

Maternity/Paternity

Applicable statutory basis

ARMENIA

- 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

ALBANIA

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.

AZERBAIJAN

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.

BOSNIA AND HERZEGOVINA

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)
- Labour Low (Official Gazette of RS 01/16)
- Law on Income Tax of Republic of Srpska Official Gazette of RS 60/15) , and 5/16

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
- District Brcko:

- Labour Law of Brcko District (Official Gazette of Brcko District 19/06- Consolidate Version) amended in 19/07, 25/08, 20/13, 31/14 and 01/15)
- Law on Children Protection of Brcko District (Official Gazette of Brcko District 52/11- Consolidated Version) amended 3/15
- Mayor's Decision on the conditions and the way of payment of employee benefits to employees during maternity leave number: 01-014-001435/05 from 21 February 2005.

GEORGIA

Labour Code of Georgia.

27/12/2010

Law on Public Service

Order 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"

MONTENEGRO

Labor Code, 2008 amended in 2011

The Law on Health Insurance, 2016 amended in 2017 amended in 2018

Law on Social and Child Welfare, 2013 amended in 2014/2015/2016/2017

REPUBLIC OF MOLDOVA

Labor Code;

Law no. 489 of 08.07.1999 on the public social insurance system;

Law no. 289-XV of 22 July, 2004, on temporary incapacity for work payments and other social insurance benefits;

Government Decision no. 108 of 02/03/2005 regarding the approval of the conditions of establishment, calculation and payment of temporary disability allowances and other social security benefits.

Government Decision no. 1245 of 15.11.2016 for the approval of the Regulation on the conditions for determining, the method of calculation and the payment of the paternal indemnity.

RUSSIAN FEDERATION

Labor Code of the Russian Federation (Chapter 41); Federal Law of the Russian Federation No. 165-FZ dd 16 July 1999 "On Fundamentals of Compulsory Social Insurance"; Federal Law of the Russian Federation No. 255-FZ dd 29 December 2006 "On compulsory social insurance in case of temporary incapacity for work in connection with maternity"; Federal Law of the Russian Federation No. 81-FZ dd May 19, 1995 "On State Benefits for Citizens with Children"

The Tax Code of the Russian Federation

Federal Law of the Russian Federation No. 417-FZ dd December 19, 2016 "On the Budget of the Social Insurance Fund of the Russian Federation for 2017 and for 2018 — 2019 Planning Period "

Eurasian Economic Union Treaty dd May 22, 2014.

Federal Law No. 184-FZ dd October 6, 1999 "On general principles of organization of legislative (representative) and executive bodies of state power of subjects

Federal Law No. 256-FZ dd December 29, 2006. "On additional measures of state support for families with children"

SERBIA

Law on Financial Support Provided for Families with Children 2002, Revised 2005/2009

Law on Health Insurance 2005, Revised 2011/2012/2014/2015/2016

Statute of Contents and Perimeter of General Population's Health Protection (1993).

Law On Labour 2005,

Revised 2009/2013/2014/2017

THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA

Benefits in kind – medical care:

Law on health insurance (Official Gazette No. 25/2000), as amended on several occasions and supplemented by extensive guidelines

Law on Obligatory Social Insurance Contributions (Official Gazette No.142/2008)

Maternity leave and benefit:

Law on Labour Relations (Official Gazette No. 62/2005), as amended on several occasions

Family Law (Official Gazette no. 80/92), as amended on several occasions

TURKEY

Civil Servants:

Civil Servants Law No: 657 and dated 14/07/1965.

Workers:

Social Insurance and Universal Health Insurance Law No: 5510 and dated 31/05/2006.

Labour Law No: 4857 and dated 22/05/2003.

UKRAINE

Law of Ukraine "On compulsory state social insurance" N1105 Law of Ukraine "On compulsory state social insurance" N1105

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

Basic principles

ARMENIA

A social security scheme financed by global contributions that provides an earnings-related benefit to the economically active population.

ALBANIA

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.

AZERBAIJAN

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.

BOSNIA AND HERZEGOVINA

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.

GEORGIA

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, except public servants, maternity care of which is paid by the Public Authority, i.e. Ministry, etc. and all permanent residents are covered for child adoption.

MONTENEGRO

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.

Maternity/paternity leave is followed by parental leave. See Table 9 "Family benefits"

REPUBLIC OF MOLDOVA

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.

RUSSIAN FEDERATION

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.

SERBIA

Social insurance based scheme that is focused on economic activity. It is financed by contributions of employers, employees and self-employed and provides an earnings-related benefit which is treated equally as wages for the purpose of the future pension composition of the beneficiary.

THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA

Benefits in kind – medical care:

Compulsory social insurance scheme financed by contributions and taxes. See Table II "Health care".

Maternity leave and benefit:

A social insurance scheme financed from taxes providing earnings related benefits during maternity leave for all economically active persons.

Leave and benefits are taken into account for determining entitlement to old-age benefits.

Assistance for new-born babies:

Assistance for new-born babies:

See Table IX Family benefits

TURKEY

Civil Servants:

Continuation of salary in case of maternity leave.

Workers:

Compulsory social insurance scheme financed by contributions collected from employers.

UKRAINE

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

Field of application

Benefits in kind - medical care

ARMENIA

All residents.

ALBANIA

All residents

AZERBAIJAN

All female permanent residents.

BOSNIA AND HERZEGOVINA

Federation of BiH
None

Republic of Srpska
All persons insured for health care

District Brcko
Permanent residents

GEORGIA

All residents are covered for maternity health care,
Households under the poverty line are entitled for additional maternity care services

MONTENEGRO

See Table 2 "Health care"

REPUBLIC OF MOLDOVA

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.

RUSSIAN FEDERATION

See Table II "Health Care".

SERBIA

All residents.

THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA

Women during pregnancy, delivery and maternity leave (employees, self-employed, unemployed and other groups, e.g. uninsured on any ground)

See Table II "Health care", "Field of application, 1. Beneficiaries".

Voluntary membership of the scheme not possible

TURKEY

Benefits in kind (medical care) are given under the Universal Health Insurance. Civil servants and their dependents, and workers and their dependents are insured in the scope of Universal Health Insurance. (For Universal Health Insurance beneficiaries in detail see Chapter 2 "Health Care".)

UKRAINE

Basic medical care is provided free of charge to pregnant women and children.

Maternity/paternity leave and benefit - maternity allowance

ARMENIA

All residents.

ALBANIA

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.

AZERBAIJAN

Lump-sum childbirth benefit is paid to all working permanent residents from State Social Protection Fond under MLSP. For women who are not professionally active, the lump-sum benefit is paid by the state budget

BOSNIA AND HERZEGOVINA

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 Srpska

All employed and unemployed women. These rules are applicable upon the self-employed persons as well.

Republic of Srpska

Both for maternity and paternity, all employed, unemployed and self-employed persons as well.

Child's parents may agree that the employed father of the child and not the mother continues to use the leave after the expiration of 60 days from the child's birth. Moreover, the father is entitled to a paid leave of 5 working days from child birth - or more in exceptional cases.

GEORGIA

Maternity /adoption benefit: all employed women.

MONTENEGRO

Employed and self-employed persons, unemployed persons registered with the Employment Agency and regular students.

REPUBLIC OF MOLDOVA

The maternity benefit - the insured, the wife relies on her spouse's support and the unemployed who are registered in the sanitary institutions in the Republic of Moldova are entitled to maternity leave, which includes prenatal leave and postnatal leave and benefits the maternity allowance.

The right to paternity allowance is granted to the insured father in the public social insurance system, employed on the basis of

the individual labor contract or in a service report under the administrative act, for the care of the newborn domiciled or residing in the Republic of Moldova.

RUSSIAN FEDERATION

Additional measures of state support for families with children in the form of "mother (family) capital" (MFC), amounted to RUB 250,000 have been established since 01.01.2007. The size of MFC is revised annually taking into account the rate of inflation. The size of MFC has been EUB 453026 from 2015 (it is not taxed).

The right to additional measures of state support is given to women gave birth (adopted) the 2nd, 3rd child and subsequent children, starting from January 1, 2007. When a woman has the right to additional measures of state support, she receives a MFC certificate. The entitled mother (or father), after 3 years from the date of the birth of the child can transfer the MFC funds to: 1) improve housing conditions; 2) child's education; 3) purchase of goods and services intended for social adaptation and integration into society of children with disabilities; 4) formation of a funded pension for a woman.

As of January 1, 2009, the MFC funds (part of the funds) can be used to repay loans for acquisition (construction) of living quarters, to pay an initial installment of a loan (from May 2015), regardless of the period from the date of birth (adoption) of the 2nd, 3rd child or subsequent children, to purchase goods and services intended for social adaptation and integration into society of children with disabilities (from January 2016).

SERBIA

Maternity leave and benefit: Employed and self-employed mothers. Adoptive and fostering parents included.

No voluntary membership possible.

THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA

Maternity leave and benefit:

employed,

self-employed individuals

The same arrangement applies for adoptive parents.

No membership on a voluntary basis.

Maternity allowance: no statutory entitlement.

TURKEY

Civil servants are not covered by the maternity insurance. They benefit from maternity leave in the scope of the Civil Servants Law and, they have right to continuation of salary during of maternity leave.

Workers:

Female workers giving birth have right to maternity leave. Maternity benefits are composed of temporary incapacity for work allowance and breastfeeding grant. Temporary incapacity for work allowance is paid to female worker giving birth, and breastfeeding grant is paid to female worker giving birth and male worker for his uninsured wife's giving birth.

UKRAINE

Universal benefit: all insured and uninsured women (not professionally active), all permanent residents.

No paternity benefit.

Conditions

Benefits in kind - medical care

ARMENIA

None.

ALBANIA

See Table II "Health Care".

AZERBAIJAN

See Table II "Health Care" above.

BOSNIA AND HERZEGOVINA

Federation BiH and District Brcko

See Table II 'Health Care'

Republic of Srpska

-the condition is that the person has health insurance, and it does not matter whether the contributions for health insurance have been paid / there are no other conditions and they do not pay fee.

GEORGIA

Pregnancy and childbirth is financed by the state budget for all residents;

MONTENEGRO

See Table II "Health care"

REPUBLIC OF MOLDOVA

See Table II "Health Care".

RUSSIAN FEDERATION

See Table II "Health Care".

SERBIA

No qualifying conditions.

THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA

No qualifying conditions.

TURKEY

Civil Servants:

Maternity benefits in kind are provided under the Universal Health Insurance. There is no qualifying period in case of maternity in the scope of the Universal Health Insurance.

Workers:

Maternity benefits in kind are provided under the Universal Health Insurance. There is no qualifying period in case of maternity in the scope of the Universal Health Insurance.

UKRAINE

None.

Maternity/paternity leave and benefit

ARMENIA

Note from medical institution confirming pregnancy.

ALBANIA

The maternity benefit shall be payable to an insured woman with regard to pregnancy and child delivery or to an insured father provided she/he 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.

AZERBAIJAN

- Employed women, registered at the Gynaecological and antenatal clinic.

BOSNIA AND HERZEGOVINA

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 3% of the average cadastral income per hectare of land in the previous year, and 10% if a family does not have any other income, and if the catalog value of estimated movable property does not exceed 5.000,00 BAM.

Brcko District:

- Minimum 3 months of employment

The minimum insurance period is being applied for the risk of maternity.

GEORGIA

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.

MONTENEGRO

One parent (mother or father) is entitled to get a wage during their maternity/paternity leave.

REPUBLIC OF MOLDOVA

The maternity allowance is granted in full at the 30th week of pregnancy for a period of 126 calendar days, and in the case of complicated births or the birth of two or more children - of 140 calendar days. For pregnancies of 3 and more children, the maternity allowance is granted for a period of 42 calendar days for prenatal leave and 14 calendar days for postnatal leave.

The insured on child care leave taking care of children up to age 3, can apply for a monthly child care benefit to all entities in which he / she is engaged, from the date of the leave reach the age 3. In the case of child care leave the initial date differs between the entities, the benefit shall start from the date of the last provision of leave.

The contribution period required to establish allowances includes:

- period of military service, full or reduced;
- child care period – taking care of a child up to 3 years by one of the parents or by tutor in case of both parents' death;
- period during which the insured benefitted from a temporary incapacity indemnity, unemployment benefit, professional integration and reintegration benefits.

The employee insured in the public social insurance system is entitled to the paternity allowance if he:

- a) confirms a total contribution period of at least 3 years;
- b) confirms a total contribution period of up to 3 years, provided that they have completed a minimum contributory period of at least 9 months, realized during the last 24 months preceding the occurrence of the insured risk;

The contributory period includes contribution periods from the first day of activity of the employee to the date of the child's birth, according to information from the State Register of Individual Records in the Public Social Insurance System.

RUSSIAN FEDERATION

Maternity Leave and childbirth Benefit

There 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.

permanently or temporarily residing in the territory of the Russian Federation to foreign citizens and stateless persons,

Citizens of participating countries in the

. Treaty on the Eurasian Economic Union (Republic of Belarus, Republic of Kazakhstan, Republic of Armenia, Kyrgyz Republic),

Subject to compulsory social insurance in case of temporary incapacity for work and in connection with maternity.

SERBIA

No minimum employment period required.

THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA

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.

The same provisions apply for adoptive parents.

Assistance for newborn baby:

(See Table IX Family benefits)

TURKEY

Civil Servants:

Civil servants benefit from maternity leave in the scope of the Civil Servants Law without qualifying period and, they have right to continuation of salary during of maternity leave.

Workers:

Workers can benefit from maternity leave without qualifying period. But, in the scope of the maternity benefits;

-to receive temporary incapacity for work allowance, 90 days of contributions during the year preceding is needed.

-to receive breastfeeding grant, 120 days of contributions during the year preceding is needed.

UKRAINE

Note from medical institution confirming pregnancy.

One (of the) parent(s) should apply not later than 12 months after the birth of the child.

Benefits

Benefits in kind - medical care

ARMENIA

Maternity services and hospital care.

ALBANIA

See Table II "Health Care".

AZERBAIJAN

See Table II "Health Care" above.

BOSNIA AND HERZEGOVINA

Federation BiH and District Brcko
See Table II 'Health Care'

Republic of Srpska

-pregnant women and mothers of children under one year of age who have health insurance are entitled to health care regardless of whether insurance contributions have been paid for them and they are exempted from paying medical care expenses (participation), regardless it is an examination, hospitalisation or pregnancy-related and child-birth-related, another services

GEORGIA

See Table II "Health Care".

MONTENEGRO

Preventive examination of pregnant women;

Examination and counselling 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 counselling on pregnancy lifestyles, and preparation for childbirth and care of a newborn;

Visiting nurse to puerperiums;

Infertility detection and treatment;

REPUBLIC OF MOLDOVA

See Table II "Health Care".

RUSSIAN FEDERATION

See Table II "Health Care".

SERBIA

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.

THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA

Medical treatment. All health care services covered by the compulsory health care insurance scheme (medical checks and ultrasound examinations during pregnancy or after birth, hospitalisation for confinement)

See also Table II "Health care"

TURKEY

Benefits in kind include medical cares as follows;

Inpatient and outpatient treatments, other clinic treatments needed for diagnosis, birth, laboratory analysis and other diagnosis methods, medical intervention and treatments according to diagnosis, patient follow-up, uterine evacuation, medical

sterilization and emergency health services, other medical care and treatments made by healthcare personnel upon physicians' decisions.

UKRAINE

Free emergency medical care is provided by primary medical and health care units and by hospitals in the following cases: childbirth, and gynaecological emergencies.

Maternity/paternity leave: duration, flexibility, transferability

ARMENIA

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)

ALBANIA

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/father 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.

AZERBAIJAN

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 days

Multiple 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 days

Difficult 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.

BOSNIA AND HERZEGOVINA

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.

Child's parents may agree that the employed father of the child and not the mother continues to use the leave after the expiration of 60 days from the child's birth. The woman may, at her own request, with employer's consent, start to work before the expiration of the maternity leave, but not before the expiration of 60 days from the delivery date.

If the woman gives birth to a dead child, or if the child dies before the expiration of the maternity leave, she is entitled to a maternity leave for as long as it is needed, according to authorized medical doctor's assessment, for the woman to recover from the delivery and the condition caused by the loss of the child, but for no less than 45 days from the delivery date, i.e. the date of child's death.

Brcko District;

Based on labour law: during pregnancy, confinement and care of the baby, the woman shall be entitled to a maternity leave of twelve (12) months without interruption, and for twins, third or any next child, of eighteen (18) months without interruption.

GEORGIA

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)

MONTENEGRO

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.

After 45 days from the birth of child, father can use parental leave instead of mother.

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.

REPUBLIC OF MOLDOVA

The maternity allowance is granted in full at the 30th week of pregnancy for a period of 126 calendar days, and in the case of complicated births or the birth of two or more children - of 140 calendar days. For pregnancies of 3 and more children, the maternity allowance is granted for a period of 42 calendar days for prenatal leave and 14 calendar days for postnatal leave. The maternity allowance is granted only to the mothers.

Leave for care is granted to insured persons until the child reaches the age of 3 years

Paternal leave is granted for a period of 14 calendar days, only to the fathers.

RUSSIAN FEDERATION

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).

SERBIA

The total leave lasts 365 days and is divided into two periods: Maternity leave and Child care leave.

Maternity leave - It must start in a period 28-45 days before the presumed day of birth and lasts three months after giving the

birth. The leave also lasts until the end of the third month after giving the birth even if child was born dead or dies during that period. 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 severe illness, imprisonment...).

Leave in cases of adopting or fostering – See Table IX 'Family benefits - Parental leave and benefits'

Child care leave - See Table IX 'Family benefits - Parental leave and benefits'

THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA

Paid maternity leave (Pregnancy and confinement):

9 months (use of 28 days before the confinement is mandatory).or

15 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 15 months.

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 by the full-time employed mother until the child is 3 years old.

TURKEY

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. If the mother dies during the delivery or after the child birth, the father can benefit from this leave.

Male civil servant can benefit from 10 days paternity leave.

Civil servants adopted a child under 3 age can benefit from right to leave for 8 weeks.

In addition: time off for breast feeding. A female civil servant is given breast-feeding 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).

For parental leaves, see Chapter 9: Family Benefits.

Workers:

16 weeks of maternity leave divided equally before and after delivery (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. If the mother dies during the delivery or after the child birth, the father can benefit from this leave.

Male worker can benefit from 5 days paternity leave.

Mother or father adopted a child can benefit from right to leave for 8 weeks.

Additionally, 1,5 hour breast-feeding leave a day is given to the workers in order to breast-feed her infants below 1 year old. The worker herself determines the period. This period is regarded as daily working period.

For parental leaves, see Chapter 9: Family Benefits.

UKRAINE

Benefit in connection with pregnancy and childbirth: periodic benefit granted for 126 calendar days, 70 days before and 56 after birth.

Maternity/paternity benefit: amounts; continued payment by the employer

ARMENIA

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,

ALBANIA

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 12000 ALL (92 EUR)

AZERBAIJAN

Maternity benefit is calculated based on salaries but cannot be more than 25 times the minimum amount of labour pension (2900 AZN).

Lump-sum childbirth benefit - 109 AZN.

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.

Amount of monthly child care allowance up to 1,5 year is 44 AZN and from 1,5 to 3 year – 28 AZN

BOSNIA AND HERZEGOVINA

Federation BiH

For employed women

- 50- 90% of salary (depending on financial capacity of cantons) for period of 1 year

For unemployed women

-the amount of financial assistance varies from canton to canton

Brcko District

- 100% of salary for 12 months

Republic of Srpska

For employed women or another person using the leave.

- 100% of salary for period of 12 months (18 months for twins and or 3rd and any further children)

For unemployed women

A 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,

Leave – continuation of payment by employer:

Federation BiH

- No provisions

Brcko District

Based on labour law:

The employee benefit during maternity leave shall be exercised at the expense of the Brčko District BiH Budget, on condition that the pension and health insurance contributions have been paid.

Republic 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 at the expense 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.

GEORGIA

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)

Leave – continuation of payment by employer:

No provisions. In private sector depends on agreement between employer and employee

In public sector is paid for the whole period of the leave by the employer/public institution i.e. Ministry, etc.

MONTENEGRO

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 (1530€ in 2018)

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 80,46€ a month. It may be used by mother or father. 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.

REPUBLIC OF MOLDOVA

The monthly amount of the maternity allowance is 100% of the average monthly insured income achieved during the last 12 calendar months preceding the occurrence of the insured risk, income from which individual social insurance contributions were calculated.

The insured average monthly income, which represented the base for indemnity calculation is determined by dividing by 12 the insured income realized at all entities during the last 12 calendar months preceding the occurrence of the insured risk.

If during the period of these 12 months, the employee did not receive an income due to: sick leave, maternity leave, child care leave for children up to age 3, unemployment with right to an unemployment benefit, these months shall be included in the calculation with a monthly insured income equal to tariff wage quantum for the I wage category in the public sector or equal to the minimum guaranteed wage quantum in the real sector, applicable at the date of insured risk occurrence, or shall be substituted with the same number of calendar months immediately preceding the period included in the calculation, provided this would lead to an indemnity quantum increase.

The basis for calculating the monthly child care allowance up to the age of 3 is the average monthly insured income achieved during the last 12 calendar months preceding the child's birth month, the income from which the individual social insurance contributions were calculated.

The monthly amount of the child-raising allowance is 30% of the calculated base, but not less than 540 lei per child.

The basis for calculating the paternal indemnity is 100% of the average monthly income earned on the base work during the last 3 months preceding the child's birth month, the income from which social security contributions were calculated and paid.

Secured income for months included in the calculation while determining the calculation base for social security allowances cannot exceed the sum of 5 forecasted monthly average salaries in the economy for the respective year, multiplied by 12 or by the number of months during which the person realized the secured income. If the calculation includes an incomplete calendar year, the secured income shall be capped considering the number of months during which the secured income was realized for the respective year. The forecasted monthly average income in the economy shall be approved by the Government."

RUSSIAN FEDERATION

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 755 000 rubles in 2017.

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 2017 was RUB 23089,04 per month.

The amount of a lump sum at birth of a child in 2017 was RUB 16350.33. In the case of birth of two or more children, this benefit is paid for each child.

Continued payment by the employer: None

SERBIA

Maternity benefit: amount -

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 35,395 RSD – gross, 26,312 RSD - net in January 2018 (53% of net average wage).

The 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 directly paid from the compensation while the mother on maternity leave receives amount equal to her previous net wage.

Maximum amount of the benefit is 5 times the national average gross wage.

After completion of the maternity leave the benefit is transformed into parental benefit and paid in the same amount until the end of the total leave.

THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA

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 paid from the State Budget (no continued payment by the employer).

The mother (adoptive mother) is entitled to receive up to 50% of the maternity benefit in case she returns to work earlier than the 9 month statutory leave. In this case, the maternity benefit is paid from the State Budget in addition to the salary paid by the employer.

Assistance for newborn babies: See Table IX Family benefits.

TURKEY

Civil Servants:

The public body employing the insured person continues to pay the insured person's salary in full during her maternity leave.

Workers:

Social Security Institution pays temporary incapacity for work allowance and breast-feeding grant in the scope of maternity insurance.

Temporary incapacity for work allowance is an earning related benefit paid during the maternity. (For calculation of temporary incapacity for work allowance see Chapter 3 "Sickness-Cash Benefits")

Breast-feeding grant is a flat rate and one-off payment. The amount of this payment is 149 TL for 2018.

There is no continuation of payment by employer.

UKRAINE

Universal 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

Taxation and social contributions

Taxation of cash benefits

ARMENIA

Income tax, on general terms

ALBANIA

Not subject to taxation.

AZERBAIJAN

Maternity benefit is not subject to taxation.

BOSNIA AND HERZEGOVINA

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 salary Brcko District

- Subject to taxation

GEORGIA

Not subject to taxation.

MONTENEGRO

Subject to taxation

REPUBLIC OF MOLDOVA

Not subject to taxation.

RUSSIAN FEDERATION

Not subject to taxation.

SERBIA

Subject to taxation.

THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA

Maternity benefit:
Subject to personal income taxation.

TURKEY

Civil Servants:
Not subject to taxation.

Workers:
Not subject to taxation.

UKRAINE

Not subject to taxation.

Limit of income for tax relief or tax reduction

ARMENIA

Not applicable.

ALBANIA

Not applicable.

AZERBAIJAN

None.

BOSNIA AND HERZEGOVINA

Federation BiH - Not applicable

Republic of Srpska

The 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%

GEORGIA

Not applicable.

MONTENEGRO

Personal income tax: 9% of the tax base (wage)

REPUBLIC OF MOLDOVA

Not applicable.

RUSSIAN FEDERATION

Not applicable.

SERBIA

Qualification limit defined according to Law on income taxes.

Qualification limit for 2017 was 2,375,136 RSD (three times average annual wage in Serbia in 2017). No tax has to be paid if the income is below this limit. Tax rate of 10% applied on the income over the limit.

If annual income exceeds 4,750,272 RSD (six times average annual wage in Serbia in 2017) income tax is paid on the income over the limit at the rate of 15%.

THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA

General taxation rules. No special relief for benefits.

TURKEY

Civil Servants: not applicable

Workers: not applicable.

UKRAINE

Not applicable.

Social security contributions from benefits

ARMENIA

None.

ALBANIA

None.

AZERBAIJAN

None.

BOSNIA AND HERZEGOVINA

Federation BiH

-Contributions are paid in the same way as on wages

Republic 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 benefits

Brcko District:

- Contributions are paid the same way as on wages

GEORGIA

None.

MONTENEGRO

Benefits subject to social insurance contributions

REPUBLIC OF MOLDOVA

None.

RUSSIAN FEDERATION

None.

SERBIA

Since the compensation is equal to the gross salary it involves contributions for pension and invalidity insurance, health insurance and unemployment insurance.

THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA

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.

TURKEY

Civil Servants: None

Workers: None

UKRAINE

None.