All-Russian Public Organization
"WOMEN’S UNION OF RUSSIA"

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Alternative Report
on the implementation by the Russian Federation
of the Convention on the Elimination of All Forms
Introduction

The report developed by the Women’s Union of Russia (WUR) is an alternative to the official Eighth periodic report of the Russian Federation on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women for the period from 2010 to 2014, prepared by the Ministry of Labor and Social Protection of the Russian Federation.

In 2015, the Women’s Union of Russia celebrates 25 years. WUR is an All-Russian public organization uniting, on a voluntary basis, women's councils, unions, associations, committees and clubs operating in 82 regions of Russia. It consists of five organizations with the federal status: Union of Women of the Navy, Union of Women of the border, Russian Union of Public Associations "Women's movement for the health of the nation", All-Russian Public Movement of women of Russia and Russian School Libraries’ Association, as well as seven member organizations with the regional status.

The main objectives of the Union include promoting the role of women in political, economic, social and cultural life of the country, protecting women's rights, strengthening the family, involvement in public policy related to women, family and children, promoting women to the decision-making level.

On February 28, 2013, the Vth report-and-election conference adopted the program of activities of the Women’s Union of Russia "Equality. Development. Peace in the XXI century" for the period 2013-2017 with the sub-programs «Solid family – stable country», «For sustainable development and social security», «For guaranteed equal rights and opportunities for men and women», «Spirituality, culture, and healthy way of life», «For peace, international cooperation and friendship», and «Advanced practices, new ideas, positive actions». In its framework the Union is implementing an innovative, socially significant project to promote the role of fathers in the upbringing of children and to strengthen the positive image of fathers in society. WUR has initiated the establishment of the all-Russian holiday - the Father's Day

The Union cooperates with parties, movements and other civil society organizations, promoting democratic reforms in the country, has accumulated a unique experience with the legislative and executive authorities of the Russian Federation based on partnership, cooperation and mutual responsibility. WUR has signed agreements on cooperation with relevant heads of administrations of subjects of the Russian Federation.

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1 In the Russian Federation "Father's Day" was officially established as a regional holiday in Arkhangelsk, Volgograd, Vologda, Magadan, Ulyanovsk regions, the Altai Territory, Republic of Sakha (Yakutia), the Yamal-Nenets Autonomous District, etc. The festivities take place in Kursk, Lipetsk, Novosibirsk, Perm, St. Petersburg, Cherepovets and other cities.
At the initiative of the Union, Article 19 was included into Chapter 2 of the Constitution of the Russian Federation "Rights and freedoms of man and citizen", stipulating that "men and women have equal rights and freedoms, and opportunities for their realization". WUR has pioneered the creation of the social and political movement "Women of Russia", which cleared the 5% barrier in the elections to the State Duma of the Federal Assembly of the Russian Federation of the first convocation and formed the "Women of Russia" faction.

The Women’s Union of Russia is member of the World Organization of Family, World Association of Rural Women, Women’s International Democratic Federation, International Council of Women, and International Alliance of Women's Organizations of CIS countries.


WUR is associated with the Department of Public Information of the United Nations, has a special consultative status with the Economic and Social Council and holds the United Nations honorary diploma "Messenger of Peace".

The activities of the Women’s Union of Russia are based on voluntary contributions from foundations, organizations and individuals, as well as the implementation of social projects in conjunction with the Administration of the President of the Russian Federation, Moscow City Government, Ministry of Economic Development of Russia, other federal institutions and agencies.

While working on the report, WUR used legislative acts and other official documents of the Russian Federation on women's issues, official government statistics, case studies, scientific publications, materials of women's NGO, WUR archives, overviews of discussions held in WUR, and developed proposals towards improvement of the status of women.

The proposed report contains an overview of problems related to the implementation of Articles 1-7, 10-12, 14 and 16 of the Convention, as well as recommendations for improvement of Russia's state policy in the sphere of ensuring equal rights and opportunities for men and women in the Russian Federation.

The draft report is approved by the Board meeting of the Women’s Union of Russia.
Overview

The Women's Union of Russia supports main provisions of the official report of the Russian Federation and positions itself as a partner of the government in pursuing the policy of eliminating discrimination against women in Russia.

One needs to note certain progress made by the Russian Federation towards improving the status of women, ensuring their constitutional rights and freedoms. In particular, apparent achievements of the reporting period are as follows:

- Amendment of the Russian legislation with regard to women's rights in the economic, political and social life of the country, bringing it into conformity with the CEDAW, international legal instruments of the UN and the Council of Europe, and with new socio-economic situation in the country;
- Successful state demographic policy (increased life expectancy, sustainable natural population growth, increased birth rate, decreased total, maternal and infant mortality and the number of abortions);
- Women's de facto role in political, economic and social life of the country.

One needs to emphasize that women in Russia have considerable intellectual and professional potential. They make up 53.8% of the population, 49% of workers, 58.9% of voters and 67% of pensioners.

However, this potential is still not fully utilized. The main obstacle to implementation of anti-discrimination policy in Russia is the lack of public consensus about the importance of full equality between men and women in all spheres of life for the country’s successful development. Patriarchal views on the role of women in the global workforce, family and society still prevail. Various aspects of public discourse still counterpoise traditional family values and the concept of equality between men and women.

This lack of consensus defines major problems of state policy related to women: incomplete legal framework and, in particular, weak law enforcement mechanisms; lack of state programs for the advancement of women, deficiencies of statistics, weak monitoring of the implementation of planned measures.

To solve these problems, Russia needs public dialogue and broader outreach, education of children and youth in the spirit of equality between men and women, and most importantly - the political will of the authorities.

Assessing the challenges and achievements of the reporting period, one should take into account the negative impact of the global financial and economic crisis, the current state of the Russian economy, recession and sanctions against Russia, which reduce opportunities for protecting

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2 See the official report of the Russian Federation.
women’s human rights and the funding of social policies aimed at improving the status of women.

**Report and recommendations**

**Article 1**

**Discrimination against women**

During the reporting period, Russia has adopted a package of laws to protect the rights of women and children. Their overview is contained in the official report of the Russian Federation. However, the legislative work should continue.

Evidently, the most problematic areas related to women’s discrimination in Russia that require legislative measures are lack of women’s representation in decision-making bodies, domestic violence and sexual exploitation of women and children.

**Recommendations.** In order to improve the anti-discrimination legislative framework, concepts and tools, it is necessary to facilitate the adoption of socially significant and relevant draft laws that protect the rights and freedoms of women in Russia:

- **about equal rights and opportunities for men and women,** which would provide the definition of gender equality concepts, gender discrimination and retaliation (compensation) for victims of discrimination;

- **about prevention of domestic violence,** which would provide the definition of domestic violence, its prevention, measures to protect victims and punish abusers;

- **about prevention of human trafficking, prostitution and sexual exploitation of women and children,** aimed at identifying and eradicating violations of the rights of women and children in specified areas.

In Russia, it is proposed to start a broad national debate with the participation of top officials, representatives of the legislative, executive and judicial authorities, the public and mass media in order to promote these draft laws and explain their significance as essential for social progress and protection of women’s rights.

Additionally, it is important to establish permanent monitoring of the cases of discrimination, violence and human trafficking, to provide reliable statistics of all complaints of victims to law enforcement authorities and results of their consideration.

Considering these processes are latent, it is proposed to assign the law enforcement and social services with their identification and preparation of evidential base, and to involve non-governmental organizations assisting victims of discrimination and violence.

**Article 2**

**The policy of eliminating discrimination against women**
Article 3
Measures to ensure the full development and advancement of women

Positive experience of state policy towards the improvement of women’s status in Russia, accumulated during 90 years of the 20th century, should be applied more actively. At that time, at the federal level and in the regions of implementation of special programs, coordinating councils were created involving government bodies, women’s organizations and researchers; numerous seminars and conferences were conducted, statistics was developed, monographs, reports, magazines and newsletters were published.

Recommendations. It is necessary to promote consistently the issue of equal rights and opportunities for men and women as a priority of the state policy at all levels of government and public administration (President of the Russian Federation, Government of the Russian Federation, Federal Assembly and the judiciary, federal, regional and local authorities);

focus state and public attention on the problem of ensuring equal rights and opportunities for men and women (the issue to be discussed at the meetings of the President’s State Council of Russian Federation, of ministries and departments, of both chambers of the Federal Assembly, legislative and executive bodies of state power of subjects of Russian Federation and the Public Chamber of Russian Federation, at national conferences, scientific events, round tables, seminars, the media, etc.);

further development of government and public mechanisms for the development and implementation of policy related to women and its coordination at all levels of government and management (creation of permanent structural units, including special commissions of the President of the Russian Federation and the Government of the Russian Federation, relevant Committee of the Federation Council, independent bodies (structural units) in the Office of Public Prosecutor of Russia, Ministry of Labor of Russia, Rosstat, Ministry of Education of Russia, and similar structures in regional government bodies);

development and implementation of federal and regional government programs to improve the status of women in Russia and raise their role in the family and in society under the slogan “Russia for women. Women for

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4 Currently, coordination of activities aimed at improving the status of women on the federal level is conductee by the State Duma Committee on Family, Women and Children, and the Coordinating Council on gender issues attached to the Ministry of Labor of Russia. This is clearly insufficient.
Russia. It is necessary to highlight the issue on government grants and other support tools for women's organizations as a priority of such programs;

- transfer of the Federal State Statistics Service from the jurisdiction of the Government of the Russian Federation to the jurisdiction of the President of Russian Federation or the Federation Council in order to improve statistics gathering, also in the sphere of women's rights, and raise its credibility.

**Article 4**

Temporary special measures to ensure *de facto* equality

In 2011, the Federal Law "On free legal aid in the Russian Federation" was adopted. It provides the right to free legal aid for some categories of citizens.

**Recommendations.** Taking into account women’s legal illiteracy and their need for legal education and legal aid, it is recommended to temporarily extend the right to free legal aid for women who experience discrimination at work 5.

**Article 5**

Changes in social and cultural patterns of conduct aiming to eliminate prejudices, customary and other practices based on the idea of inferiority or superiority of either of sexes, stereotyped roles for men and women

The mentality of certain layers of society, representatives of governing bodies and management, traditional religions 6, the latent nature of violations of women's rights and weakness of law enforcement mechanisms 7 require more decisive steps to protect women’s rights, as this meets the national interests of the country. After all, without women’s equal participation, comprehensive self-realization and well-being, the development and prosperity of any country, economic and political advancement is impossible.

Meanwhile, during the discussion of the Concept of the state family policy until 2025 (adopted in 2014), at the insistence of the State Duma Committee on family, women and children, the principle of equality of men and women and more equitable distribution of family responsibilities was replaced by the principle of traditional family values 8. This confirms the idea

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5 According to the official report by the Russian Federation, the largest number of complaints about violation of Russian women's rights relates to discrimination of pregnant women and women with young children in the labor sphere.

6 One should note that in most religions one of the cultural practices is transforming the biological gender into the cultural concepts of traditional patriarchal roles of men and women, and attaching to them a sacred character.

7 The small number of examples of law enforcement to protect women from discrimination in all areas of their life in the official report of the Russian Federation is noteworthy.

that today major obstacles on the way to achieving equal rights in Russia are the activities of proponents of traditional family values promoting these ideas, and lack of understanding of gender equality.

Changes in social and cultural patterns are a long historical process. Its objective is to create prerequisites for general and vocational education of women, their employment and participation in public life, and to ensure political will of the authorities.

**Recommendations.** Currently, it deems most important to ensure the constitutional right of all people, including women, to the choice of life strategy and the mode of life. This requires removal of the obstacles and creation of conditions for self-realization of women at work, in public and political life and in the family (these recommendations are included into the report).

**Article 6**

**Suppression of all forms of women trafficking and exploitation of prostitution of women**

Under CEDAW, Russia is obliged to take measures to combat trafficking in women and their sexual exploitation. In spite of adopted legislative measures, the problem still persists. According to the Russian Interior Ministry, prostitution involves about one million people. The number of underage prostitutes ranges from 150 thousand to half a million. The Government of Russia proposed to institute responsibility for obtaining sexual services of minors under the age of 16 and 18. Several regions of Russia, for example, the Belgorod region, have introduced the practice of setting fines for paid sexual services and for advertising sexual services.

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9. According to the Law of the Russian Federation “On protection of children from information harmful for their health and development”, there is a ban for distribution among children, in particular, of information that rejects family values and creates disrespect for parents and (or) the other members of the family. However, the Law does not give definitions of family values. In Russian society, family values are considered as values of the patriarchal family with complete domination of men vs. egalitarian family values.

10. The Russian Orthodox Church (ROC) is in favor of banning advertisement of and payment for abortions, against surrogate motherhood, and compares gender politics with “family pseudo planning, sex-education – to sexual corruption of the youth”. Patriarch of Moscow and All Russia Kirill names “a very dangerous phenomenon, which is called feminism. Feminist organizations proclaim pseudo freedom of women, which first emerged outside marriage and outside family”. The Russian Orthodox Church and some public organizations accuse juvenile justice of excessive invasion on privacy of the family, though its main purpose is protection of interests of children and justice for children. Supporters of the gender approach are in favor of strengthening the family and the role of fathers in child rearing, and say their opponents underestimate domestic violence against women, children, the elderly, and the disabled.

11. In the first reading, the State Duma adopted government bill № 151664-6 «On Amendments to the Criminal Code of the Russian Federation and the Criminal Procedures Code of the Russian Federation.” The project has passed the first reading in the State Duma as early as in 2013.

12. The Law of the Belgorod region on July 4, 2002 № 35, provides for 5,000 rubles penalty for use of sexual services.

**Recommendations.** It is necessary to strengthen the provision in the federal legislation related to responsibility for obtaining sexual services of adults in general and for advertising sexual services (impose fines); to take steps towards ensuring women’s employment in the "white" sector of economy, and to raise people’s trust to law enforcement bodies. It is necessary to develop a network of centers for victims of violence, and to create centers for victims of human trafficking. These measures require state supported campaigns against the sexual exploitation of women.

**Article 7**

Elimination of discrimination against women in political and public life of the country

In spite of significant progress, the presence of women in the higher echelons of management and political establishment in Russia is growing slowly. For a certain part of the population of Russia, patriarchal concepts about women’s low competence in political and public life and their main role as a homemaker and caregiver for children are quite typical.

Despite broad participation in election campaigns (women work in election commissions, organize campaign activities, and the number of women in party electoral lists grows), the number of women elected to the State Duma has not increased. After the 2011 elections to the State Duma the share of women among deputies was 14%, and on May 10, 2015 - 13.3% (due to rotation). As of May 10, 2015, there are no women in the leadership of the State Duma and the Federation Council. Between 2011 and May 10, 2015, the share of women in the Federal Council has increased from 9% to 15.9%. In 2011, the first woman was elected Head of the Federation Council. As of May 10, 2015, there were two women in the leadership of the Federation Council, and three women - in the Council’s Chamber.

The situation in the civil service is rather positive. However, despite the significant share of women in the civil service - 71.3% 14, their number among top leaders is much smaller - 38.6%. Moreover, the representation of women is lower among senior executives of federal executive bodies (38.3%) and the legislature (45%), and higher among municipal authorities (65.2%). As for diplomats, currently, there is only one woman- ambassador (E.V. Mitrofanova).

In Russia, women head 70% of small businesses. Among managers in Russia, women account for 42%. This is a remarkable achievement. However, women are represented disproportionately among top managers: the share of women among directors of large companies is 8%, and there are 11% of women in companies’ Boards.

**Recommendations.** It is proposed to encourage political parties to include into their programs a provision about quota representation of men.
and women - at least 30% persons of the same sex \(^{15}\), also in the Federal Assembly and the Russian Government, regional and local authorities.

**Article 10**
**Elimination of discrimination and equal rights with men in the field of education**

Women in Russia have a higher level of professional education\(^{16}\). However, this potential is not yet fully implemented. Segregation of women starts in high school, and becomes visible later, especially in the spheres of arts and employment in sectors with relatively low wages (education, health, culture, social welfare, etc.). Fewer women study at engineering or military educational institutions.

This is partly due to the prevalence of traditional patriarchal attitudes to the education of boys and girls in educational institutions, starting from pre-school institutions.

**Recommendations.** In order to overcome the patriarchal mentality of the population, it is necessary to focus on gender upbringing of children, to introduce gender education programs, from pre-school institutions and secondary schools to universities. Develop gender vocational guidance and professional counseling. Widely promote gender equality in the media, including the issues of gender equality in the family, and to enhance the role of fathers in child rearing.

**Article 11**
**Elimination of discrimination against women in employment**

In the sphere of women’s wages and incomes, one needs to mention certain positive trends, namely, the increased average wages for women \(^{17}\) resulting from the state policy of increasing wages in sectors with predominant employment of women, reduced unemployment among women, creation of a system of women’s professional development after maternity leave, provisions for maternity leave and care for young children, benefits for them to enroll in universities, and indexation of family benefits. At the same time, the wage gap between women and men is still significant \(^{18}\).

\(^{15}\) According to the recommendations of the UN Commission on the Advancement of Women (1990), a critical 30% threshold should be considered as the minimum share of positions to be held by women at the national level.

\(^{16}\) According to the National Population Census - 2010, 21.1% of men and 24.5% of women aged 15 years and older had higher vocational education.

\(^{17}\) According to Rosstat, an average monthly salary of Russian women in October 2011 was 67.9% of the average salary of men, and in October 2013 rose to 74.2%. In October 2013, men received 33,301 rubles at the average - 1.3 times more than women (24,721 rubles).

\(^{18}\) At the end of 2013 among heads of agencies, organizations and their structural subdivisions, the average salary of men was 59,320 rubles, of women - 43,738 rubles. A similar picture was among mid-level positions (35,332 and 23,331 rubles). General trend is typical for skilled industrial workers, engaged in construction, transport, communications, geology exploration of mineral resources – 29,464 and 21,693 rubles.
Acute problems of women's employment, reduced income and welfare of families relates to lack of day care centers, especially for babies (up to 2 years old)\(^\text{19}\). This issue is under constant control of the Government of Russia. During the last two years, the number of slots in preschool institutions has increased by 788 thousand. (The plan is to create 1,200 thousand new slots). \(^\text{20}\).

However, for working women with children between eighteen months and three years it is the most difficult period, because they do not receive benefits (they are paid only for children from three to six years old) and often do not have the opportunity to work due to lack of slots in nurseries.

Currently, due to the crisis, the risk of women's transition from high-paying jobs to "gray" and "shadow" economy, where labor laws related to working conditions, safety and guarantees for women due to pregnancy, childbirth and childcare are not observed, increases\(^\text{21}\).

Another risk for women is to remain on the periphery of the re-industrialization of the country, as the development of high-tech industries has traditionally been male occupation. The existing system of training highly educated specialists contributes to this trend\(^\text{22}\).

**Recommendations.** The State should proceed with the policy of increasing wages in the public sector with predominantly women’s labor.

It is proposed to extend the duration of paid child care leave for working women by half, till the child turns three years old, along with increased construction of nurseries and kindergartens. This is especially important for low-income divorced women, widows and single mothers, who are in dire need of work.

More resolute struggle against "gray" and "shadow" economy. In particular, detection of violations and identification of measures to ensure protection of women’s labor rights, in particular, working conditions, health and safety, regardless of ownership.

**Article 12**

**The elimination of discrimination against women in the field of health**

New risks in the sphere of accessible health care for the population, including women, relate to current reforms and expansion of the network of health care institutions. According to the plans of the subjects of Russian

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\(^{19}\) The coverage of children aged 1-7 years old at children’s preschool institutions in 2012 amounted to 62.1%, between 3 and 7 years old - 81.2%.

\(^{20}\) From the speech of the Deputy Prime Minister of Russia O.Yu. Golodets at the conference dedicated to the 25th anniversary of the Women’s Union of Russia on May 14, 2015.

\(^{21}\) In the 1990s, women were removed from jobs with increased wages (for example, from the banking sector, which in the Soviet times was dominated by women, including in leadership positions).

\(^{22}\) According to the Rosstat data, education related to high technology is obtained mainly by men (for example, electronics, radio engineering, communication - 78% of men, computer science, computer technology - 78% of men, aviation, rocket and space technology - 87% of men, energy, electrical engineering - 90% of men).
Federation, by the end of 2018, the number of medical institutions should be reduced by 11.2%, of outpatient institutions - by 7.2% as compared to January 1, 2014. By 2018, regional authorities plan to reduce the number of medical and feldsher stations, partly replacing them with general practitioners. In addition, according to the results of the audit by the Audit Chamber of Russia, 17,5 thousand settlements do not have any medical infrastructure, of them over 11,000 are located more than 20 kilometers away from the nearest medical institution with a doctor. Moreover, 35% of settlements have no public transportation. The audit by the Audit Chamber, conducted in 2014, showed that regional authorities reduce the number of beds by way of closing rural hospitals and specialized departments, and thus transferring these services to the level of inter-district and regional hospitals. Totally, at the end of 2014, healthcare institutions at the federal, regional and municipal levels have reduced 33,8 thousand beds.

**Recommendations.** Changes are needed in the Ministry of Health of Russia and subjects of the Russian Federation in order to reform the network of medical institutions. Special measures should ensure the availability of health care in small towns and rural areas of the Russian Federation, especially for pregnant women and young children, also by way of increasing the number of small-size women's clinics and maternity homes in small towns and rural areas.

**Develop ambulance aircraft** in sparsely populated regions of the country, especially in the Far North and similar areas.

**Article 14**

**Elimination of discrimination against women in rural areas**

In accordance with internationally accepted norms, rural women are singled out as a socially vulnerable group. Statistical data confirms this fact. Life expectancy of rural women in Russia is lower than that of urban women, and maternal mortality is higher in rural areas.

In general, the quality of life of rural people in Russia is lower than of urban women. In 2013, life expectancy of rural population was one year lower than in towns; and monthly wages of agricultural workers made 50.8% of the average wage. While the share of rural population is 26% of the total population, in 2013 in rural areas the share of families with per capita incomes below the subsistence level exceeded 40% of the total number of low-income families. Compared with the year 2000, the number of clinics in rural areas decreased by 65%, medical stations - by 22%, ambulance stations - by 11%, nurses - by 9%. Today, two-thirds of rural settlements (105 thousand) have no cultural institutions.

**Recommendations.** It is necessary to make amendments and additions to the strategy of sustainable development of rural territories of the Russian Federation for the period up to 2030<sup>23</sup>, and to the federal

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<sup>23</sup> Approved by the Federal Government on February 2, 2015, № 151-p.
targeted program "Sustainable rural development for 2014 - 2017 and for the period up to 2020 "\(^\text{24}\) designed to ensure the rights of rural women and gender issues in rural areas \(^\text{25}\).

**Article 16**

Elimination of discrimination against women in relation to marriage and family relations

Most Russians believe that women live harder than men. Patriarchal views on family and marriage prevail in society, especially in small towns and rural areas. Domestic work should be done predominantly by women. However, most of them work full-time out of the house equally with men.

Current problems of family and marriage in Russia include high rate of divorce and the number of fathers who evade paying child support; increased number of unregistered marriages and a large number of single mothers with children, emergence of a new form of conjugal relationship - "guest" marriage, in which a woman is not protected in any way; difficulties of combining work and motherhood; loneliness of elderly women; inadequate protection of women from violence in the family and society.

Women in the republics of the Northern Caucasus face a number of specific problems related to peculiarities of ethno-cultural traditions of women's subordination in the family and in society. During the Soviet period Caucasian women had access to education and worked on an equal basis with men. Currently, cultural traditions of Islam and Shariah, which strictly regulate social roles of men and women, are reviving there. Women in the Caucasus are primarily considered as mothers, housewives and wives. Therefore, the status of unmarried or childless women is significantly lower. There are strict standards of women’s behavior and dressing up. Male relatives serve as guardians and defenders of women, and are obliged to take care of their welfare and morals. Girls cannot wear short skirts or show bare shoulders, meet with young men in the evening or go out in public without male relatives. Male relatives are obliged to constantly monitor the honor of their women. The most terrible and tabooed tradition is "honor killings", when girls who seriously violate traditional norms of behavior disappear without a trace. In the Caucasus, the low level of social infrastructure (obstetrics, the network of preschool institutions, social services and others) degrades the situation of women.

**Recommendations.** It is important to constantly promote the ideas of equality of men and women in the family (through media, cultural projects, educational programs etc.).

\(^{24}\) Approved by the Government of the Russian Federation of July 15, 2013 № 598.

\(^{25}\) In the adopted version these documents are gender neutral, they do not allow for monitoring of the situation of rural women and resolving their problems related to income, employment, wages, education, health, etc.
We need to develop legislation, law enforcement should prevent violence against women in the family and in society, and social advertising should be expanded. Most importantly, one needs to provide timely judicial and social protection to women, and open a sufficient number of centers for women in difficult situations.