mom2mom

MOM2MOM CASE STUDY, 30 OCTOBER 2026

What 100 mothers told us in one day

Summary

mom2mom posted an online survey in Russian in women's and diaspora communities. In less than a day, from the evening of 30 October to midday on 31 October 2026, **100 mothers** answered. Most of them have moved abroad.

They are out of work, not out of skills. 53% don't work right now, and 71% have been out for 2 years or more. Among them are developers, marketers, accountants, doctors, lawyers and an architect.

They are trying. 80% are looking for work or plan to within 3 months. **38%** never got an offer from an employer.

What they ask for most: paid projects from companies (**57%**). 88% are open to paid tasks as an independent expert.

Who answered

Skilled professionals, many with 7–15 years of experience: software developers and testers, marketers, accountants and finance specialists, doctors, lawyers, an architect, teachers and designers.

	Women	Share
Don't work right now	53	53%
Not working and want to return	33	33%
On maternity leave	19	19%
Out of work for 2 years or more	71	71%
Out of work for over 3 years	40	40%
Youngest child under 3	37	37%
Pregnant, or youngest child under 8 (the age group the pilot was planned for)	76	76%

Those who work often work below their level

47 of the 100 women work. Only **18 of them (38%)** say their job fully matches their qualifications. 20 say it matches partly, and 8 say they work below their level.

They are trying, and hear nothing back

80 of 100 (80%) are looking for work or projects, or plan to start within 3 months. When they apply, the most common result is silence: **38 women (38%)** never got an offer from an employer.

“I respond to vacancies, but they don't even invite me to an interview.”

A survey respondent, translated from Russian

What stops them

Missing skills are not the main problem. Time, language and access are. Women could pick several answers.

Barrier	Women	Share
Hard to combine work with childcare	46	46%
Not confident in her own skills	44	44%
Language level	42	42%
No suitable schedule or format	40	40%
Doesn't know where to look	37	37%
Skills out of date	32	32%
Documents or recognition of qualifications	23	23%

Belief in their skills, not in their chances

65 women (65%) rate their professional skills 4 or 5 out of 5. Still, 44 (44%) say low confidence holds them back. They know what they can do. They doubt anyone will give them a chance to show it.

What they ask for

Help they want	Women	Share
Paid projects from companies	57	57%
A professional community and contacts	56	56%

Help they want	Women	Share
Updating skills	55	55%
Mentoring from an experienced specialist	51	51%
Direct access to employers	38	38%
Help with CV, portfolio and interviews	36	36%

88 of 100 (88%) are open to paid tasks for companies as an independent expert: 33 are ready to try now, 45 want more information first, and 10 would try with a mentor's support. Only 6 are not interested.

How much they can work

55 women (55%) can give 20 hours a week or less. The formats they want most are part-time work (57%), a permanent job (53%) and their own business (43%). A one-off project on its own interests only 34%.

What it means for mom2mom

1. **The model matches what they ask for.** A paid project with a company is the single thing they want most.
2. **The project has to fit around childcare.** About 10 hours a week and remote.
3. **The project is a step toward a job, not the end goal.** Most want part-time or permanent work after it.
4. **Mentoring matters.** It closes the gap between how they rate their skills and how they rate their chances.

Limits

This is a small sample of 100 women. They chose to answer, found the survey through our communities, and answered in Russian. It shows clear patterns, but it does not represent all mothers who have moved abroad. The pilot will test these numbers with real projects.