



The Association of European Businesses

Overcoming problems

Darya Samoylova, Head of customer department,
Blackwood and **Anastasia Prokudina**, Expat Coordinator,
Tesco Corporation

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The Association of European Businesses

Bringing Expats to Russia

Property, Schooling and Relocation

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David Gilmartin, Troika Relocations

Introduction

October 25th, 2011

Areas to be covered in this conference

- Property, Schooling and Relocation
- Integrating Expats in Russia
- Immigration and Labour Law

Property Schooling and Relocation

- Moscow Residential Rental Market
 - Intermark & Nestle
- Moscow – St Petersburg Market Differences
 - Mayfair & Volvo
- Education – 3rd Level Options
 - Ross Hunter, English International School

Integrating Expats in Russia

- Helping Families to Settle
 - Troika Relocations and Nina Himmer
- Overcoming Problems
 - Blackwood and Tesco
- Five Key Tips for Successful Expat Integration
 - Interdean, PWC, S&P

Immigration & Labour Law

- Secondment of Expats
 - Pepeliaev Group
- Migration Legislation
 - Visa Delight
- Employment Litigation
 - Beiten Burkhardt

Emerging New Locations for International Assignments

Emerging New Locations for International Assignments

- 1.China (1) 7%
- 2.Brazil (9) 7%
- 3.India (4) 5%
- 4.Singapore (2) 5%
- 5.United States (3) 4%
- 6.United Kingdom (7)
- 7.Australia (10) 4%
- 8.Russia (20) 4%

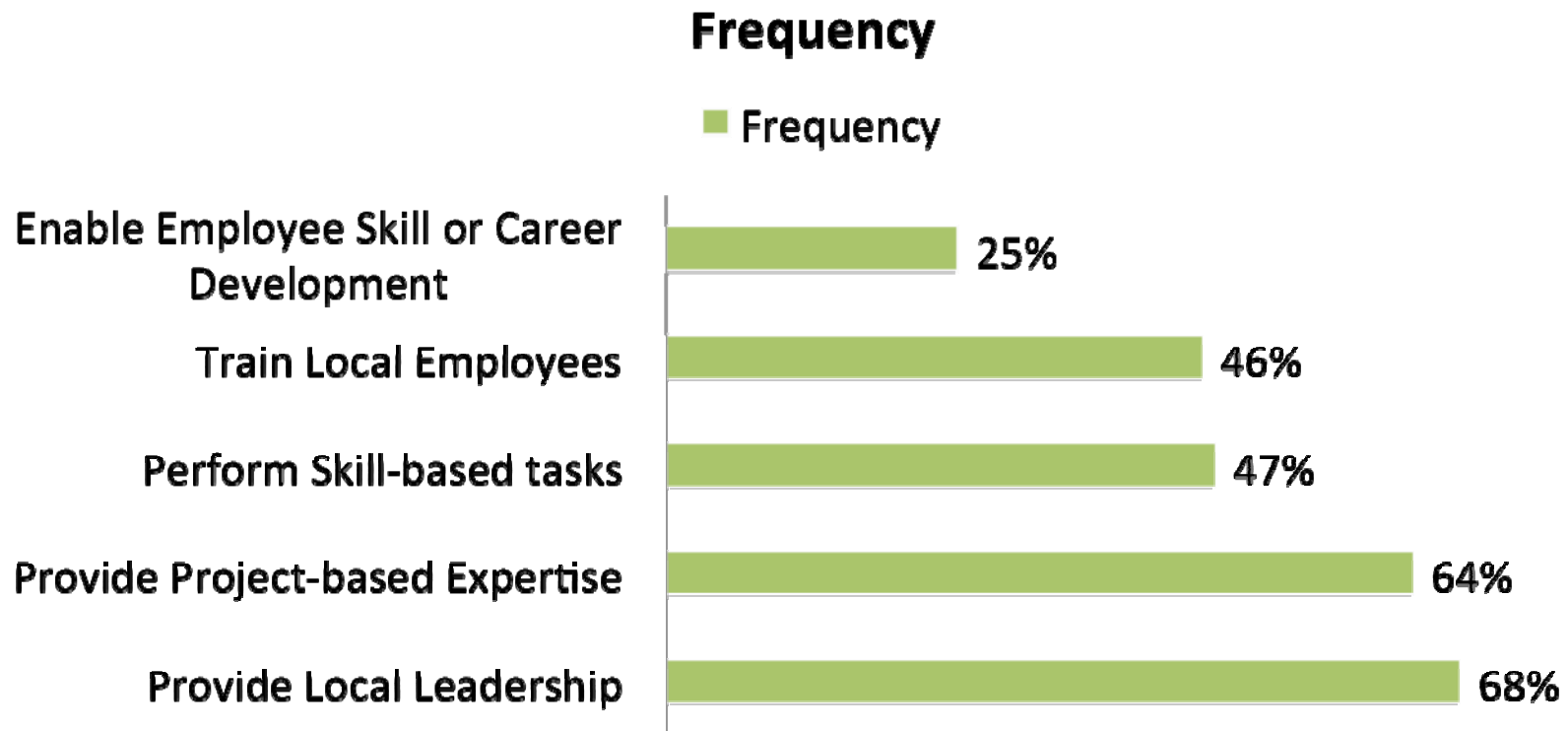
Locations that Present the Greatest Difficulties for International Assignees

- 1.China
- 2.India
- 3.Russia
- 4.Brazil
- 5.UK
- 6.US
- 7.Mexico

Why are we here?

- *Russia: different culture...security, social...tax compliance, payroll implementation, understanding policy...cultural challenges, lifestyle changes, family challenges...cross-border issues with taxation...bureaucratic, non-Western, language...immigration issues...security...difficult climate for families, driving/safety concerns...currency [must be paid] into host-country bank...hard place to live...higher cost of living, safety...language and daily living...need to structure with a local contract of employment...hardship location...shipping goods into the country and visa issues...*
- *Brookfield Global Relocation Trends Survey 2011*

Key Drivers of International Assignments in Emerging Markets



Residential areas most popular with Expatriates

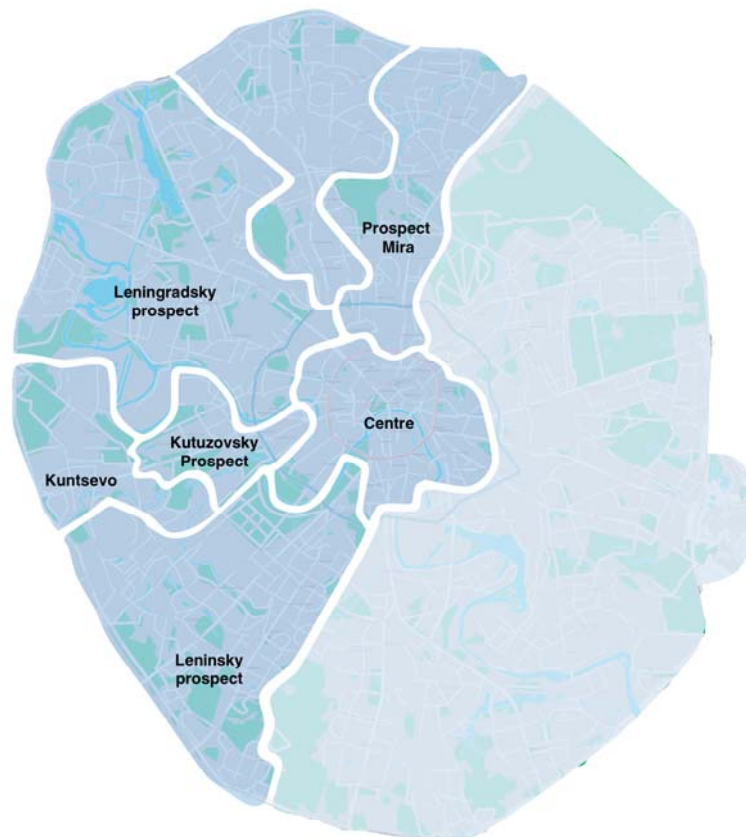


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Moscow areas most popular with expatriates



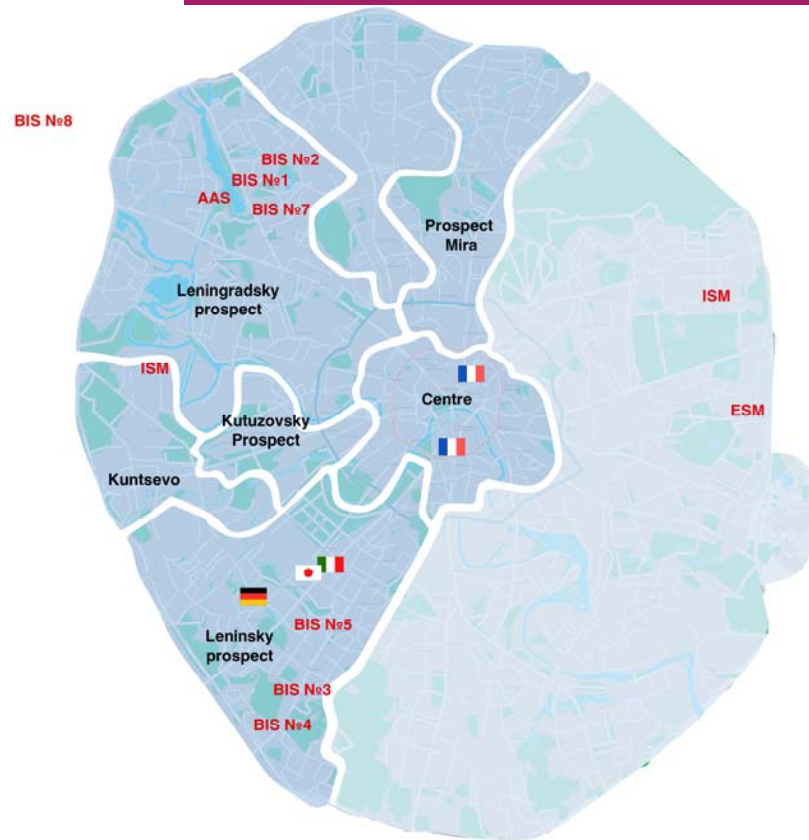
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Prestige of areas

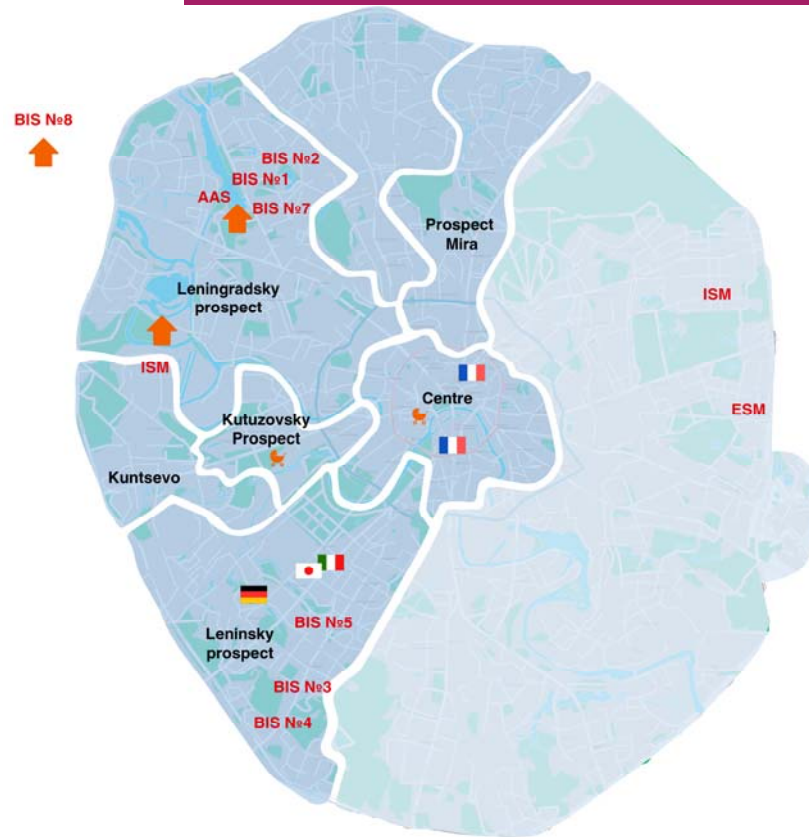
- ➡ - Quality of residential buildings
- ➡ - Development of Infrastructure
- ➡ - Number of business centers/their popularity with foreign companies
- ➡ - International Schools

Moscow areas most popular with expatriates





Moscow areas most popular with expatriates



Moscow centre



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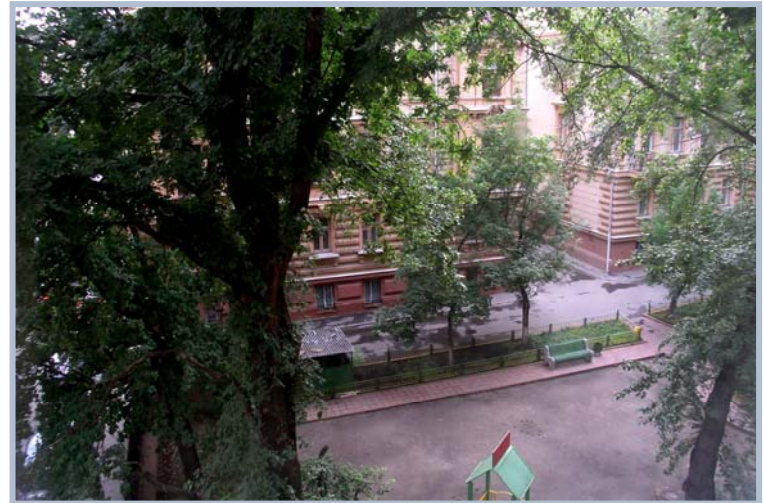
Demand for residential areas

Toponymic region	%
Arbat-Kropotkinskaya	15%
Tverskaya-Kremlin	14,5%
North and North West (Leningradsky prospect & Krylatskoe)	13,5%
West and South-West (Kutuzovsky & Leninsky prospect)	9%
Lubyanka-Kiray-Gorod	8.5%
Zamoskvorechie	8.5%
Krasnopresnenskaya	6%
Frunzenskaya	5.5%
Patriarshie Prudy	5.0%
Taganskaya area	4,6%
Prospect Mira	2.9%
Tsvetnoy boulevard	2.7%
Final	100%

Arbat-Kropotkinskiy



Night Old Arbat str.



Old Arbat yard

Arbat-Kropotkinskiy



1st Zachatievsky



Filippovskiy, 8



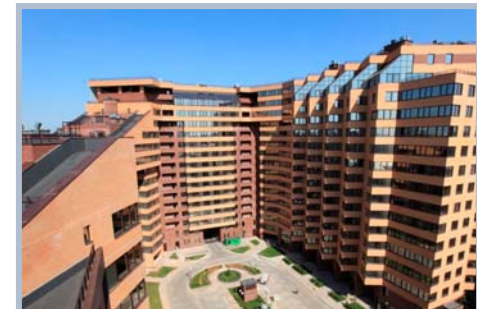
Grubber House
(Novy Arbat, 29)



Lion House
(M. Molchanovka, 8)



Romanov, 5



Smolenskaya Zastava
(Ruzheyny, 3)

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Tverskaya-Kremlin

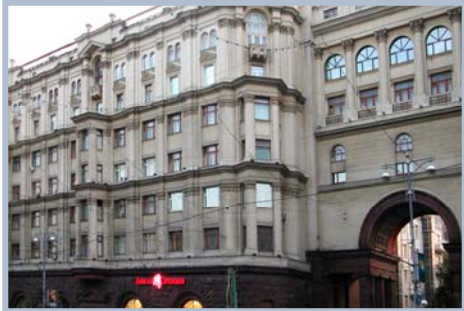


Brusov per.



Tverskaya str.

Tverskaya-Kremlin



Tverskaya, 9



Petrovskiy Dvorik
Petrovsky blv 5



Strastnoy, 10



Brusov, 19



Tverskaya, 28

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Patriarshy Ponds



Patriarshy Ponds



Patriarshy Ponds area

Patriarshy Ponds



B. Kozikhinsky, 14



Trehprudniy, 11/13



Spiridonovka, 18

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Zamoskvorechie



French embassy



Zamoskvorechie area

Zamoskvorechie



Onegin



Kopernik



Dom na Naberezhnoy
(Serafimovicha, 2)



Spasosalivkovskiy, 16

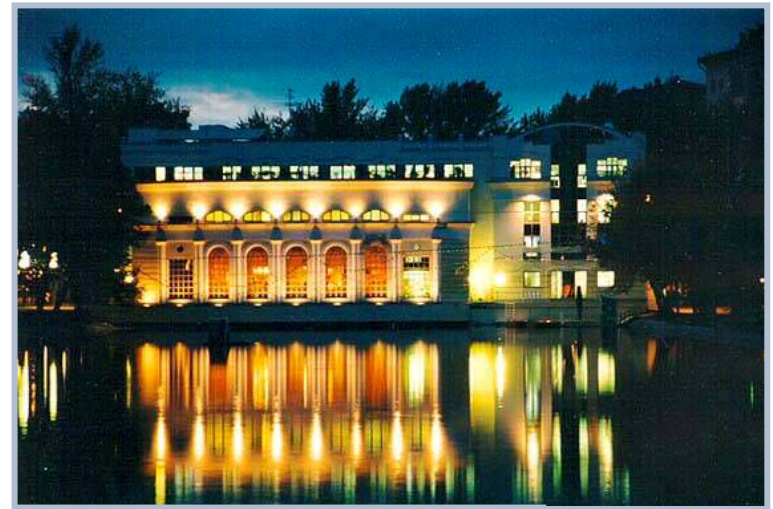
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Chisty Ponds



Lycee Francais



Chisty Ponds

Chisty Ponds



Dom Rossii
(House of Russia)



B. Nikolovorobinskiy



Solyanka, 1/2

Frunzenskaya



Mandelstam Park



Frunzenskaya embankment

Frunzenskaya



3d Frunzenskaya



Dom v Hamovnikah



Kamelot
(Obolenskiy, 9)

Krasnopresnenskaya

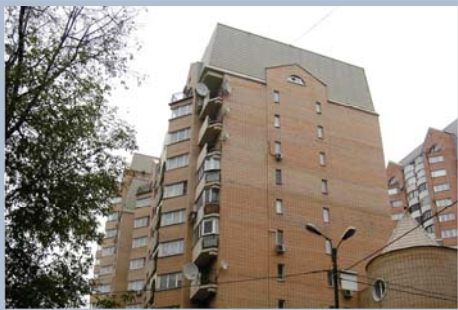


Moscow City



Kudrinskaya skyscraper

Krasnopresnenskaya



Zoologicheskaya str.



Shmidtovskiy, 16



Kudrinskaya
skyscraper



B. Gruzinskaya, 19



B. Gruzinskaya, 69



Bashnya Federacii

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Outside of centre – North-west



Sosnovaya
alley 1



Sokolinoe
Gnezdo



Alisa



Pokrovskiy Bereg



Aerobus



Triumph Palace



Alye Parusa



Privat Skver



Grand Park

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Outside of centre – South-West



Golden Keys 1



Golden Keys 2



Park Place



Vorobyovy Gory



Sozvezdie Kapital



Donskoy posad

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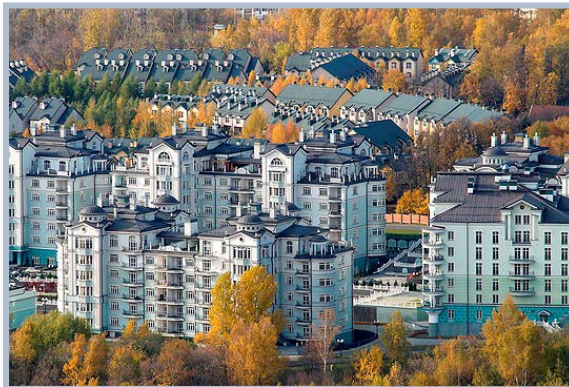
International Compounds = Expatriate Community



International Compounds



Rosinka



Pokrovsky Hills



Serebryanny Bor



Angelovo

VOLUME OF SUPPLY AND RENTAL RATES IN MOSCOW DISTRICTS – 1 bedroom

District	Average rental budget (\$ (2011)	% (1H 2011)	Current volume *
Arbat–Kropotkinskaya	4 200	20%	Medium
Patriarshie Prudy	4 000	6%	Low
Frunzenskaya	4 000	10%	Low
Tverskaya–Kremlin	3 600	7%	Medium
Chisty Ponds	3 600	2%	Medium
North & North-West	3 500	10%	Very High
Krasnopresnenskaya	3 400	12%	Low
Zamoskvorechye	3 100	-4%	Medium
Taganskaya	3 300	6%	Medium
South & South-West	3 100	-1%	Very High
Prospect Mira	2 500	-8%	Medium

VOLUME OF SUPPLY AND RENTAL RATES IN MOSCOW DISTRICTS – 2 bedrooms

District	Average rental budget (\$ (2011)	% (1H 2011)	Current volume *
Arbat–Kropotkinskaya	6 500	0%	Very High
Zamoskvorechye	6 500	1%	Very High
Tverskaya–Kremlin	6 300	7%	Very High
Patriarshie Prudy	6 200	13%	High
Frunzenskaya	6 000	7%	Medium
Chisty Ponds	5 400	18%	Very High
South & South West	5 400	3%	Very High
North & North-West	5 300	7%	Very High
Krasnopresnenskaya	5 100	14%	High
Tsvetnoy Boulevard	5 000	4%	Very High
Prospect Mira	4 100	-9%	High
Taganskaya	4 100	4%	Medium

VOLUME OF SUPPLY AND RENTAL RATES IN MOSCOW DISTRICTS – 3 bedrooms

District	Average rental budget (\$ (2011))	% (1H 2011)	Current volume *
Arbat–Kropotkinskaya	11 000	15%	Medium
North & North-West	9 600	15%	Very High
Patriarshie Prudy	9 500	10%	Very Low
Tverskaya–Kremlin	9 300	8%	Medium
Zamoskvorechye	8 000	12%	Low
Chisty Ponds	7 400	10%	Medium
South & South West	6 300	7%	Very High
Krasn opresnenskaya	6 200	10%	Medium
Frunzenskaya	5 800	11%	Very Low
Taganskaya	5 400	3%	High
Prospect Mira	5 000	- 2%	Medium

Questions



Residential areas most popular with expatriates





NESTLE in Russia

Nestle century-old relationship with Russia began in 1871 when St.Petersburg's merchant Alexander Ventsel signed an exclusive contract with Henri Nestle to supply milk cereal products to Russia.

In April 1995 Nestle opened its representative office in Moscow. A year later, Nestle Food LLC was incorporated as a local operating company with its own warehousing facilities, sales force and marketing organization.

Today, Nestle is the Russian market leader in most of its categories: coffee, chocolate, infant nutrition, culinary products, breakfast cereals, ice cream, petfoods and mineral waters.



NESTLE in Russia

Nestle operates 8 factories in the Russia and Eurasia region as well as regional sales offices on the territory of Russia: St.Petersburg, Rostov-Don, Yekaterinburg, Novosibirsk, Vladivostok, Irkutsk, Voronezh, Nizhny Novgorod, Samara.

Nestle representative offices operate in Kazakhstan, Belarus, Uzbekistan, Georgia, Azerbaijan, Kyrgyzstan and Tadjikistan.

About 10 000 people work at the factories and offices of Nestle in Russia and Eurasia.



Expatriate Families

26 expatriates:



18 – families with children



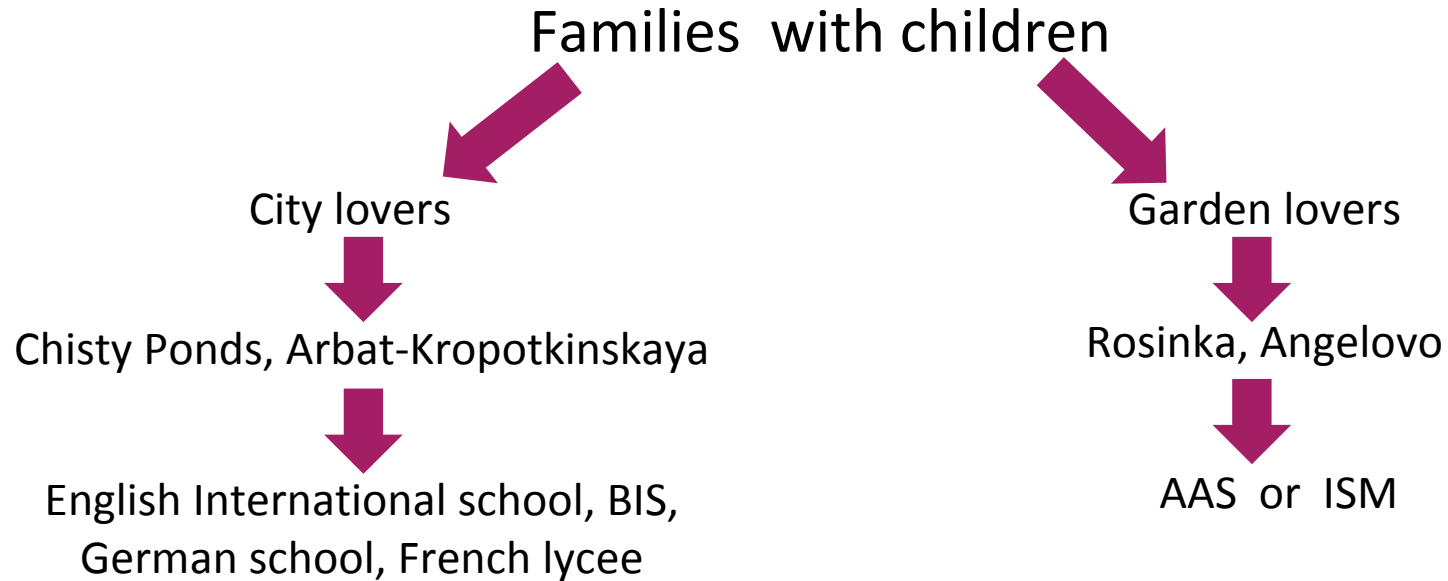
8 – single or couples without children

Usual preference

Singles and couples without children:

- ➡ newly renovated
- ➡ classic style
- ➡ 2-3 bedrooms
- ➡ A quiet Moscow center
(Zamoskvorechie, Kropotkinskaya)

Usual preference



Case Studies



Questions





ASSOCIATION OF EUROPEAN BUSINESSES
IN THE RUSSIAN FEDERATION

HR conference

“Bringing expats to Russia”

Marina Markarova,
Managing partner of MAYFAIR Properties

Opposition of two capitals: Moscow – Saint Petersburg. Residential rental markets. Similitude and differences.

October 25, 2011
Tverskaya Hotel, Moscow



**Opposition of two capitals:
Moscow – Saint Petersburg. Residential
rental markets. Similitude and
differences.**



Opposition of two capitals: Moscow – Saint Petersburg. Residential rental markets. Similitude and differences.



Period	Company
21 September 2010	Huyn dai
3 June 2009	Nissan
21 December 2009	Toyota
7 November 2008	General Motors
16 November 2006	Auchan
12 December 2003	IKEA
2000	Phillip Morris

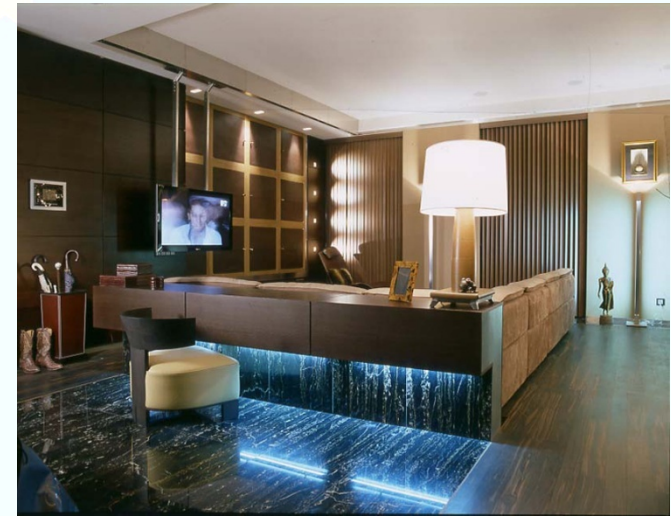


Opposition of two capitals: Moscow – Saint Petersburg. Residential rental markets. Similitude and differences



Similitude General demand:

- ✓ center of the city (or near the International school)
- ✓ 60-80 or 120-150 sq.m.
- ✓ “expat zone” of the city
- ✓ security
- ✓ parking
- ✓ renovated and high level



Opposition of two capitals: Moscow – Saint Petersburg. Residential rental markets. Similitude and differences.



Differences:

- ✓ Housing availability
- ✓ Rental rates level
- ✓ Registration of documents
- ✓ Level of service
- ✓ Short term rent
- ✓ The Landlords - expats

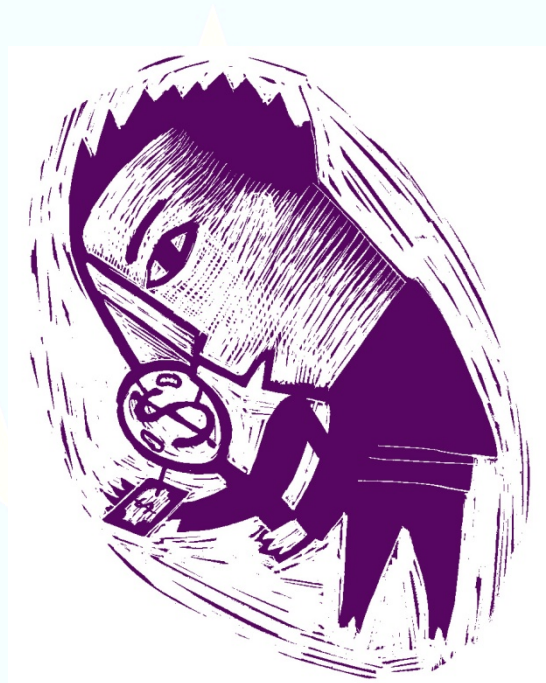


Opposition of two capitals: Moscow – Saint Petersburg. Residential rental markets. Similitude and differences.



Housing availability:

- ✓ Deficiency of new buildings
- ✓ Demand exceeds the offer in elite rental market
- ✓ Level of technical condition of buildings
- ✓ Loyalty of Landlords



Opposition of two capitals: Moscow – Saint Petersburg. Residential rental markets. Similitude and differences.



Rental rates

Rental Rates Following the Results of 3d quarter of 2011(M.):

Number of rooms	Minimum (\$)	Maximum (\$)
1	1 800	4 500
2	2 000	7 500
3	4 000	13 000
4	6 500	23 000
5 and more	10 000	27 000

Rental Rates Following the Results of 3d quarter of 2011 (St-P.):

Number of rooms	Minimum (\$)	Maximum (\$)
1	1 200	3 500
2	1 500	4 000
3	2 200	6 000
4	3 000	9 000
5 and more	4 200	12 000



Opposition of two capitals: Moscow – Saint Petersburg. Residential rental markets. Similitude and differences.



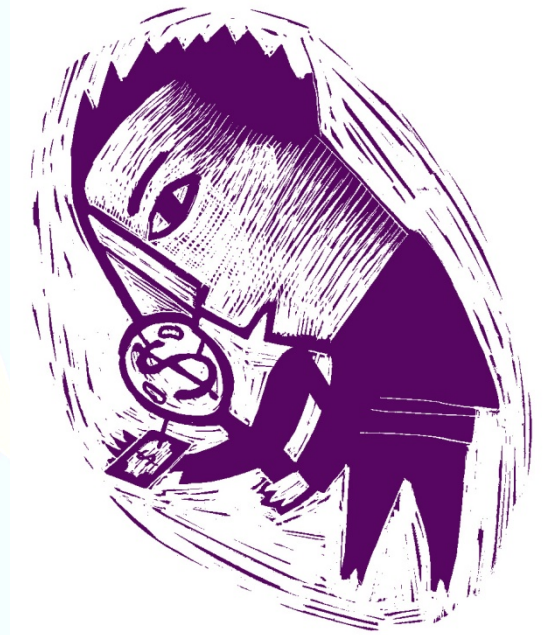
Registration of documents

Moscow: 3-5 days

Saint-Petersburg: variable

Level of service

- ✓ Limited staff number
- ✓ Limited services
- ✓ Property management



**Opposition of two capitals:
Moscow – Saint Petersburg. Residential rental
markets. Similitude and differences.**



Although Moscow or Saint-Petersburg – for all expats Russia is quite unknown and dangerous country with vodka – bears and terrible cold winter!





**Thank you for your
attention!**



Contacts

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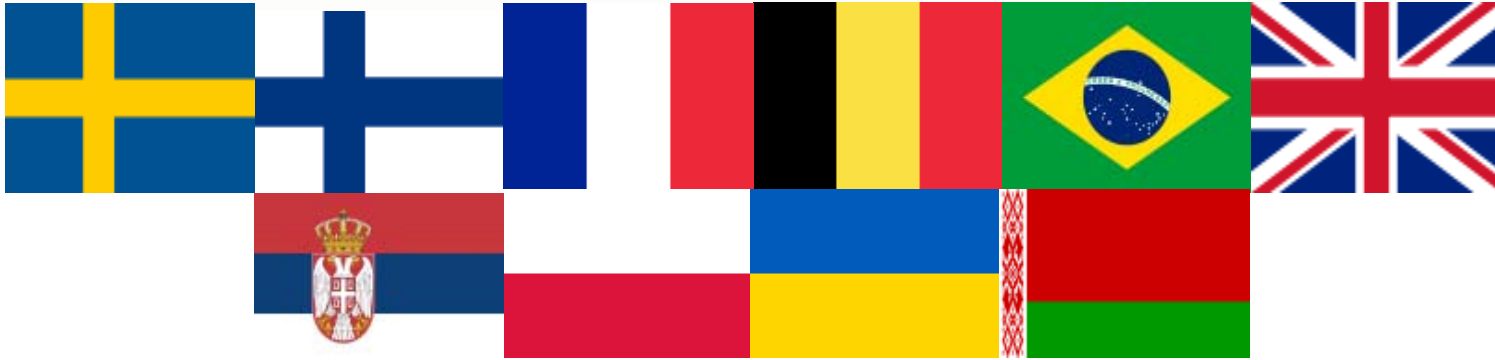
pr@mayfair.SU

www.mayfair.SU

Bringing expats to Russia

Volvo Group Russia

Foreign nationals in Volvo Russia

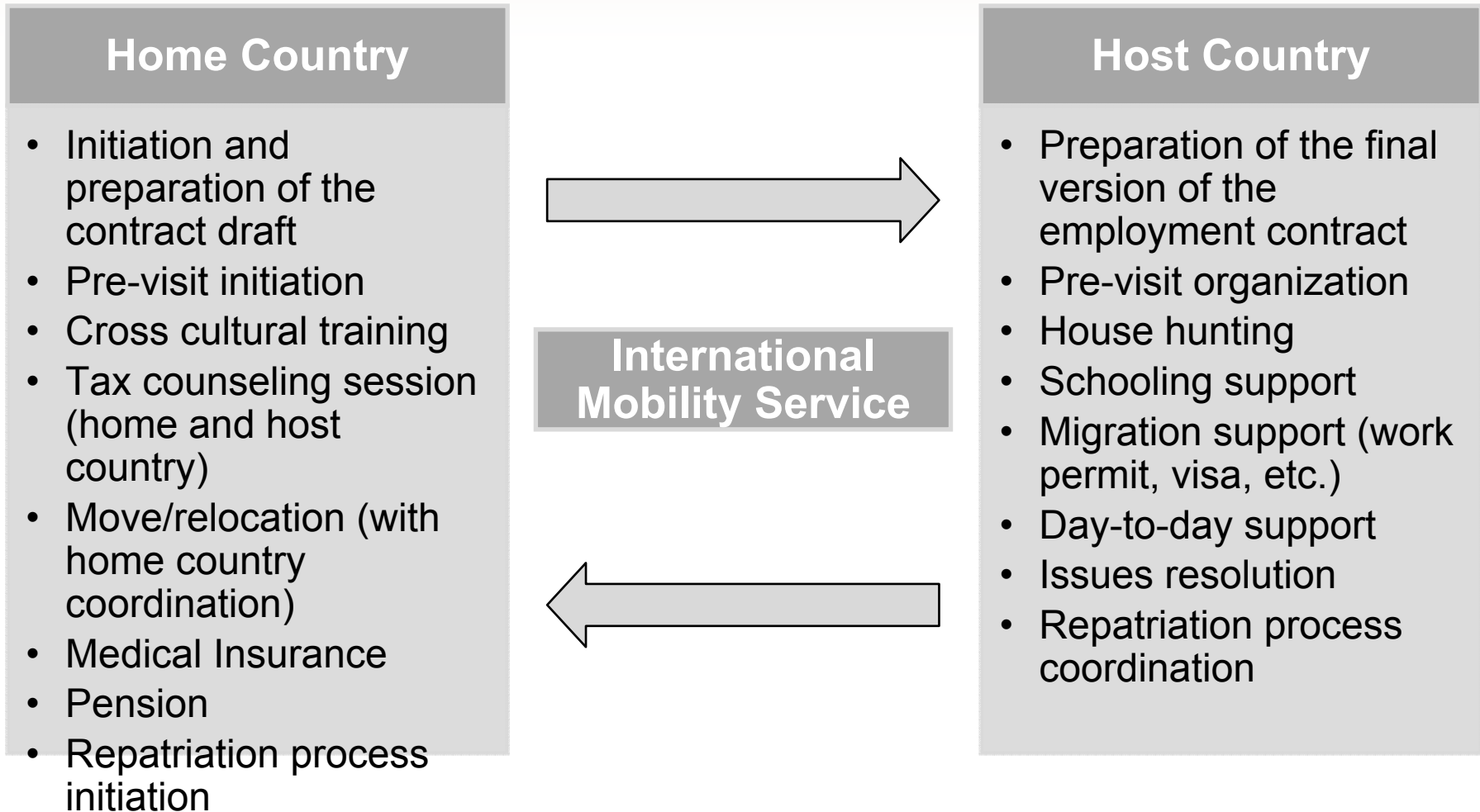


Sweden, Finland, France, Belgium, Brazil, UK, Serbia, Poland, Ukraine, Belorussia

TOTAL Expats in Volvo Russia – 20, accompanying family members – 24

98% of Volvo Russia Expatriate employees received work permits as Highly Qualified Specialists

Assignment process setup



Assignment support



Positive changes in migration legislation

1) Federal law about Highly Qualified Expatriate Specialists (HQS)

Came into force on July 1st 2010

Main criteria of a HQS: annual (or contract) income shall not be less than 2 000 000 RUB (~ 55 000 EUR)

Key points:

- Simplified and less time consuming process of obtaining a work permit
- Work permit and working visa can be received for 3 years
- Migration regime softened (90 days free of migration registration)
- Personal income tax rate for HQS is 13%
- Simplified procedure of getting a work permit for HQS accompanying family member

2) Change of migration regime regulations and registration procedure

Came into force March 25th 2011.

Key points:

- Registration can be done both at residence address and company (legal entity) address
- Registration term increased from 3 to 7 working days
- HQS (and accompanying family members) are freed from migration registration for period of 90 days;
- Notification of departure (registration termination upon departure) cancelled

Key challenges and remaining problems

- Careful assignment timeline planning due to complicated process of expatriate employees legalization
- Fulfillment together labor/migration code and international assignment policy requirements
- Difficulties with accommodation and schooling facilities in Russian regions (Kaluga)
- Customs union (4 eur per kilo customs fees)
- Explanation of all Russian peculiarities to expatriates

The most complicated issues to solve yet

- Convince expat to marry his girlfriend before accepting assignment to Russia



- Finding home for 2 cats which were left in the home country



Thank you. Your questions are welcome!



Bringing Expats to Moscow
**Higher education -
options after schooling**

Ross Hunter, MA (Cantab),
Headmaster, The English International School, Moscow

October 2011



Bringing Expat Families to Moscow 2011

"Higher Education Matters"
Ross Hunter – The English International School



What are the options after schooling?

In theory, this is easy:

Go to school. Pass. Choose career. Choose: Job training or University. Get in. Study. Pass. Start career.

The End.

Thank you. Now for some nice pictures, which show school leavers coming out of the dark, walled school and heading for their bright, sunny, prosperous future:

Higher Education Matters Ross Hunter – The English International School

*





Bringing Expat Families to Moscow 2011

Higher Education Matters Ross Hunter – The English International School



However, it is not that simple....

"The understanding of nuclear physics is child's play, compared to the understanding of child's play"

- David

Kresh

So we need to look deeper,
... starting with knowing the child (student) & family.

General rules are no use unless you know the
student very well.

But you want some guidance.



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Russian school → **Attestat** → Russian Uni. 5y or 4y or ?

US School → **SATs & APs** → US College. 4y

UK school → **A-Levels** → UCAS → UK Uni. 3y.

Then MBA? MA? PhD? Law course?

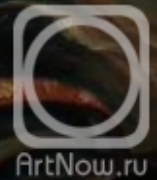
Fine! Unless overseas, twin nationality, different school systems, want to travel, need to avoid the Army, are in a different country, ... In short, are your or my customers!

Let's take another look....



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Can I....

Go from International school to Russian University?

(No)

Go from Russian school to EU, UK, USA Uni?

(Yes, but usually only to a Foundation course, not straight on to a BA/BSc degree course)

Do a UK or USA BA (first Degree) or Masters here in Moscow?

(yes, there are a dozen or more UK universities offering courses here. Ask the British Council for guidance, or read 'Education Briefing' in Passport magazine www.passportmagazine.ru)

Do I need ToEFL, IELTS, (P)SAT, HIV (test) ????

(It depends on your course and qualifications. Assume YES unless you have done A level or IB English. SAT is always needed for USA. HIV tests are not usually needed for study in the EU.)

How many options are there.....



Is it safe?





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What am I looking for?





There are many
more choices than
you might think ...





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In USA: 3000 universities

(Of which half are competitive; once location is considered, the real choice can come down to 100. But specialist advice is ESSENTIAL)

In UK: 88 Universities (not just 2 or even 20)

(The Russell Group includes the most famous/oldest unis, but these are not necessarily the right choice for every student. Again, get advice. And the Big UCAS book)

In Moscow: >10 UK unis, & the number is growing all the time

(Ask British Council in Moscow)

The EU 'single market' means you can study anywhere.....

(If only it was that simple!)





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Some will be....

(... Too difficult, too undemanding,
too technical, in the wrong place,
with too many entry
requirements.... But some will be
just right!)





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Joy or sorrow await



There is a dark art of getting into Higher' education





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Good news!

Ever more choice;
more chances to travel;
better courses;
more options in Moscow;
(slightly) less red tape;
better recognition of
international needs;
greater awareness;
more advice ...





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But take care and beware:

Don't rely on old information & reputation,
Watch out for places maximising income,
Make sure English levels are appropriate,
Not every 'Foundation' course is worth doing,
Check the qualifications on offer,
Are they transferable skills?

It can be
a difficult
process.....





So get good advice





Bringing Expat Families to Moscow 2011

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In summary: There are many options, many choices: each bridge crossed gets you nearer your goal



Thanks to:
Victor Vasnetsov, Ivan Bilibin, Arthur Rackham, Catherine Hunter, Passport magazine & EIS students



Thank you. Questions?

Ross Hunter – The English International School
www.englishedmoscow.com 495 301 2104





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Strategies for Successful Staff and Family Deployments

David Gilmartin – Troika Relocations

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David Gilmartin, Troika Relocations

Strategies for Successful Staff and Family Deployments

October 25th, 2011

Today's Aims

- We will discuss aspects of deployment and potential HR impact during:
 - Recruiting
 - Orientation
 - Onboarding

Where Does the Family Fit in the Decision?

- There are times where they don't –
 - Employees just go and families follow
- There are times where they do –
 - Families are part of the decision making process
- There are views that the family should have no part in the decision

Where does the family fit in your organisation?

A few facts..

- Organisations report family issues as primary reason for “failed” relocations 70% of the time
- Over 50% of organisation’s employees will not consider relocation, because of potential loss of income due to spouse / partner employment
- 30% of relocations fail specifically because of dual-career issues
- The cost of failed international relocations ranges between \$1m and \$2m

Facts...

- The cost of a failed international relocation ranges between \$1m and \$2m
- 78% of failures are married / accompanied transferees
- Moscow poses considerable challenges for transferring families
- Russia, outside Moscow, is a challenge too great for many to accept

It's time to get serious...

- What role can ***you*** play to reverse these trends and overcome these challenges?

Recruiting....

- Education
 - Overview of Cross Cultural Issues
 - Researching Schools (or alternative education)
- Spousal Assistance
 - Is employment possible – be clear and open
 - Research Alternatives
 - Networking Associations?

Orientation....

The decision to deploy has been made!

- Cross Cultural Training

- Understanding the new culture
- Understanding the differences
- Respecting the new culture

- Outside Assistance

- Use your Service Provider
- Access to Expat networks and support groups.

Onboarding....

On Arrival...

- Destination Assistance to ease the immediate transition
 - Temporary Housing
 - School Search – critical to choose the right school
 - Local Tour / Orientation
 - Final Housing
 - Post Move Assistance (Settling In)
- Introductions to Social Networks

Onboarding

60-90 Days on site – *the honeymoon is over*

- Intense Cross Cultural Training
 - Frustration has appeared
 - Onboarding 101
 - Assimilate in to the new culture
- Monitor the Settling In Process
 - Are the family settled?
 - Is the spouse active / occupied / satisfied?
 -

How can we help?

- **Expat to Expat Sessions**
 - Our expat staff will meet and greet your assignees
 - Overview of what to expect
- **Spousal Assistance**
 - Introduce to other spouses of similar backgrounds
- **School Search**
 - Arrange meetings with Admissions / Heads of the schools
- **Ongoing Contact**
 - We are always a phone call away.



Taking care of what matters most



Contacts

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Home Search:	Gethin Jones	gethin@troikarelocations.com
Visas and Work Permits:	Olga Makovskaya	olga.m@troikarelocations.com
Enquiries:	+7 (495) 950 53 85	info@troikarelocations.com

www.troikarelocations.com

Troika Relocations
ul. Myasnitskaya, 24/7
Building 3-4, Entrance 4
Moscow 101000
Russia



EXPAT LIFE – FROM A FAMILY PERSPECTIVE

Nina Himmer, Moscow, October 2011

Introduction

- ◆ Mix of personal experience, but especially from expat friends and network during 20 years
 - ◆ 4 countries, 3rd time in Russia
 - ◆ Currently living in Rosinka
 - ◆ Married, 3 children
- ◆ Expat families are privileged, sometimes even spoiled, but better preparation could limit frustration for all parties involved

The steps are simple...
... implementation isn't always



Spend time, attention and resources early

- ◆ Job offer
- ◆ Early involvement of family
- ◆ Clear process / steps for family
- ◆ Clear budget
- ◆ Look and see
- ◆ 2 compound or not 2 compound
- ◆ Timing; schooling
- ◆ Family separation

Arrival... often chaotic

- ◆ Point of contact
- ◆ Tons of practical issues; phone, internet, transport, banking, medical, translation...
- ◆ Early network; expat & local
- ◆ Show attention & appreciation

Stay...

- ◆ Keep in touch
- ◆ Service check; housing, schooling ... does it work?
- ◆ Progress?

Departure... avoid last-minute panic

- ◆ Plan ahead / early warning
- ◆ Timing; especially re. schooling

The steps are simple...
... implementation isn't always



Questions...





The Association of European Businesses

Overcoming problems

Darya Samoylova, Head of customer department,
Blackwood and **Anastasia Prokudina**, Expat Coordinator,
Tesco Corporation

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FIVE TIPS FOR SUCCESSFUL EXPAT INTEGRATION



INTERDEAN
RELOCATION SERVICES

Thinking Relocation? Think Santa Fe Group.

Contents:



1. Team Intro
2. 2011 Expatriate Observatory
3. Expat profile
4. Benefits of expatriation
5. Expatriation and integration biggest challenges
6. Roadmap to successful expat integration to Russia. 5 tips.
7. Roadmap to successful expat integration to Russia. Tools and Methods

Our team: **Irina Belenkaya**

PwC Russia, Global Mobility Manager, HR Dept.



INTERDEAN
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Irina`s professional footprint:

- Joined PwC in 2005
- Holds Kingston UK University MBA degree
- As a Global Mobility manager provides full assistance from the initial cost estimate and consultations, offer preparation, employee briefings, and on-going mobility support throughout the lifecycle of an assignment.



Our team: **Jennifer Howard**
Standard & Poor's Russia, Editor



Jennifer's professional footprint:



- Two higher educations in foreign languages
- Extensive international living and working experience
- Living in Russia since 1997
- 1997-2000 Peace Corps volunteer teaching English in Moscow
- 2000-2002 Editor for Arthur Andersen Russia in Marketing Department
- 2002-2006 Editor for Ernst & Young Russia in Marketing Department
- 2006- Present Editor for Standard & Poor's Ratings Services Russia

Our team: **Kateryna Bezyuk**

Interdean International Relocation Russia, Business Development



Kateryna`s professional footprint:

- Masters degree in French philology
- Professional Diploma in Marketing from Chartered Institute of Marketing, UK
- Over 8 years of marketing communications and advertising experience with L`Oreal, Toyota, McCann Erickson
- Since 2009 with Interdean Group as Sales and Marketing Manager in Ukraine
- Since 2011 Business Development Manager for Interdean Moscow

Expatriates Observatory

In order to deepen understanding of the profile and the journey of expatriates
Berlitz International Consulting conducted global expatriates survey.



- ✓ * respondents: **404 expatriates and 124 spouses**
- ✓ ** survey data collected and analyzed: April 28 2010 – March 20 2011
- ✓ ***an Internet link to an online questionnaire was made available to expatriate populations in 5 languages: English, French, Japanese, Spanish and German.



2011 Expat Profile



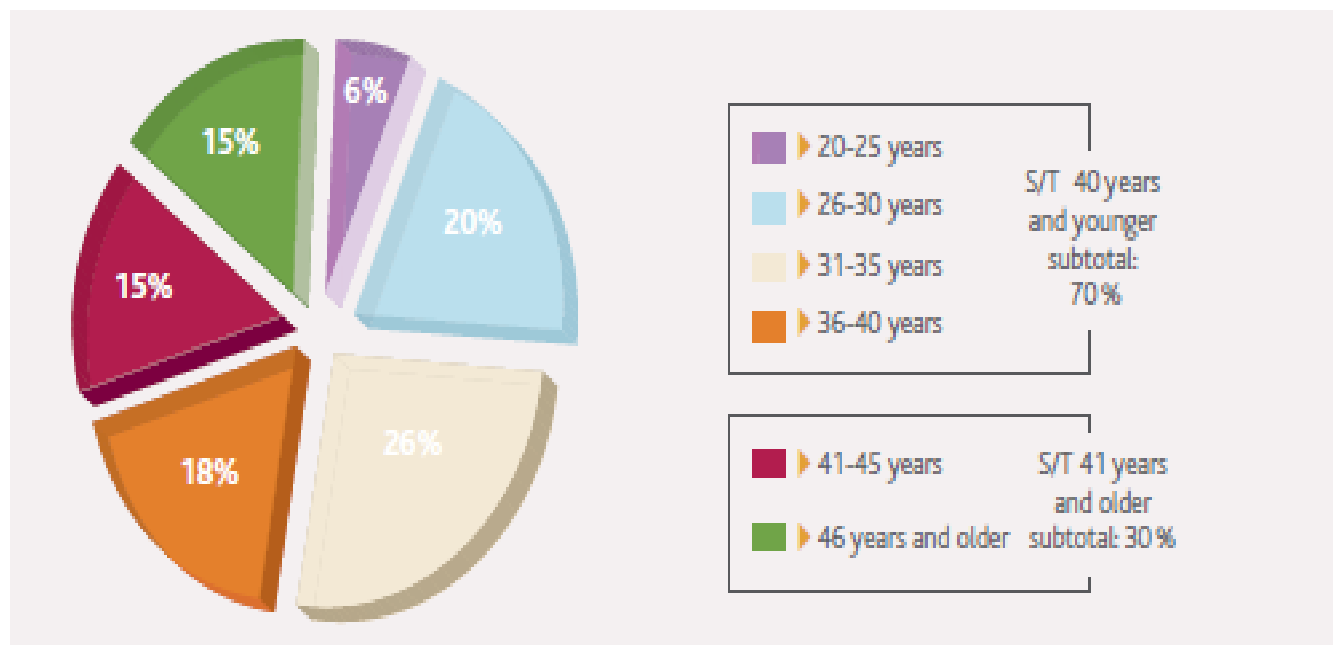
dreamstime.com

- What is the typical profile of an expatriate ?
- How do they envision their expatriation ?
- What are their biggest challenges and fears?

1.1. The typical expatriate profile is rather young, educated, and male

Sixty-nine percent of expatriates are men and fall primarily into young age groups: 26% of them are younger than 30, while only 15% of all respondents are older than 45.

Age of expatriates



Source: Berlitz Consulting International Mobility Survey 2011

Benefits of expatriation

Perceived benefits of expatriation

Perceived benefits of expatriation	% who agree
Opportunity to advance professionally	92 %
Opportunity not to be missed	89 %
Chance to discover other countries	89 %
Professional springboard	80 %
Family experience	76 %
Opportunity to share expertise	59 %
Satisfies a need to break from the everyday	55 %
Duty related to professional imperatives	17 %

Source: Berlitz Consulting International Mobility Survey 2011

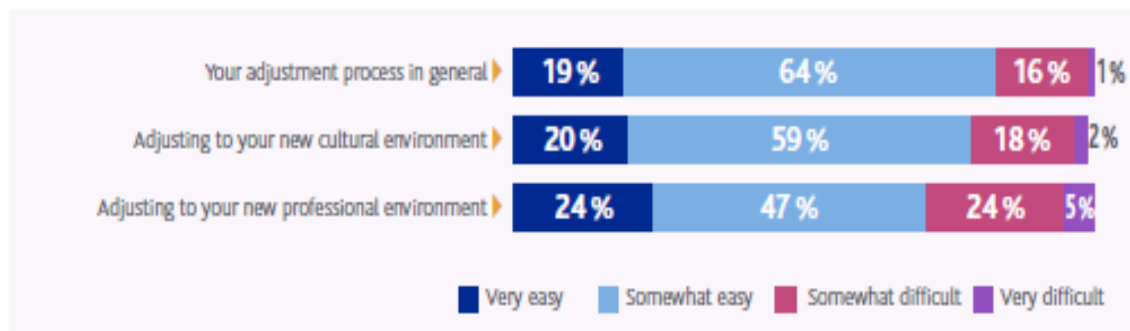
Expatriation and integration biggest challenges

The biggest challenges for a successful integration and expatriation experience

Challenges listed	Most mentioned challenges
Understanding the country's culture	75 %
Maximizing social contact with the locals	65 %
Learning the country's language or perfecting your skills in that language	58 %
Avoiding prejudices	57 %
Throwing yourself into your professional duties	56 %
Touring the country	54 %

Expatriation and integration biggest challenges

The 3 easiest challenges to meet



In reality, it's not the adjustment but rather adopting the host country's culture that is the most difficult challenge to meet, and through this, the language, the ability to be as efficient in another country, and social integration. Indeed, these challenges are the most difficult to meet according to interviewees currently abroad.

The 3 most difficult challenges to meet



Roadmap to successful expat integration to Russia

General vision of 5 tips

1.

Timely visa and
Immigration support

2.

Cultural Orientation
(cultural differences in
business and life)

3.

Language (Learning
Russian
Language/perfecting
skills)

4.

Family and spouse
adaptation action
plan (if applicable)

5.

Spiritual
Outlet/social
networks building
with Russians

Roadmap to successful expat integration to Russia. Interdean Relocation tools and methods.

1.

Timely visa and
Immigration support

2.

Cultural Orientation
(cultural differences
in business and life)

3.

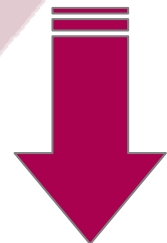
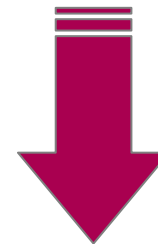
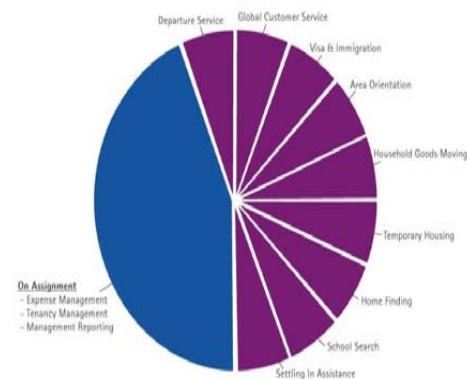
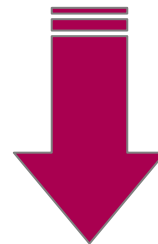
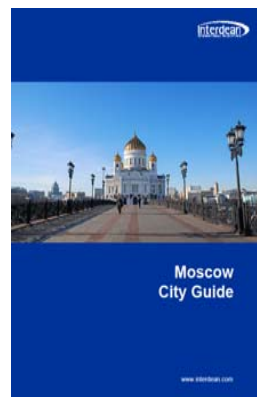
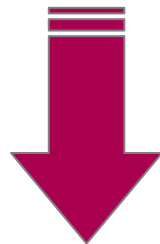
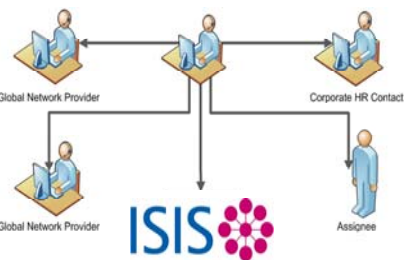
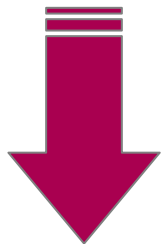
Language
(Learning Russian
Language/perfecting
skills)

4.

Family and
spouse adaptation
action plan (if
applicable)

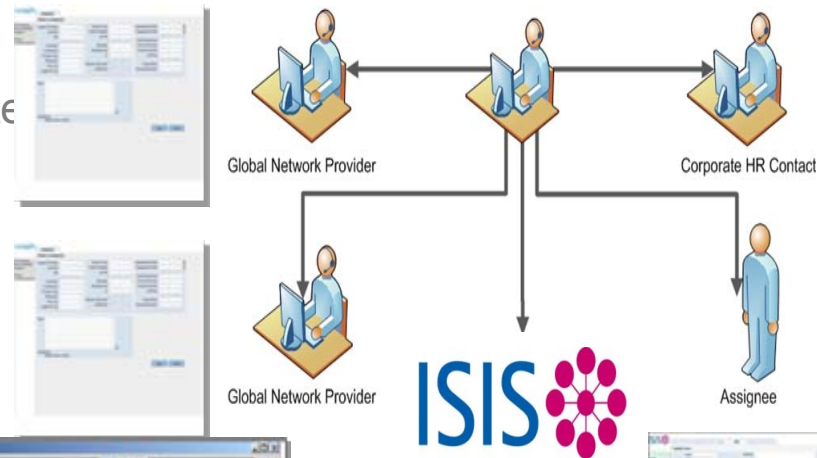
5.

Spiritual
Outlet/social
networks building
with Russians

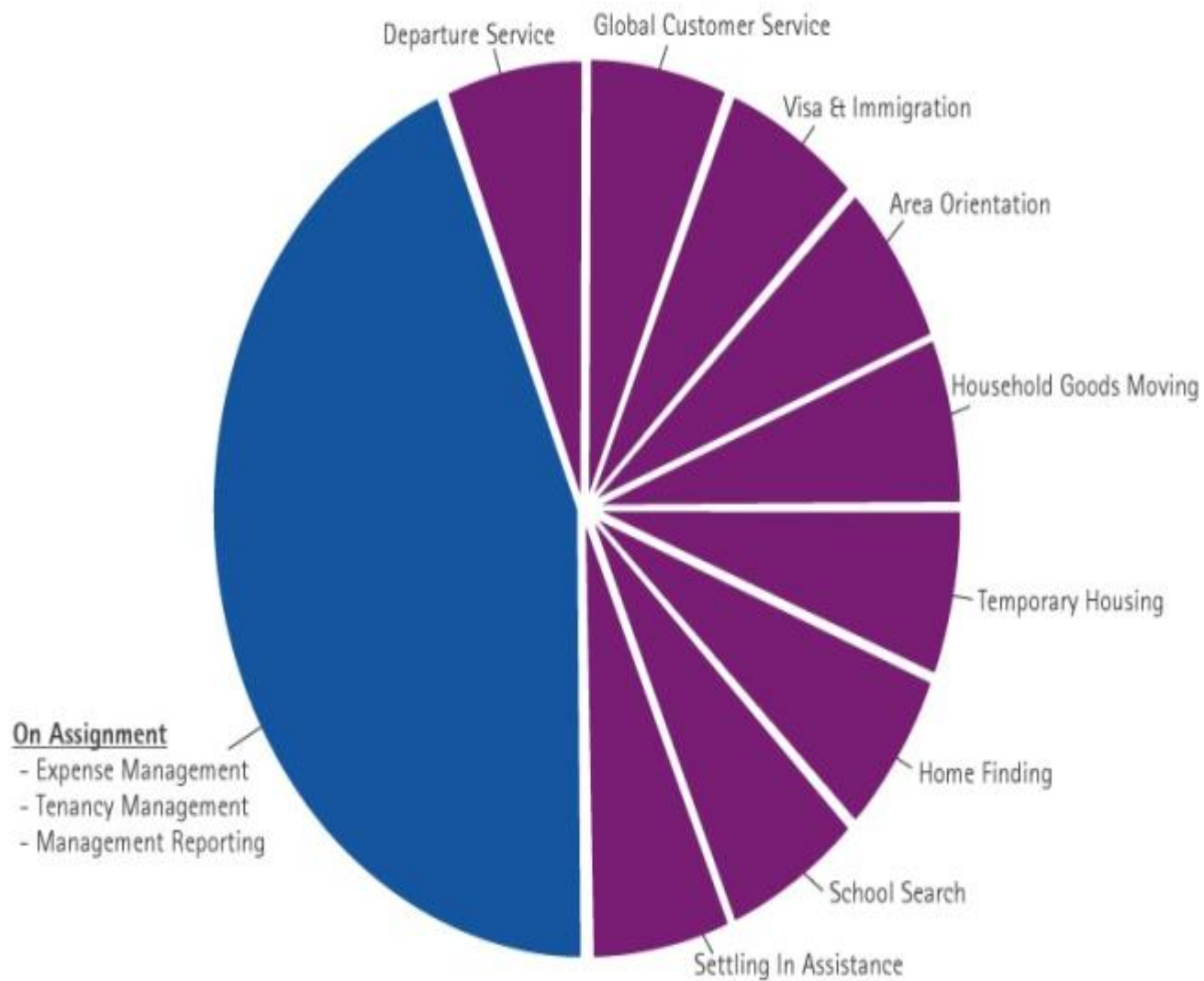


Systems & Reporting

- ❑ ISIS base operating system (Interdean shared information system)
- ❑ Electronic initiations
- ❑ Online reporting capabilities
- ❑ Project and Costs Monitoring
- ❑ Online initiation
- ❑ Web based resources



Relocation Services



Thank you!



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Thinking Relocation? Think Santa Fe Group.

Living and Working in Russia

Global mobility practice



Agenda

- Russian Immigration – How to make it work
- Challenges of Working Across Cultures and Borders
- Adaptation process
- Best practices

Russian Immigration – How to make it work

- **Engage** a high profile Immigration Agent
- **Liaise** with the high profile business associations
- **Educate** your expatriates and make the process transparent - via immigration induction, firm wide immigration policy, information guides and processes maps on immigration requirements
- **Implement** a company Immigration Policy defining immigration processes and requirements and create a culture of compliance for the good of all expatriates and the firm
- **Develop** or buy technology to assist in managing and automating immigration processes where possible or access the technology tools of your immigration agent
- **Plan**, Plan and Plan!

To start with...

The foreigner is armed with statistics, plans a month-long market research project and spends long hours analyzing forecasts and projections.

The Russian simply wants to do business. He wants to use his connections and navigate the partner through the complicated system so they can both make a profit. His attitude is «We do it my way, just trust me».

The foreign side sees the Russian as irresponsible and pushy”.

(Wilson and Donaldson, 1996)

Challenges of Working Across Cultures and Borders

Russians as seen by Expatriates

Emotional
Pessimistic
Negative
Unpredictable
Not punctual
Irresponsible
Pushy

Hard workers
High qualified professionals
Never give up
Creative
Dynamic

Expatriates as seen by Russians

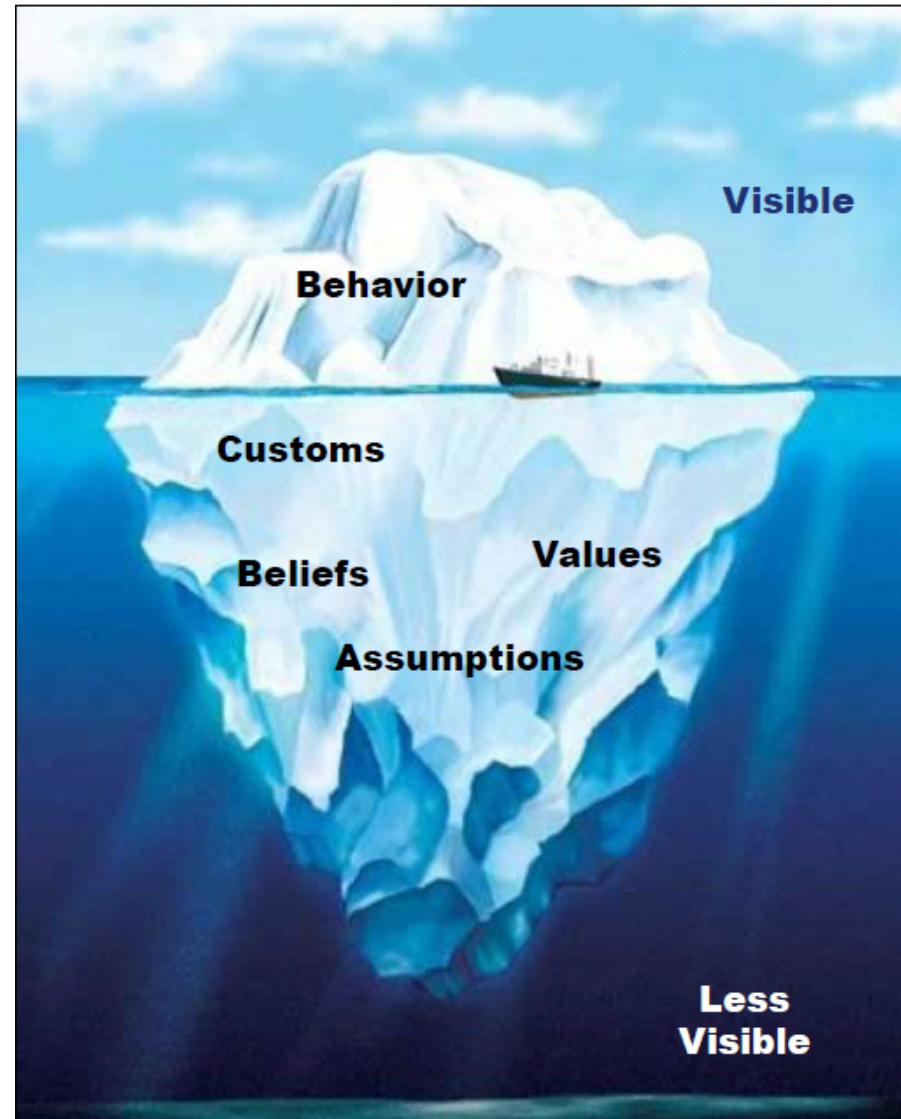
Controlling
Patronizing
Cannot cope with country and
business dynamics
Slow in decision making
Cautious
Not aware of the Russian culture
Don't know Russian language

Think globally and strategically
High level of CSR
Bring systemic managerial knowledge
and corporate culture

Culture as an Iceberg

Culture Influences:

- Work Patterns
- Decision Making and Ways of Handling Disagreements
- Interaction Between Leaders and Subordinates
- Communication and Meeting Styles



Observing the Iceberg of Russia

Russian Core Values

- **Pride:** Russia has a special place in this world
- **“Us” and “Them”:** the world is still divided
- **Order:** embedded rules of the game
- **Soul and Conscience:** moral perception of truth as opposed to external laws
- **Miracles:** internal assumption that things can just happen



To continue with...

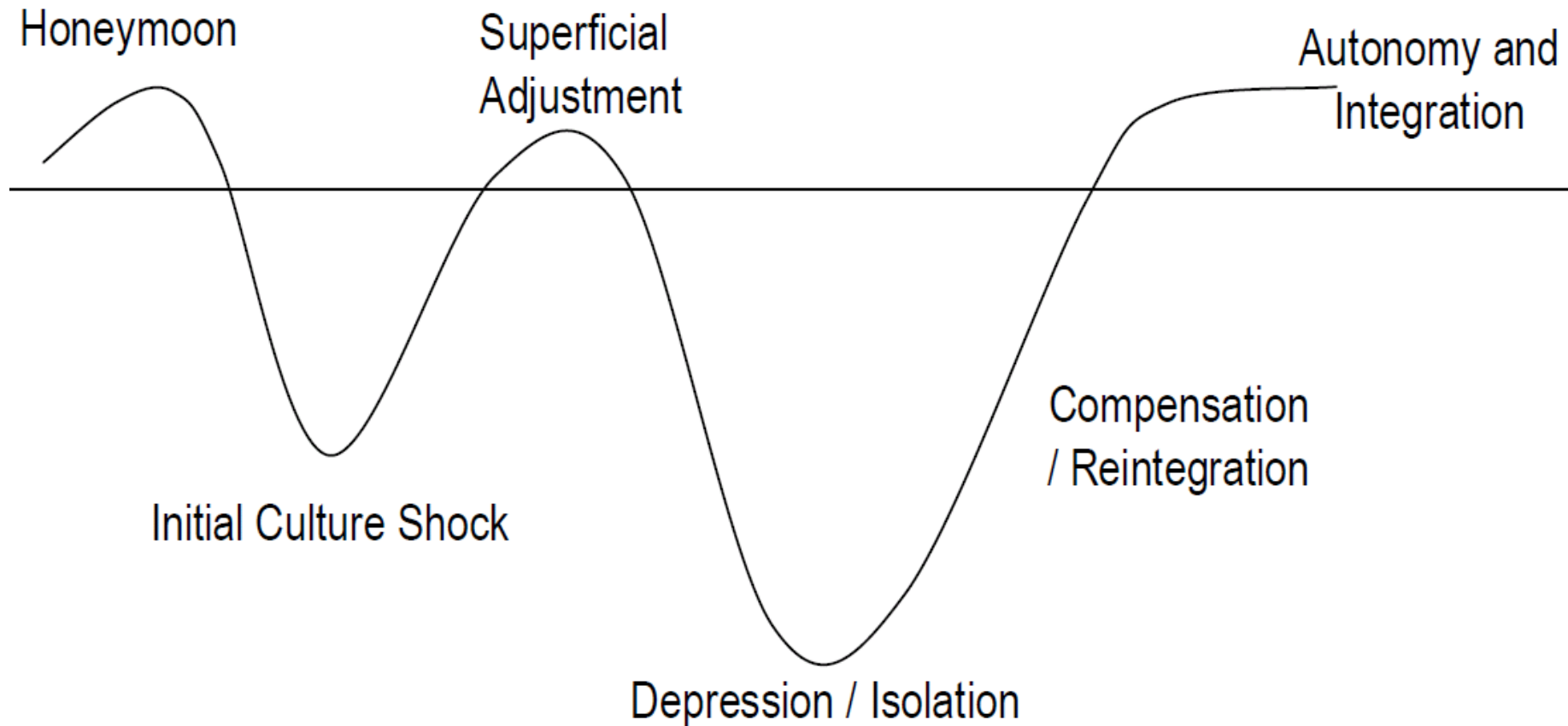
“Three years ago when I was going to Russia for the first time, I was told that Russians drink a lot. So I was prepared and was not surprised when I saw vodka on the table during the first business lunch.

I started drinking it as I had been advised in Germany and had one shot after another until my Russian colleague whispered in my ear: “Vodka is not the main argument in negotiations.”



GM Ritz-Carlton, Moscow. Dashhofer Management newsletter, 25.05.2006

Adaptation process



Thank you

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Immigration and Labour Law

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**Практика применения миграционного законодательства для ВКС:
разрешение на работу, визы, уведомления, разрешения на работу
для членов семьи, миграционный учет, ВНЖ.
Предварительные результаты квотирования 2012 года: проблемы
и пути их решения.**

DELIGHT GROUP

www.visa-workpermit.ru

Оформление разрешения на работу для ВКС. Договор.



В договоре должно быть прописано, что:

- работник является ВКС;
- обеспечивает сотрудника и его членов его семьи ДМС;
- Срок начала действия договора не ранее, чем через 14 рабочих дней;
- указана должность (может быть любой);
- з/п не менее 2 млн. рублей.

Оформление разрешения на работу для ВКС на регионы



- появилась возможность оформления рнр для ВКС в Санкт-Петербурге;
- в договоре необходимо прописывать регионы в которых будет осуществляться трудовая деятельность ИГ и адрес обособленного подразделения;
- необходимо предоставлять уведомление о постановке на налоговый учет обособленного подразделения;

Оформление разрешения на работу для ВКС на регионы



- требуется предоставлять положение о филиале/представительства;
- Приказ Минздравсоцразвития РФ от 28 июля 2010 г. N 564н "Об установлении случаев осуществления трудовой деятельности иностранным гражданином или лицом без гражданства, временно пребывающими (проживающими) в Российской Федерации, вне пределов субъекта Российской Федерации, на территории которого им выдано разрешение на работу (разрешено временное проживание)"

Переход ВКС к новому работодателю. Совместительство.



- подача документов на оформление рнр с основным договором у нового работодателя возможна только при условии аннуляции предыдущего разрешения на работу;
- иностранный гражданин осуществляет трудовую деятельность в новой компании по совместительству.

Оформление разрешения на работу для ВКС. Визы.

- рабочая виза выдается на срок до 3-х лет без оформления однократной рабочей визы;
- обычные рабочие визы переоформляются без выезда из РФ;
- возможно переоформлять визы инсотрудника на многократные рабочие визы ВКС без выезда из РФ.
- приглашение на рабочую визу, срок начала действия.

Оформление разрешения на работу для ВКС. Уведомления

- ИФНС- 10 рабочих дней
- ФМС РФ(ИНН) – 1 месяц
- ФМС РФ (о выплате з/п) – ежеквартально
- отсылать по почте с уведомлением о вручении

Разрешения на работу для членов семьи ВКС



- члены семьи ВКС - супруг (супруга), дети (в том числе усыновленные), супруги детей, родители (в том числе приемные), супруги родителей, бабушки, дедушки, внуки;
- сроки оформления разрешения на работу -1 месяц
- разрешение на работу оформляется на срок действия разрешения на работу для ВКС;

Разрешения на работу для членов семьи ВКС



- разрешение на работу дает право работать на компанию от имени которой будет поданы документы;
- оформляется в упрощенном порядке, вне квоты и без оформления РПИРС на компанию;
- трудовая деятельность может осуществляться по визе сопровождающего члена семьи ВКС
- список документов

Миграционный учет

Федеральным законом № 42 от 25 марта 2011 года, были внесены следующие изменения в 109-ФЗ:

- вернулся прежний порядок постановки на миграционный порядок иностранных граждан. Местом пребывания иностранного гражданина могут быть «учреждение или организация»;
- высококвалифицированные специалисты, имеющие жилье в России, получают право выступать в качестве принимающей стороны для членов своих семей;

Миграционный учет

- иностранные граждане, не поставленные на учет по месту пребывания, не подлежат ответственности за нарушение правил миграционного учета;
- срок временного пребывания в РФ граждан СНГ, являющихся высококвалифицированными специалистом и членов их семьи определяются сроком действия разрешения на работу;
- срок постановки на учет ИГ в рамках общей процедуры увеличился с 3 до 7 дней ;
- отслеживаются фактические сроки пребывания ИГ в РФ.

Вид на жительство для ВКС и членов его семьи. Процедура и преимущества.

- оформляется на срок действия рнр до 3-х лет;
- срок оформления – 3 месяца.
- список документов

После получения ВНЖ:

- иностранный гражданин получает все права граждан РФ, за исключением права на участие в выборах;
- может въезжать и выезжать в РФ без виз и процедуры миграционного учета;

Вид на жительство для ВКС и членов его семьи. Преимущества.



- работать в РФ без оформления разрешения на работу;
- учиться в Российских учебных заведениях;
- находиться в РФ без выезда в течение срока действия ВНЖ;
- подать документы на гражданство РФ

Вид на жительство для ВКС и членов его семьи. Обязанности.



- обязан находиться в РФ не менее 180 дней в году;
- ежегодно подтверждать проживание в РФ
- обязан зарегистрировать ВНЖ в течении 7 рабочих дней.

Регистрация ВНЖ

- постоянная по месту проживания;
- временная по месту пребывания, после каждого въезда в РФ или в другой субъект РФ

Предварительные результаты квотирования 2012 года



- подтверждение включения или отказа о включении заявки в квоту 2012 года;
- формулировки отказов в включении заявки в квоту 2012;
- причины отказов;
- межведомственная комиссия.

СПАСИБО ЗА ВНИМАНИЕ!

Трудовые судебные споры с участием иностранных сотрудников

АННА БАЙДА, LL.M.

HR Conference “Bringing Expats to Russia”,
АЕВ

25 октября 2011, г. Москва

Содержание

- Введение
- Применимое право
- Используемые термины
- Порядок рассмотрения индивидуальных трудовых споров
- Иски о восстановлении на работе
- Рекомендации
- Контакты/ Докладчик

Введение

- Защита трудовых прав
- Судебная защита как важная гарантия трудовых прав работника

Применимое право

- Применимое право:
 - трудовые отношения;
 - право России (императивно);
 - наличие “параллельных” трудовых договоров с иностранным работником (в материнской и дочерних компаниях)

Используемые термины

Индивидуальный трудовой спор (“ИТС”) - это:

- неурегулированные разногласия
- между работником и работодателем
- по вопросам применения трудового законодательства, коллективного соглашения, соглашения, локального нормативного акта и трудового договора
- о них заявлено в орган по рассмотрению ИТС

Порядок рассмотрения индивидуальных трудовых споров (1)

- Территориальная подсудность и подведомственность трудовых споров с иностранным участием
- Сроки для обращения в суд (возможность восстановления пропущенного срока)
- Особенности ИТС:
 - стороны ИТС
 - участие профсоюза
 - участие прокурора
 - освобождение работника от уплаты госпошлины и судебных расходов

Порядок рассмотрения индивидуальных трудовых споров (2)

- Сроки рассмотрения ИТС
- Особенности исполнения решений суда по ИТС
- Обжалование решений суда

Иски о восстановлении на работе (1)

- Обстоятельства, при которых работники обычно обращаются в суд с исками о восстановлении на работе
- Расторжение трудового договора:
 - по инициативе работника
 - по соглашению сторон
 - по инициативе работодателя (напр., за нарушение трудовых обязанностей, сокращение численности или штата работников)
 - по обстоятельствам, не зависящим от воли сторон

Иски о восстановлении на работе (2)

При оспаривании расторжения трудового договора, произведенного по инициативе работника, судом обычно подлежит выяснению:

- принуждение к подаче заявления об увольнении
- обстоятельства и причины подачи работником заявления об увольнении по собственному желанию (по собственной инициативе работника или “под давлением” работодателя)
- действительность намерения у работника прекратить трудовые отношения по собственному желанию
- просимая работником дата увольнения и фактическая дата увольнения
- отзыв работником заявления об увольнении по собственному желанию

Иски о восстановлении на работе (3)

При оспаривании расторжения трудового договора, произведенного по соглашению сторон, судом обычно подлежит выяснению:

- принуждение к подписанию соглашения о расторжении трудового договора
- обстоятельства подписания соглашения о расторжении трудового договора
- действительность намерения у работника прекратить трудовые отношения по соглашению сторон

Иски о восстановлении на работе (4)

- При оспаривании расторжения трудового договора, произведенного по инициативе работодателя, судом обычно подлежит выяснению:
 - вопросы, касающиеся соблюдения установленной законом процедуры увольнения
- Особенности расторжения трудового договора, произведенного по обстоятельствам, не зависящим от воли сторон

Рекомендации

- Надлежащее и своевременное оформление трудовых отношений
- Организационно-психологическая поддержка увольняемых работников

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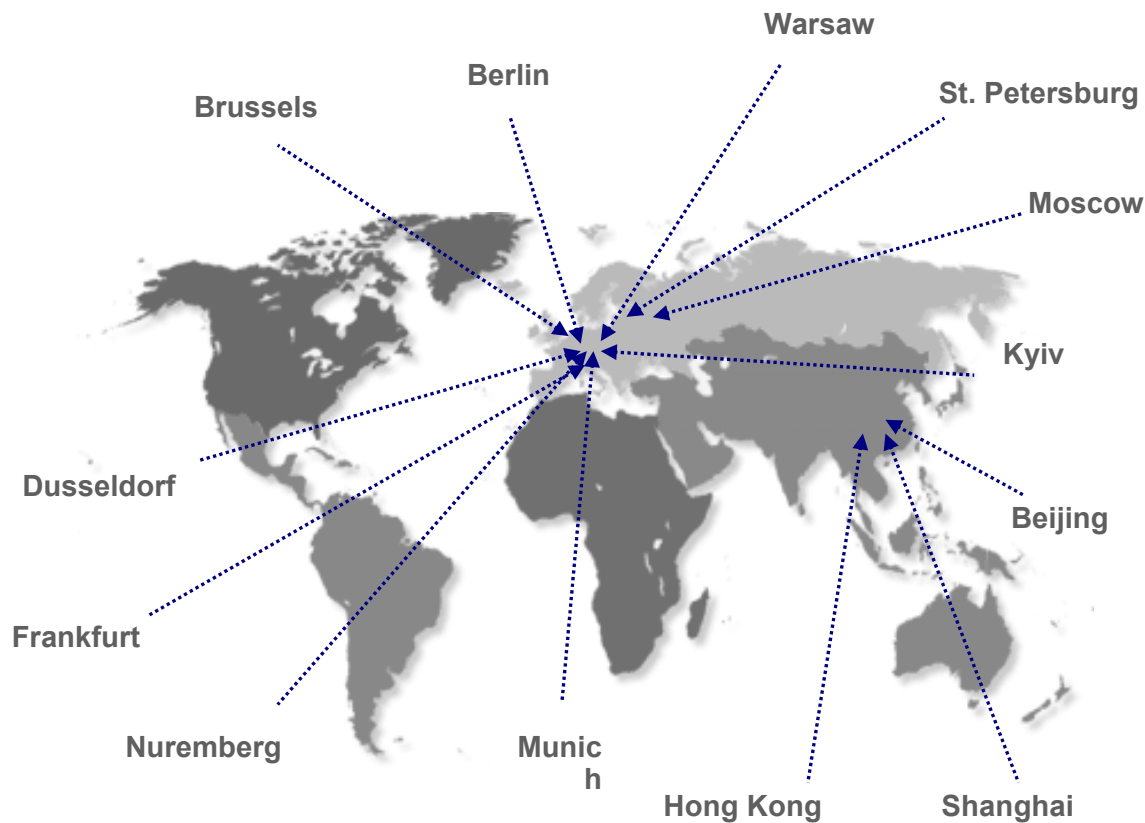
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