs for two women with large families, as saleswoman and accountant.

113. An individual entrepreneur from Lunino district took on three women with large families as seamstresses.

114. In Stavropol territory, the Stavropol experimental mechanical plant employed an unemployed woman with a large family who had a degree in economics as head of the marketing department; the Andropov Home Services municipal enterprise took on an unemployed woman with four children as an order-taker.

115. In Yessentuki, an unemployed woman with a child with disabilities was given a job in the pastry shop in the Yunost spa clinic.

116. An unemployed woman with a child with disabilities in Kochubeyevsky district was taken on as an economist by the Stavropol poultry farm.

117. Everyone has the right to freely dispose of his or her own capacity for labour and choose a type of activity and a profession, and has equal opportunities in concluding a labour contract without any discrimination, that is, without any direct or indirect restrictions on his or her rights or the establishment of any direct or indirect privileges, irrespective of sex, race, colour of skin, ethnic origin, language, origin, property, family, social or professional status, age, place of residence, including whether or not he or she is registered at a place of permanent or temporary residence, or other conditions unconnected with the worker's professional qualities, with the exception of cases provided for in federal legislation (Labour Code, arts. 2, 3 and 64).

118. In line with the aims of the social State, the Constitution guarantees labour and health protection and support for mothers (art. 7), the right to work in conditions that meet health and safety standards (art. 37, para. 3) and the right to health protection (art. 31, para. 1); maternity is protected by the State (art. 38, para. 1).

119. The constitutional principle of equality of human and civil rights and freedoms does not preclude the existence of special rights, entitlements and advantages for certain categories of individuals who are less well protected in social spheres.

120. Society recognizes the importance of motherhood and the role of women in procreation, which mean that they need additional guarantees to ensure their participation in employment, in social, political and cultural activities, in receiving education and in vocational training. Any exceptions to the general rules are a result of special considerations and are included in certain chapters of the Labour Code, as well as chapter 41 on specific labour regulations governing women and persons with family responsibilities, which establishes supplementary labour guarantees for women in terms of both work and rest time, ensuring safe conditions, labour protection and transfer to a different job, in both concluding and terminating labour contracts.

121. On the request of a pregnant woman or a woman with a child under the age of 14 (or a child with disabilities under the age of 18), employers are required to establish a part-time working day (shift) or part-time working week.

122. Such work does not give rise to any restriction on the length of basic paid annual leave, length of service or other labour rights (Code, art. 93).

123. Furthermore, if a woman so requests, she may work either part-time or at home during childcare leave, while retaining the right to receive State social allowances (Code, art. 256).

124. Article 259 of the Labour Code specifies that women with children under the age of 3 may only be sent on business trips or assigned work at nights, weekends and during holidays with their written agreement and where this is not contraindicated by a medical opinion issued in accordance with federal laws and other regulations. Furthermore, women with children under the age of 3 must be informed in writing of their right to refuse to go on business trips, work overtime, nights, weekends or holidays.

125. Guarantees under paragraph 2 of this article also apply to single mothers of children under the age of 5 and mothers of children with disabilities.

126. This norm is also expressed in articles 96, 99 and 113 of the Labour Code.

127. Where women with children under the age of 18 months are no longer able to carry out their previous job, they may, on request, be transferred to another job for which the salary is no less than their average salary for their previous job, until their child reaches the age of 18 months (art. 254).

128. Women who work in the Far North districts and similar places benefit, under the collective agreement or their labour agreement, from a 36-hour working week, unless a shorter working week is provided for in federal legislation. In this case, their salary shall be equal to that for a full working week (Labour Code, art. 320).

129. On request, a woman must be granted childcare leave until her child reaches the age of 3 (art. 256), with the payment of State social allowances throughout the period of childcare leave and retention of her job or position.

130. In addition, before or immediately after maternity leave, or after childcare leave, a woman may, if she wishes, be allowed to take annual paid leave, irrespective of her length of service with the employer (Labour Code, art. 260).

131. Working women who have children under the age of 18 months may, in addition to a rest and meal break, take breaks of no less than 30 minutes to nurse their child(ren) at least once every three hours.

132. If working women have two or more children under the age of 18 months, the nursing breaks shall be at least one hour.

133. On application, the nursing breaks may be merged with the rest and meal break or taken together either at the beginning or at the end of the working day (shift), making the day shorter.

134. Breaks for nursing a child or children are included in work time and are paid at the level of the average wage (art. 258).

135. On application, mothers may be given an additional four paid days per month to care for children with disabilities (art. 262).

136. Women with two or more children under the age of 14, a child with disabilities under the age of 18 and single mothers with a child under the age of 14 may, under collective agreements, be given additional unpaid annual leave of up to 14 days at a time of

their choosing. Such leave may, on written request, be combined with paid annual leave or used partly or wholly at a separate time (art. 263).

137. Article 253 of the Labour Code restricts the use of female labour for heavy work and work in difficult or dangerous conditions or underground, with the exception of non-physical work and cleaning and domestic services.

138. Furthermore, it is prohibited to use female labour for manual lifting or carrying of objects that exceed the established norms.

139. To ensure social protection for women from the effects of dangerous and harmful production factors, in developing article 253 of the Labour Code, the Government adopted Decision No. 162 of 25 February 2000 confirming a list of types of heavy work and work with harmful working conditions in which the use of female labour is prohibited.

140. Paragraph 1 of the comments to the list states that the employer may decide to use female labour in work (professions or duties) that are included on the list if safe working conditions are provided and confirmed by an appraisal of the place of work, with approval from Government experts and the State health inspectorate in constituent entities of the Russian Federation.

141. In general, such restrictions apply only to specific types of work, rather than a profession as a whole.

142. The list gives 456 specializations in 38 branches, which represent no more than 4 per cent of all the professions and job titles, and approximately 2 per cent of all types of economic activities, meaning that the list cannot be interpreted as discriminatory.

143. Article 254 of the Code provides that, on application from a pregnant woman who has an appropriate medical report, productivity and performance standards are to be lowered, or she may be transferred to other, non-hazardous work, while retaining the average wage from her previous work.

144. Pending her reassignment to other, non-hazardous work, she must be released from work, retaining her average wage from the enterprise for all working days missed.

145. Pregnant women who have to undergo compulsory check-ups in a medical establishment retain their average wage from their place of work.

146. Where women with children up to the age of a year and a half are no longer able to carry out their previous job, they may, on request, be transferred to another job for which the salary is no less than their average salary for their previous job, until their child reaches the age of 18 months.

147. Article 64 of the Labour Code prohibits any direct or indirect restrictions on rights or the introduction of any direct or indirect privileges in the labour contract on the basis of sex.

148. It is prohibited to refuse to conclude a labour contract with women for reasons associated with pregnancy or the fact that they have children.

149. The rights of pregnant women and women with children at termination of a labour contract are specified in article 261 of the Labour Code.

150. An employer may not terminate a labour contract in the case of pregnant women, except in the case of closure of an enterprise or cessation of the activities of an individual or family private enterprise.

151. If a fixed-term contract ends during the employee's pregnancy, the employer must extend the employment contract until the end of pregnancy once the employee has submitted a written application and a medical certificate confirming the pregnancy. A

woman whose employment contract has been extended until the end of pregnancy must, on the request of the employer, but not more often than once in three months, submit a medical certificate confirming that she is pregnant. If the woman continues to work after the end of her pregnancy, the employer has the right to terminate the employment contract with her on account of its expiry within one week from the day on which the employer learned or should have learned of the end of pregnancy.

152. A woman may be dismissed upon expiry of her employment contract during her pregnancy if the employment contract was concluded for the temporary performance of the duties of an absent employee and if it is not possible with the woman's written consent to transfer her before the end of pregnancy to another job with the employer (either a vacant post or work commensurate with the woman's qualifications, or a vacant post at a lower level or a lower-paid job) which the woman could perform, account being taken of her state of health. The employer is required to offer her all vacancies consistent with these requirements that are available at the place of employment. The employer must also offer her vacancies at other places, if so provided in the collective agreement or labour contract.

153. The employer may not terminate a labour contract with a woman who has children under the age of 3, a single mother with a child under the age of 14 (or a child with disabilities under the age of 18) or any other person caring for motherless children in those categories, except where provided for in article 81, paragraphs 1, 5–8, 10 or 11 (1), or article 336, paragraph 2, of the Labour Code.

154. The labour rights of women in the Russian Federation are thus adequately protected.

Annex

Sixth convocation of the State Duma of the Russian Federation

<i>Group</i>	<i>Number of deputies</i>	<i>% of all deputies</i>	<i>Of whom women</i>
United Russia	238	52.9%	17.4% (42)
Communist Party of the Russian Federation	92	20.44%	4.3% (4)
Just Russia	64	14.22%	15.6% (1)
Liberal Democratic Party of Russia	56	12.44%	8.9% (5)