

## Maternity/Paternity

	ALBANIA	ARMENIA	AZERBAIJAN	BOSNIA AND HERZEGOVINA
<b>Applicable statutory basis</b>	<p>Law No. 7703, dated 11.5.1993 "For the social insurance in Republic of Albania" ( amended), by Law no.104/2014, date 31.07.2014, which has come into force on 1 January 2015. Code of Labor of Republic of Albania No.7961, dated 12.07.1995 ( amended) by Law no.136, date 05.12.2015. New Law No. 10 383, dated 24.2.2011, "ON COMPULSORY HEALTH CARE INSURANCE", in force as from 25 March 2013.</p>	<p>- Family Code;- Labour Code;- Law on "Temporary incapacity and Maternity Benefits", 22 November 2010 Law on "State benefits" 12 December, 2013- RA Government resolution no 1024, 14 July, 2011- RA Government resolution no 1179 8 October, 2015</p>	<p>Regulation of the Cabinet of Ministers #189 15.09.1998 on the rules for providing sick-leave certificates to the payers of social insurance contributions. Regulation of the Cabinet of Ministers on payment of social insurance benefits for temporary disability, pregnancy, childbirth, care of children and funeral expenses.</p>	<p>Federation BiH:- Law on Health Insurance of FBiH (Official Gazette of F BiH, 30/97) amended: in 2002 , 2008 and 2011 (Official Gazette of F BiH, 7/02 , 70/08 and 48/11) - Law on Basis of Social Protection of Civil War Victims and Protection of Families with Children of FBiH, (Official Gazette of F BiH 36/99), amended in 2004, 2006 and 2009 (Official Gazette of FBiH 54/04, 39/06 and 14/09) Supplemented by 10 Cantonal Laws on the same subject- Labour Law of the Federation BiH (Official Gazette of FBiH .43/99), amended in 2000 (Official Gazette of F BiH 32/00) Republic of Srpska:-Law on Health Insurance of Republic of Srpska (Official Gazette of RS 18/99), amended in 2001, 2003, 2008 and 2009 (Official Gazette of RS 51/01, 70/01, 51/03, 57/03 17/08, 01/09, 106/09 )- Law on Child Protection of Republic of Srpska (Official Gazette of RS .4/02), amended in 2008 and 2009 (Official Gazette of RS 17/08 and 01/09)- Consolidated text of the Labour Law of Republic of Srpska (official Gazette of RS 55/07)- Law on Income Tax of Republic of Srpska Official Gazette of RS 60/15) District Brcko: - Labour Law of Brcko District (Official Gazette of Brcko District 7/00) amended in 2003. and 2004 (8/03, 33/04)- Law on Children Protection of Brcko District (Official Gazette of Brcko District 01/03 amended 4/04 )- Major Decision (no: 01-014-001435/05 Official gazette of District Brcko/05) on conditions and resources for salary compensation during maternity leave</p>

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	GEORGIA	MONTENEGRO	REPUBLIC OF MOLDOVA	RUSSIAN FEDERATION
<b>Applicable statutory basis</b>	<p>Labour Code of Georgia.26.05.2006. Law on Public ServiceOrder of Ministry of Labour, Health and Social Affairs #231/n, August 25, 2006 concerning "Rules of remuneration for leave due to pregnancy, childbirth and adoption".Order of Ministry of Labour, Health and Social Affairs #281/n September 25,2007: „Rules on conducting expertise on temporary incapacity for work and on issuing of sick leave certificate"</p>	<p>Labor Code, 2008 amended in 2011The Law on Health Insurance, 2004 amended in 2012Law on Social and Child Welfare, 2013/2014/2015</p>	<p>Maternity coverage in Moldova is provided according to numerous laws and resolutions the most significant being:- Law no 411 of 28.03.1995 on health protection;- Law no 1585 – XIII of 27.02.1998 on compulsory health insurance;- Law no 185 – XV of 24.05.2001 on reproductive health and family planning;Law no 138 of 15.06.2012 on reproductive health- Government Decision no 913 of 26.08.2005 on approving the National Reproductive Health Strategy;- Government Decision no 886 of 06.08.2007 on approval of the National Health Policy;- Government Decision no 1471 of 24.12.2007 on approval the Health System Development Strategy during 2008-2017.</p>	

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	SERBIA	THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA	TURKEY	UKRAINE
<b>Applicable statutory basis</b>	<p>Law on Financial Support Provided for Families with Children 2002, Revised in 2005/2009/2014            Law on Health Insurance 2005, revised 2011/2012/2014/2015            Statute of Contents and Perimeter of General Population's Health Protection (1993).            Law On Labour 2005, Revised 2009/2013/2014.</p>	<p>Law on Labour Relations (Official Gazette No. 62/2005), as amended on several occasions            Law on health insurance (Official Gazette No. 25/2000), as amended on several occasions and supplemented by extensive guidelines            Law on the Protection of Children (Official Gazette no. 23/2013) as amended on several occasions            Family Law (Official Gazette no. 80/92), as amended on several occasions            Law on Obligatory Social Insurance Contributions (Official Gazette No. 142/2008)</p>	<p>Civil Servants: Civil Servants Act of 14. 07.1965 No. 657, amended.            Decree Law No. 633 Regarding Organization and Functions of Ministry of Family and Social Policies ("birth grant" is stated with additional article 4 which entered into force on 15/05/2015)            Workers: Social Insurance and Universal Health Insurance Law No: 5510            Social Insurances and Universal Health Insurance Law No:5510 dated 31/05/2006</p>	<p>Law of Ukraine "On compulsory state social insurance against temporary disability and covering costs related to childbirth and funeral needs", # 2240-III dated January 18, 2001.            Law of Ukraine "On rates of contributions under selected state social insurance programs, # 2213-III dated January 11, 2001            Law of Ukraine "On state social assistance to families with children" # 2811-XII dated November 21, 1992.            Law of Ukraine "On budget of Ukraine"            The Law of Ukraine "On Amending the Law of Ukraine" On state assistance to families with children "on the payment of assistance for child birth" from November 17, 2009 ? 1723-VI            Cabinet of Ministers decision on 23 February 2011 ? 155 "On amendments to paragraph 13 of the Order of the award and payment of state aid to families with children"            The Law of Ukraine "On the prevention of financial disaster and creation of conditions for economic growth in Ukraine" from 27 of March 2014</p>

## Maternity/Paternity

	ALBANIA	ARMENIA	AZERBAIJAN	BOSNIA AND HERZEGOVINA
<b>Basic principles</b>	<p>Social insurance based scheme with entitlement linked to economic activity and payment of contributions. Financed by contributions from employers and employees. Providing a benefit based on the contributions paid.</p>	<p>A social security scheme financed by global contributions that provides an earnings-related benefit to the economically active population.</p>	<p>Benefits in-kind State Budget finances public health service for all women (based on residency). Cash benefits Compulsory social insurance scheme for employed women with benefits related to their registered earnings.</p>	<p>Federation BiH, Republic of Srpska and - Social insurance based system linked to economic activity that provides an earnings-related benefit. Financed by taxes, contributions and the budgets of the Republic of Srpska and the Cantonal budgets in Federation BiH. The same rules are applicable on the group of self-employed persons. District Brcko- Earnings-related benefit system linked to economic activity. Compensation of net salaries to employers is funded by the District Brcko budget and contributions are paid by employers. The same rules are applicable on the group of self-employed persons.</p>

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	GEORGIA	MONTENEGRO	REPUBLIC OF MOLDOVA	RUSSIAN FEDERATION
<b>Basic principles</b>	<p>A Social insurance Scheme financed by Social Service Agency that provides a not earning-related benefit to all employees; all residents are covered for maternity care and all permanent residents are covered for child adoption.</p>	<p>Social insurance scheme which is based on the principle of economic activity. Financed from contributions of employers and employees and provides compensation related to earnings.</p>	<p>Universal scheme (linked to residence) paying a flat-rate benefit that is financed from the State Budget of Social Insurance for cash benefit and to State budget of Medical insurance for benefits in kind.</p>	<p>The social insurance system is financed by employers' contributions that provide employees an earnings-related maternity and birth allowance and monthly child care allowance, calculated based on the average earnings of the employee. A flat-rate lump-sum is payable to all those who give birth regardless of their employment status. A lump-sum birth allowance is paid to working citizens at their place of employment out of funds of compulsory social insurance, and to non-working citizens – by social welfare bodies from the federal budget's resources.</p>

## Maternity/Paternity

	SERBIA	THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA	TURKEY	UKRAINE
<b>Basic principles</b>	<p>Social insurance based scheme that is focused on economic activity. It is financed by contributions of employers and employees and provides an earnings-related benefit.</p>	<p>Providing necessary health care and financial support during maternity. Maternity benefits (cash and in-kind): A social insurance scheme providing earnings related benefits to all economically active persons. Assistance for new-born babies: See Table IX Family benefits</p>	<p>Civil Servants: continuation of salary in case of maternity leave. Birth grant, which is financed by the state budget (via ministry budget), is given to Turkish parents for their babies born alive. Therefore, birth grant is financed by the State for all citizens whether they work or not. Civil servants: state provides birth grant. Workers: state provides birth grant. Social insurance system also providing cash benefits to workers and their uninsured spouses, financed by contributions from employers.</p>	<p>from July 1st, 2014 maternity benefit by the age of three years and birth grant United in one type of assistance and set in a fixed sum at birth 41 280 UAH, regardless of the number of births in the family</p>

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	ALBANIA	ARMENIA	AZERBAIJAN	BOSNIA AND HERZEGOVINA
<b>Field of application</b>				
<b>1. Benefits in kind</b>	All residents.	All residents.	All female permanent residents.	Federation of BiHNoneRepublic of Srpska and District BrckoPermanent residents
<b>2. Cash benefits</b>	Employees , other active economic people as employer (in the case of employer who work itself (not paid), but employs and others)and self-employed persons.	All residents.*Maternity benefits for unemployed mothers will be paid from 01.01.2016.	For employed women having at least 6 months work experience (excluding the self-employed) the benefit is paid by the employer but financed from contributions paid to the State Social Protection Fund.	Federation BiH All employed and unemployed women who receive financial assistance. These rules are applicable upon the self-employed persons as well.District Brcko All employed women. These rules are applicable upon the self-employed persons as well.Republic of SrpskaAll employed and unemployed women. These rules are applicable upon the self-employed persons as well.

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	GEORGIA	MONTENEGRO	REPUBLIC OF MOLDOVA	RUSSIAN FEDERATION
<b>Field of application</b>				
<b>1. Benefits in kind</b>	All residents are covered for maternity health care, Households under the poverty line are entitled for additional maternity care services	See Table II "Health care"	Pregnant women, women in delivery and women having recently delivered (during 42 days after delivery) benefit free of charge all range of health care services.	See Table II "Health Care".
<b>2. Cash benefits</b>	Maternity /adoption benefit: all employed women.	Employed and self-employed persons, unemployed persons registered with the Employment Agency and regular students.	See Table IX "Family benefits".	- working women;- women who have been dismissed in connection with divestitures (company liquidation) or termination of activity of self-employed individuals;- women who are enrolled in full-time education in the educational institutions of primary vocational, secondary and higher vocational education institutions and post-graduate education;- women doing military service under the contract, service in rank and file as well as officers of enforcement bodies, in the State Fire Service, in institutions and bodies of the penal system, in the bodies monitoring traffic in narcotic drugs and psychotropic substances, customs bodies;- Women who are not subject to compulsory social insurance in case of temporary disability and maternity (The amount of maternity capital in 2015 was 453,026 rubles).As part of priority measures plan to ensure the sustainable economic development and social stability in 2015 a lump sum payment at the expense of the maternity (family) capital was adopted. It gives the owners of state certificates for maternal (family) capital living at the territory of the Russian Federation a right to a lump sum payment at the expense of the maternity (family) capital in the amount of RUB 20,000 or in the amount of an actual balance of the maternity (family) capital at the date of application for such payments; this actual balance should not exceed 20,000 rubles



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	SERBIA	THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA	TURKEY	UKRAINE
<b>Field of application</b>				
<b>1. Benefits in kind</b>	All residents.	Women during pregnancy, delivery and maternity leave.	Civil Servants: civil servants and their uninsured spouses Workers: insured women, uninsured wives of insured men, female pensioners, wives of insured pensioners, insured women who receive benefits, and wives of insured men who receive benefits.	Basic medical care is provided free of charge to pregnant women and children.
<b>2. Cash benefits</b>	Employed and self-employed persons.	employed, self-employed individuals	Civil Servants: If both parents of are Turkish citizens, it is only given to mother. Also it is paid to fathers in specific cases. (for birth grant). Specified cases can be situations listed below. For instance; -if mother is not a Turkish citizen birth grant can be given to Turkish father. -if mother dies, birth grant can be given to father. -if family live in abroad, it can be given to father with an official representing document. Workers: insured women, insured men for uninsured wives. -If both parents of are Turkish citizens, it is only given to mother. Also it is paid to fathers with obligatory cases. (for birth grant)	United benefit: all insured and uninsured women (not professionally active), all permanent residents.

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	ALBANIA	ARMENIA	AZERBAIJAN	BOSNIA AND HERZEGOVINA
<b>Conditions</b>				
<b>1. Benefits in kind</b>	See Table II "Health Care".	None.	See Table II "Health Care" above.	Federation BiH, Republic of Srpska and District Brcko See Table II 'Health Care'
<b>2. Cash benefits</b>	-The maternity benefit shall be payable to an insured woman with regard to pregnancy and child delivery, provided she has acquired 12 months of insurance in respect of each contingency. The contingency of where the insured woman's eligibility for another maternity benefit occurs within 24 months from the birth date of the previous child shall be exempted from this rule.-The benefit period shall be 365 calendar days, including a minimum of 35 days prior to and 63 days after the child delivery. For the insured woman carrying more than one child, the benefit period shall be 390 calendar days, including a minimum of 60 days prior to and 63 days after the child delivery.	Note from medical institution confirming pregnancy.	Employed women, registered at the Gynecological and antenatal clinic.	Federation BiH:For employed women- Minimum 6 months of employment (slight variations between cantons)Republic of Srpska: Employed regardless of the employment duration. In case of an unemployed person, a benefit is granted for the first three children, under the condition that the total monthly income per family member earned six months prior to the submission of the application does not exceed 93,00 BAM and that the cadastral income per family member does not exceed 1,90 BAM. The latter amount is brought to 6,30 BAM if the family does not realize other income and if the catalog value of estimated movable property does not exceed 5.000,00 BAM. Brcko District:- Minimum 3 months of employmentThe minimum insurance period is being applied for the risk of maternity.

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	GEORGIA	MONTENEGRO	REPUBLIC OF MOLDOVA	RUSSIAN FEDERATION
<b>Conditions</b>				
<b>1. Benefits in kind</b>	Pregnancy and childbirth is financed by the state budget for all residents;	See Table II "Health care"	See Table II "Health Care".	See Table II "Health Care".
<b>2. Cash benefits</b>	Condition for cash benefit and maternity leave is a sick leave certificate for pregnancy and childbirth issued by a gynecologist/obstetrician (or if there is no such doctor then by the treating doctor). After childbirth, in case of mother's death, sick-leave certificate may issued for father or for other caregiver for 183 days.Maternity/adoption Benefit: no minimum periods of employment or residence.	One parent (mother or father) is entitled to get a wage during their maternity/paternity leave.	See table IX "Family benefits"	Maternity Leave and childbirth BenefitThere is no minimum period of employment or residence. Lump-sum benefit for women, registered with the medical institutions in early pregnancy (under 12 weeks);Lump-Sum birth grant;Monthly parental benefit.Benefits are provided to RF citizens, foreign citizens-permanent residents of the RF as well as stateless persons and refugees; foreign citizens and stateless persons with temporary residence in the territory of RF and subject to compulsory medical insurance in case of temporary disability and maternity.

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	SERBIA	THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA	TURKEY	UKRAINE
<b>Conditions</b>				
<b>1. Benefits in kind</b>	See Table II "Health Care".	No qualifying conditions.	Civil Servants: From the day they begin to serve for public service. Workers: There is no qualifying period to receive benefit in kind in case of maternity.	None.
<b>2. Cash benefits</b>	Employed and self-employed mothers. If the father takes leave for child care or for special child care, he is also entitled to the benefit. In cases of adoption (or fostering), one of the adopters (or fosters) is entitled to a benefit.	Maternity benefit: Compulsorily insured for at least 6 months before the delivery of the child, health insurance contributions paid regularly and on time (i.e. with not more than 60 days delay) and assessment for temporary work incapacity is given by the selected doctor. Assistance for newborn baby: (See Table IX Family benefits)	Civil Servants: No qualifying period Workers: Temporary incapacity benefit and maternity benefit are provided, 90 days of contribution to receive temporary incapacity benefit 120 days of contributions to receive nursing benefit during the year preceding	Note from medical institution confirming pregnancy. One (of the) parent(s) should apply not later than 12 months after the birth of the child.

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	ALBANIA	ARMENIA	AZERBAIJAN	BOSNIA AND HERZEGOVINA
<b>Benefits</b>				
<b>1. Benefits in kind</b>	See Table II "Health Care".	Maternity services and hospital care.	See Table II "Health Care" above.	Federation BiH, Republic of Srpska and District Brcko See Table II 'Health Care'
<b>2. Leave - Prior to and after confinement</b>	<p>Maternity Benefit:- Single birth (anticipated): total duration of 365 calendar days with at least 35 days prior to and 63 days after child-birth. - Multiple births (anticipated): total duration of 390 calendar days with at least 60 days prior to and 63days after child-birth. - When a child up to one year of age is adopted, the adoptive mother insured for not less than 12 months is eligible for maternity benefit, which starts at the day of the adoption, but not prior to the 63th day after the child delivery. This eligibility extends to the maximum of 330 days counting from the child delivery. The minimum period for the adoptive mother to receive the maternity benefit is 28 days.- When a child is adopted during the maternity leave, the biological mother is entitled to a maternity benefit lasting until the adoption day, but not less than 63 days from the child delivery.-After the 63 days period counting from the child delivery, the insured biological or adoptive father as well is eligible for a leave to look after the child, provided the mother does not exercise such a right or is not qualified for the maternity leave. -When a child of up to one year of age is adopted, the adoptive mother insured for not less than 12 months is eligible for a maternity benefit, which starts the adoption day, but not prior the 63rd day of the child delivery. This eligibility extends to the maximum of 330 days from the child delivery. The minimum period for the adoptive mother is 28 days.- When a child is adopted during the maternity leave, the biological mother is entitled to a maternity benefit lasting until the adoption day, but not less than 63 days from the child delivery.</p>	<p>Pregnancy and confinement benefits are paid for: (employed and self-employed mothers)- 140 calendar days leave (70 calendar days prenatal and 70 calendar days post-natal);- 155 calendar days leave in case of complicated delivery (70 calendar days prenatal and 85 calendar days post-natal);- 180 calendar days leave in case of multiple births (70 calendar days prenatal and 110 calendar days post-natal).Pregnancy and confinement benefits are paid for: (unemployed mothers*)- 140 calendar days leave (70 calendar days prenatal and 70 calendar days post-natal);*Maternity benefits for unemployed mothers will be paid from 01.01.2016.</p>	<p>The duration varies according to whether recipient is part of the agricultural sector or not:Non-agricultural sector:Normal: 70 days before and 56 days after, total 126 calendar daysMultiple birth or difficult delivery: 70 days before and 70 days after, total 140 calendar days.Agricultural sector:Normal: 70 days before and 70 days after, total 140 calendar daysDifficult delivery: 70 days before and 86 days after, total 156 calendar days.Multiple birth: 70 days before and 110 days after, total 180 calendar days.</p>	<p>Federation BiH:For employed women- At least 28 days before the birth and 335 days after birth, For unemployed women-From the moment of birth and duration as well as amount of financial assistance depends from canton to canton. Republic of Srpska:Every woman has one year of maternity leave, counting from the day of birth. For twins, the third, and any further child, woman has 18 months of maternity leave.Based on the request of woman and recommendation of an authorized medical doctor, woman can begin to use maternity leave 28 days before the date of delivery.Brcko District;- No provisions</p>

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	GEORGIA	MONTENEGRO	REPUBLIC OF MOLDOVA	RUSSIAN FEDERATION
<b>Benefits</b>				
<b>1. Benefits in kind</b>	See Table II "Health Care".	Preventive examination of pregnant women; Examination and counseling 6 weeks after childbirth and once after 6 months, and 3 weeks after spontaneous or permitted abortion or extrauterine pregnancy respectively; Visiting nurse of pregnant women with counseling on pregnancy lifestyles, and preparation for childbirth and care of a newborn; Visiting nurse to puerperiums; Infertility detection and treatment;	See Table II "Health Care".	See Table II "Health Care".
<b>2. Leave - Prior to and after confinement</b>	No rules regarding how leave should be divided before and after the birth. In the case of normal pregnancies mothers can take leave 730 calendar days, out of which 183 days are payable. In the case of complicated or multiple births or premature childbirth (before the 26th week of pregnancy): 200 calendar days are payable. Adoptive mother (newborn child): can take leave 550 calendar days from the child's birthday, out of which 90 days are payable. (Changes came into force since January, 1 2014)	Total parental leave is 365 days from the day of the child's birth. Maternity leave must start minimum 28 days prior to the birth of child; it may start 45 days prior to this date; The parent may start to work even prior to the date that the leave of 365 days expires, but not prior to expiry of the leave of 45 days from the birth of the child. A child's mother may not interrupt parental leave prior to expiry of the leave 45 days from the birth of the child. If an employed woman starts work prior to the date that the leave of 365 days expires, she shall be entitled to use, apart from the right to have a daily break, another 90 minutes of leave for the purpose of breastfeeding the child. The modalities to take this breastfeeding leave are to be agreed upon with the employer.	From the 30th week of pregnancy sick leave is provided, and this for a period of 126 calendar days. For complicated births or the birth of two or more children - 140 calendar days. The maternity leave includes a prenatal leave for a period of 70 calendar days and a postnatal leave of 56 calendar days.	A maternity benefit is paid to an insured woman on a cumulative basis for the entire period of maternity leave lasting 70 (in the event of multiple pregnancy - 84) calendar days before delivery and 70 (in the event of obstructed delivery - 86, in the event of delivery of two or more children - 110) calendar days after delivery. Subject to adoption of a child (children) aged under three months a maternity benefit is paid from the day of adoption and upon expiration of 70 (in the event of simultaneous adoption of two or more children - 110) calendar days upon delivery of the child(ren).

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	SERBIA	THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA	TURKEY	UKRAINE
<b>Benefits</b>				
<b>1. Benefits in kind</b>	Maternal services (medical examination of mother during pregnancy, examination of fetus development) hospitalisation and home care, dental services, prostheses and drugs. All services are free of charge for one year after giving birth. Coverage also includes giving birth and recovering in hospital or home assistance during recovery.	Medical treatment. All health care services covered by the compulsory health care insurance scheme. See Table II "Health care"	See Table III "Health Care" Above.	Free emergency medical care is provided by primary medical and health care units and by hospitals in the following cases: childbirth, and gynecological emergencies.
<b>2. Leave - Prior to and after confinement</b>	The total leave lasts 365 days and is divided into two periods as defined by the Law: Maternity leave - It must start at least 28 days before the presumed day of birth; it may start 45 days before this date. It lasts three months after giving the birth. The father of the child may use this leave if mother dies, abandons the child or is prevented from using the leave (in case of sickness, imprisonment...). Child care leave – It starts after maternity leave and lasts until completion of 365 days of the total leave. The father of the child may also use this leave under no special conditions. The total leave for the third and each following child is two years. The father of the child may also use this leave under no special conditions.	Paid maternity leave (Pregnancy and confinement): 9 months (28 days before anticipated delivery), or 12 months in case of multiple-birth. A female employee may begin her maternity leave 45 days before childbirth if authorized by the competent medical commission. Upon her own request, a mother can resume employment or self-employment but not before cessation of a 45 days period after confinement. The female employee who adopts a child is entitled to paid maternity leave until the child reaches nine months and if she adopts more than one child to maternity leave of one year. Maternity leave includes the period of the child's adaptation which lasts between 2-3 months. The (adoptive) father of the child may use the leave if the mother decides not to use it. Unpaid leave of up to three months may be additionally used until the child is 3 years old.	Civil Servants: 16 weeks of full salary maternity leave. 8 weeks have to be taken before the birth and 8 weeks afterwards (additional two weeks for multi delivery). In case the pregnancy is without any health complication, with the exception of the prenatal compulsory 3 weeks leave, the insured persons can postpone the remaining 5 weeks leave before the delivery; consequently 13 weeks (8+5 weeks) will be taken after the birth. The mother may use two additional years of unpaid leave, which is not accountable for social security. However, this period can then be credited afterwards. In addition: time off for breast feeding. A female civil servant is given breast-feeding (maternity) leave for 3 hours a day in the first six months, and one and half hour a day for the second period of six months, counting from the end of the maternity period. The leave is granted taking into account the preferences of the mother (as to the period and the periodicity). Workers: 16 weeks of maternity leave divided equally before and after delivery (additional two weeks for multi delivery). In addition, the insured person is entitled to 1 hour 30 minutes time off per day for breast feeding for a period of 6 months following the delivery. One and a half hour breast-feeding leave a day is given to the female workers in order to breast-feed her infants below one year old. The worker herself determines the period. This period is regarded as daily working period. The mother may use six additional months of unpaid leave, which is not accountable for social security. However, this period can then be credited afterwards for pension in the future.	Benefit in connection with pregnancy and childbirth: periodic benefit granted for 126 calendar days, 70 days before and 56 after birth.

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	ALBANIA	ARMENIA	AZERBAIJAN	BOSNIA AND HERZEGOVINA
<b>3. Leave - Continuation of payment by employer</b>	No.	None	Employer pays full wage from its "Wage Fund" 'for the first 56 to 70 days, after that period benefits are paid by the social protection system. Every employer must maintain a "Wage Fund" which contains the equivalent of one monthly wage for each employee. (for example, if 100 people work in a factory and each earns \$100 per month, then the employer must have at least \$10,000 in the Wage Fund).	Federation BiH- No provisionsBrcko DistrictDuring the 12 months of maternity leave the employer pays the full net salary to the employee as well as the employee's social security contribution, after that the employer (provided they have the prescribed documentation) claims a reimbursement for the money they have paid in salary to the employee from the District Brcko budgetRepublic of Srpska: -First 30 days is paid by employer. Beyond that period the benefit is continued to paid by the employers, who on their turn claim from the Public Fund of Child Protection a reimbursement of the paid salaries up to 12 months for the first and second child and up to 17 months for twins, 3rd or any further children. The employer continues to pay the social security contributions for the employee. The same rules are applicable for the self-employed persons.
<b>4. Cash benefits</b>	The rate of maternity benefit for the insured woman shall be: -80% of the average daily net assessment base in the last 12 months from the eligibility date, for the period prior to child delivery, and for 150 calendar days, after child delivery;-50% of the average daily net assessment base in the last 12 months from the eligibility date for the rest of the period.The assessment basis for calculation of sickness, maternity and other short-term benefits, shall be the total annual wage in respect of which contributions were paid.The amount of maternity benefit for women who were economically inactive before pregnancy equals the base flat-rate old-age pension, see Chapter VI "Old Age". - The maternity allowance benefit shall be awarded as well to reimburse the wage reduction of the insured women, who has to change employment for reasons of pregnancy, in conformity with a decision of Medical Expert Committee (MEC), provided she has paid contributions for a period not shorter than 12 months prior to her eligibility.-The amount of such benefit provided as compensation shall be equal to the difference between the previous and present wages. This compensation cannot be higher than 50 percent of the average daily net assessment base in the past 12 months from the eligibility date.Birth grant:A lump sum equal to up to 50% of the monthly minimum wage declared by a decision of the Council of Ministers, the benefit is currently 11000 ALL (79 EUR)	The benefits are determined based on the calculated average monthly salary (income) of the employee or self-employed individual. If the amount of the calculated average monthly salary (income) exceeds 15 times the amount defined in Article 1 of the RA Law on Minimum Monthly Wages, the benefit is calculated on the basis of the amount of 15 times this minimum monthly wage.In case the average monthly salary (income) calculated according to the set rules is less than the 50% of the amount defined in Article 1 of the RA Law on Minimum Monthly Wages, the benefit is determined according to the 50 % of the amount prescribed in Article 1 of the RA Law on Minimum Monthly Wages. Average monthly salary is calculated on the basis of the rules of the legislation of RA .In order to calculate the maternity benefit, the average monthly salary is divided by 30.4 and multiplied by the total number of days of maternity leave,	Social allowance 99 AZN paid at the occasion of child birth.	Federation BiHFor employed women- 50- 90% of salary (depending on financial capacity of cantons) for period of 1 yearFor unemployed women -the amount of financial assistance varies from canton to canton Brcko District- 100% of salary for 12 monthsRepublic of SrpskaFor employed women- 100% of salary for period of 12 months (18 months for twins and or 3rd and any further children)For unemployed womenA flat rate benefit amounting to 30% of the net salary that an employed person earns in average in the economy of the Republic of Srpska in the previous year 70,00 BAM,



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	GEORGIA	MONTENEGRO	REPUBLIC OF MOLDOVA	RUSSIAN FEDERATION
<b>3. Leave - Continuation of payment by employer</b>	No provisions. In private sector: depends on agreement between employee and employers	Compensation of gross wage is paid out by the employer, who will receive refund from the State Budget, upon completion of payment. If the person is self-employed, he/she will receive compensation directly from the budget.	The employer covers one hundred percent of the salary of the person for the entire period of maternity leave (prenatal leave for a period of 70 calendar days and postnatal leave, for a period of 56 calendar days)	None
<b>4. Cash benefits</b>	The basic amount of the cash benefit is calculated based on salaries but must not exceed 1000 GEL. (The change came into force since January, 1 2014)	During the leave the parent shall be entitled to wage compensation in the amount of the salary he/she would earn if he/she was at work. The amount of the refund from the State Budget cannot be set at an amount lower than the lowest cost of labour (193€) or higher than the two average gross wages in the country (1450€ in 2016) A person working as a self-employed entrepreneur exercises the right at the Center for Social Work. The amount of the wage compensation payable to a solely-employed entrepreneur is defined in the same way as for employed persons. The amount of the maternity allowance for a person registered at the Employment Agency and a full-time college student amounts 64,40 € a month. It may be used by mother or father.	100% of gross wages averaged over the previous six months. No limits or ceilings.	Maternity allowance is paid in the amount of 100 per cent of the average wage on which insurance contributions to the Social Insurance Fund of the Russian Federation for compulsory medical insurance in case of temporary disability or maternity were accrued. In accordance with the current legislation of the Russian Federation the wage basis for the calculations of social insurance contributions for each individual cannot exceed 624,000 rubles in 2014. The maximum amount is subject to annual adjustment (From January 1 of the corresponding year) (subject to wage increases in the Russian Federation). At the end of the maternity leave working women are granted a leave to care for a child up to the age of 3 years. During the period of such leave and until the child is 1.5 years monthly child care allowance shall be paid. Monthly child care allowance is payable in the amount of 40 percent of the average earnings of the insured person, on which insurance contributions to the Social Insurance Fund of the Russian Federation for social insurance in case of temporary disability or maternity were accrued, but not below the minimum amount of this allowance, set by Federal law No 81-FZ. Maximum amount of the monthly allowance for child care in 2014 was 17 965.5 rubles per month. In addition to the maternity allowance a lump sum to women who registered at the hospital in the early stages of pregnancy is paid (up to twelve weeks). In 2014, the size of the allowance is 515.33 rubles. The amount of a lump sum at birth in 2014 is 13741,05 rubles

## Maternity/Paternity

	SERBIA	THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA	TURKEY	UKRAINE
<b>3. Leave - Continuation of payment by employer</b>	Compensation of gross salary. Benefit is advanced by the employer who receives a full compensation from the central budget, after the payment has been carried out. If the person is self-employed, he/she receives compensation directly from the budget. Salary tax and contributions are paid from the compensation. Woman on maternity leave receives amount equal to her previous net salary. Maximum amount of the benefit is 5 times the national average gross salary.	None.	Civil Servants: The public body employing the insured person continues to pay the insured person's salary in full during her maternity leave. Workers: Insured receives temporary incapacity benefit and maternity allowance. Thus there is no continuation of payment by employer.	None
<b>4. Cash benefits</b>	100% of individual's previous gross salary in previous last 12 months if the claimant has worked for at least 6 months prior to maternity leave, 60% of individual's previous gross salary in previous 12 months for period of employment of 3-6 months, and 30% of individual's previous gross salary in previous 12 months for less than 3 months of employment. If the claimant was employed for less than 12 months, his/her entitlements for the remaining months to complete the full year of employment will amount to 50% of average wage in Serbia in the month preceding the leave of absence. The same calculation applies to self-employed. The benefit cannot exceed the level of five times the national average salary nor can the full-rate benefit be lower than the national minimum salary in the month when the beneficiary receives it. National minimum salary was 27,343 RSD – gross, 20,328 RSD - net in January 2015 (50% of net average wage).	Maternity benefit in the amount of 100% of the average monthly net wage paid to the employee (mother) twelve months prior to the maternity leave (monthly payment). 100% of the maternity benefit is covered from the State Budget. Assistance for newborn babies: See Table IX Family benefits.	Civil Servants: See "Continuation of Payment by Employer" above. Beside this, only birth grant is paid. It is paid as 300 TL for first child, 400 TL for second one and 600 TL for third and others. Workers: See "Continuation of Payment by Employer" above. Also, birth grant is paid as 300 TL for first child, 400 TL for second one and 600 TL for third and others.	United benefit:- 41 280 UAH for first and following child: lump sum – 10 320: monthly (before child will reach the age of 3 years) 860 UAH

## Maternity/Paternity

	ALBANIA	ARMENIA	AZERBAIJAN	BOSNIA AND HERZEGOVINA
<b>Taxation and social contributions</b>				
<b>1. Taxation of cash benefits</b>	Not subject to taxation.	Income tax, on general terms	Maternity benefit is not subject to taxation.	Federation BiH and Republic of Srpska- Only benefit claimed by working women in the form of salary compensation is subject to taxation as well as the salaryBrcko District - Subject to taxation
<b>2. Limit of income for tax relief or tax reduction</b>	Not applicable.	Not applicable.	None.	Federation BiH - Not applicableRepublic of SrpskaThe tax base of the income tax of personal income shall be reduced by:Personal allowance of the taxpayer amounting to 2.400,00 BAM per year,900,00 BAM for each supported member close family ,amount of interest paid on housing loan. Brcko District: - Tax relief of 240.00 BAM + 50.00 BAM (life expenditures) and a further 120.00 BAM for each supported member of the family. The rest of the individual's income is subjected to taxation in amount of 10%
<b>3. Social security contributions from benefits</b>	None.	None.	None.	Federation BiH -Contributions are paid in the same way as on wagesRepublic of Srpska-Contributions are paid in the same way as on wages. The above applies only to the benefit claimed by working women in the form of salary compensation, while contributions are not paid for other benefitsBrcko District:- Contributions are paid the same way as on wages

## Maternity/Paternity

	GEORGIA	MONTENEGRO	REPUBLIC OF MOLDOVA	RUSSIAN FEDERATION
<b>Taxation and social contributions</b>				
<b>1. Taxation of cash benefits</b>	Not subject to taxation.	Subject to taxation	Not subject to taxation.	Not subject to taxation.
<b>2. Limit of income for tax relief or tax reduction</b>	Not applicable.	Personal income tax: 9% of the tax base (wage)	Not applicable.	Not applicable.
<b>3. Social security contributions from benefits</b>	None.	Benefits subject to social insurance contributions	None.	None.

## Maternity/Paternity

	SERBIA	THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA	TURKEY	UKRAINE
<b>Taxation and social contributions</b>				
<b>1. Taxation of cash benefits</b>	Subject to taxation.	Maternity benefit: Subject to personal income taxation.	Civil Servants: Not subject to taxation. Workers: Not subject to taxation.	Not subject to taxation.
<b>2. Limit of income for tax relief or tax reduction</b>	Qualification limit defined according to Law on income taxes. Qualification limit for 2015 was 2,201,220 RSD (equal to three times average annual wage in Serbia in 2015). Tax rate of 10% is applied on the income over the limit. If annual income exceeds 4,402,440 RSD (equal to six times average annual wage in Serbia in 2015) income tax at the rate of 15% is paid on the income over the limit.	General taxation rules. No special relief for benefits.	Civil Servants: not applicable Workers: not applicable.	Not applicable.
<b>3. Social security contributions from benefits</b>	Since the compensation is equal to the gross salary it involves contributions for pension and invalidity insurance, health insurance and unemployment insurance.	Contributions are calculated and paid in the same way as for wages. Social security rates are applied against the employee's gross wage, which is a sum of the net wage, personal income tax and payroll deductions to pension fund, health care fund and unemployment fund.	Civil Servants: None Workers: social insurance and universal health insurance premiums are paid.	None.