



[Country Name : Russian Federation]

[Committee Name : United Nations Entity for Gender Equality and the Empowerment of Women (UNWOMEN)]

[Agenda Item: Promoting possible regulations against gender-based discrimination in work life]

As a delegate of Russian Federation, let's utter that in the country there exists a diverse collection of attitudes and actions directed towards the discrimination of one sex from the other. Gender discrimination remains an ongoing topic at work and this stems from the deep-seated traditions found in culture together with laws which are still incomplete alongside economic considerations.

In terms of government attitudes and policies, the Russian government has taken some steps to address gender issues, particularly in family policy and violence prevention. These initiatives include amendments to the Criminal Code in favor of pregnant women and prisoners with young children, and efforts to promote women's participation in science and technology. Yet, usually, this approach is usually grounded on basic family values emphasizing a woman's place in marriage, motherhood and caregiving. The State's stiff opposition to more flexible gender policies rather than concentrating on "traditional family values" shows how much these regressive traditions have persisted.

Looking at civil society's stance, including feminist and LGBTQ + organizations, they face considerable problems. The conservative political climate and restrictive laws, such as the "homosexual propaganda" law, hinder broader advocacy for gender equality. However, there are ongoing efforts by various groups to promote women's rights and fight discrimination. As a result, newer and more adaptable forms of feminist activism have emerged in Russia, with particular attention being paid to the use of social media to raise awareness and garner support.

Traditional gender roles also have a significant impact on women's career opportunities and advancement in Russia. Work and family responsibilities, have become more and more difficult for women to balance because they are often expected to do both of them. It has been stated that on average, women in Russia earn around 30% less than men. In Russia there are some jobs which according to the law are exclusively for men because they are either too dangerous or physically demanding hence this disqualifies women from holding well-paying jobs in such sectors. While this list has been reduced in recent years, it still includes more than 400 positions in sectors such as mining, construction, and manufacturing. The justification for these restrictions is often cited as protecting women's reproductive health.

We will also talk about the challenges faced by working mothers. Despite some government efforts to support women with children, such as maternity leave and childcare benefits, these measures are often insufficient. Employers may be reluctant to hire or promote women of childbearing age because of concerns about the potential for maternity leave and the responsibility of caring for children.

Although Russian law prohibits gender discrimination, enforcement is weak. Cases of workplace discrimination are rarely brought to court, and those that are usually do not result in significant penalties for employers. With all this in mind, we realize that we are facing a serious problem in the processing of legislation. We think we need to raise awareness and tighten controls. We should not forget to strengthen the social media that are already in use, but we can also have the necessary discussions with employers and consider penalties.

References

<https://www.wilsoncenter.org/publication/status-women-russian-society-conference-report>

<https://www.ohchr.org/en/press-releases/2021/11/experts-committee-elimination-discrimination-against-women-commend-policies>

<https://www.frontiersin.org/research-topics/48082/gender-civil-society-and-womens-movements-in-the-context-of-russias-war-on-ukraine>

<https://www.after-russia.org/en/explained/gender-violence>