



**ASSOCIATION OF EUROPEAN BUSINESSES  
IN THE RUSSIAN FEDERATION**

# **Overview of Salary Surveys In Russia**

11 November 2008,  
Marriott Grand Hotel, Moscow

# Hay Group Compensation Survey Russia 2008

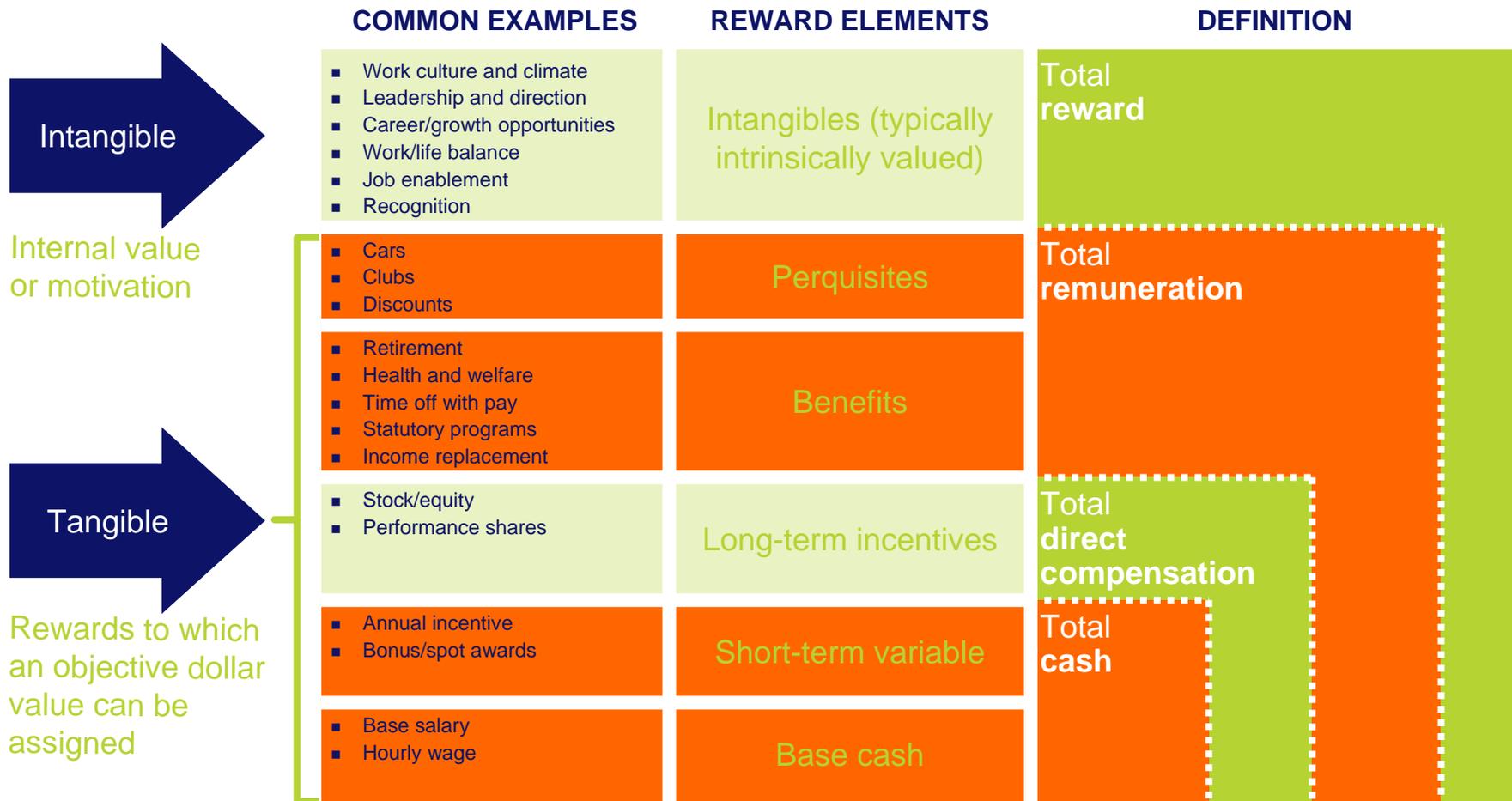
Prepared for AEB meeting

*Irina Chernozubova*

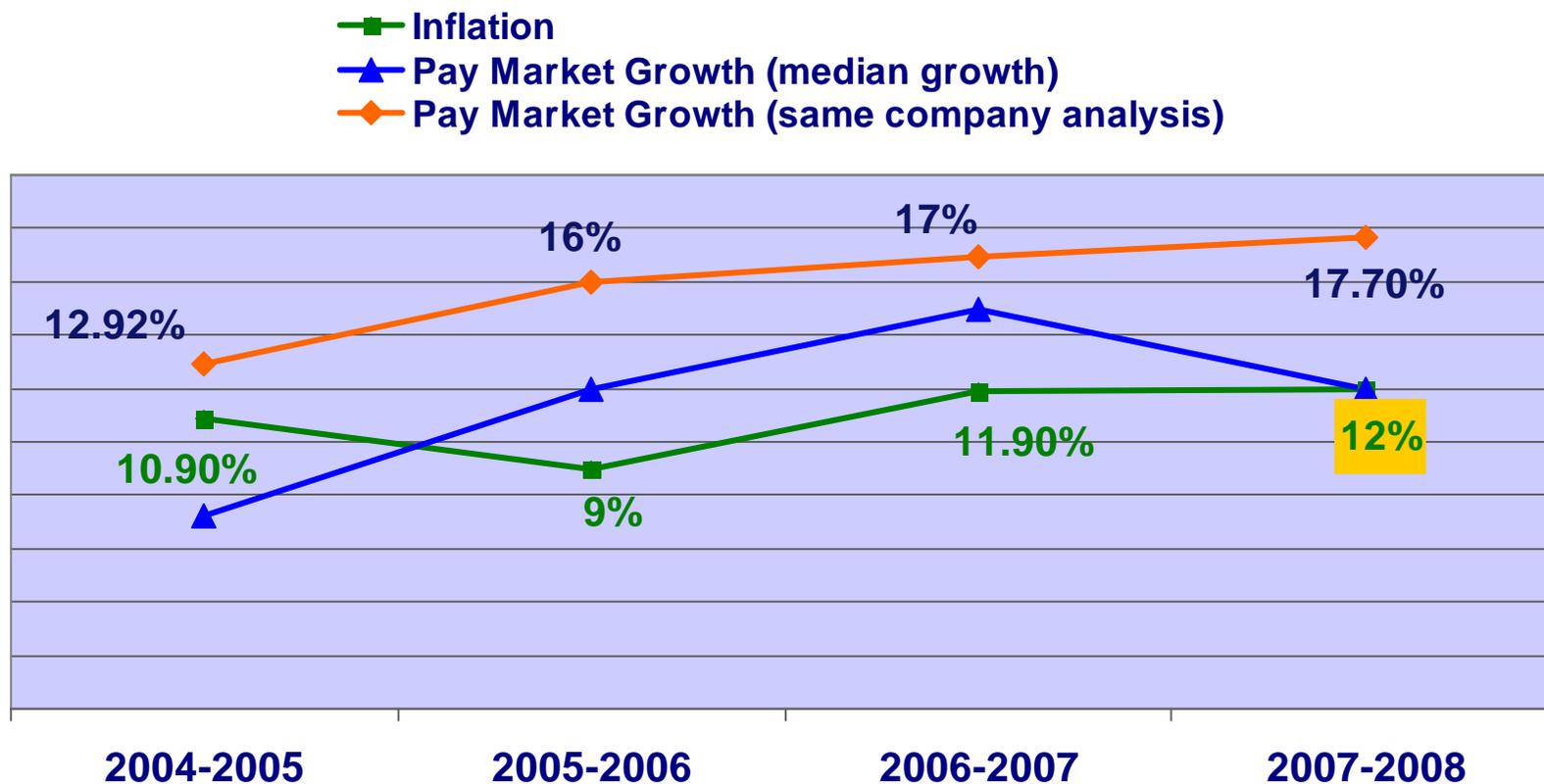
*November 11, 2008*



# Total reward and total remuneration



# Dynamics of Moscow Pay Market growth



# Dynamics of Almaty Pay Market growth: Analysis based on questionnaires

— Inflation — Pay Market Growth



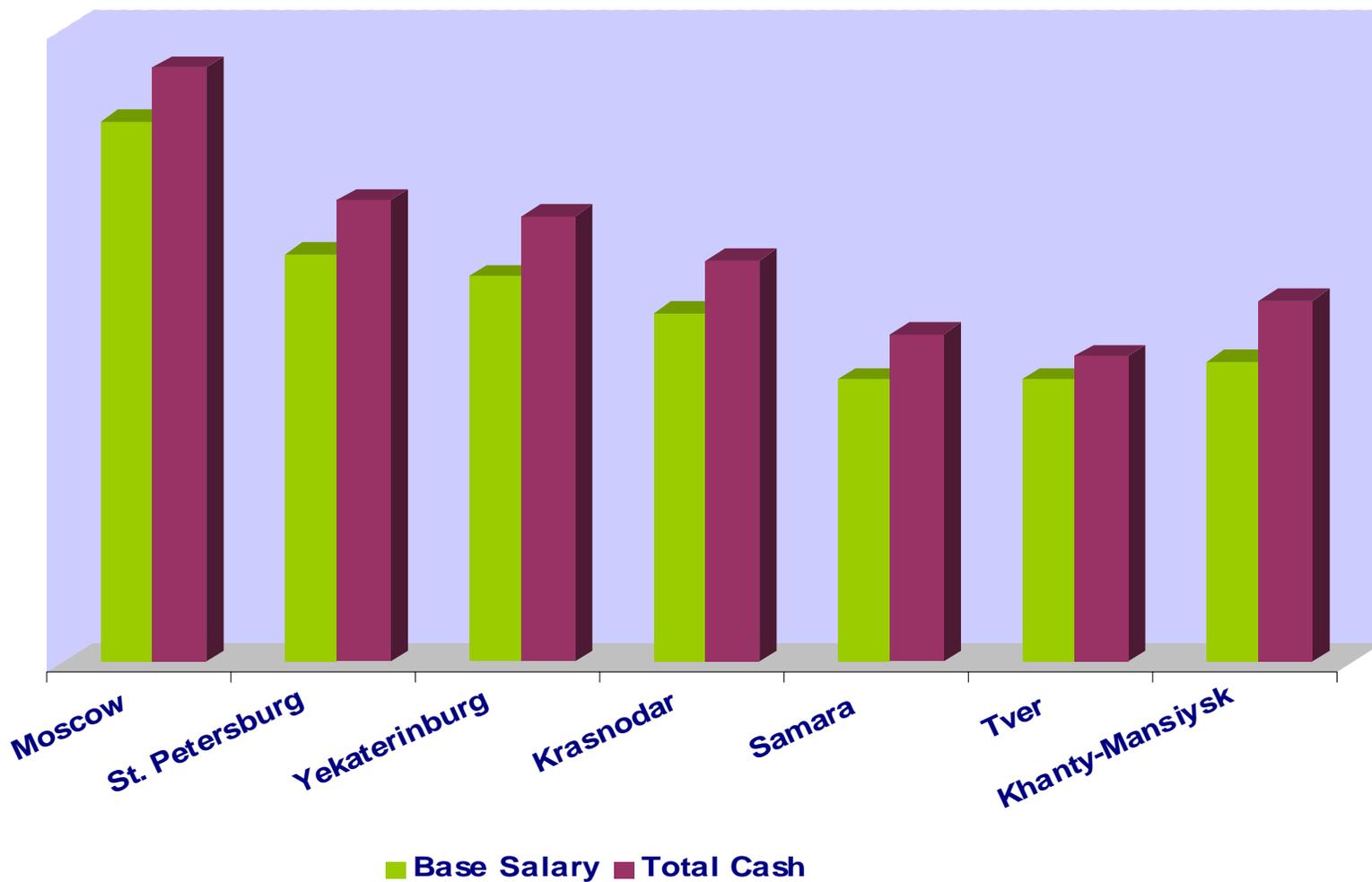
# Moscow and big cities of Russia

## Junior Specialist market



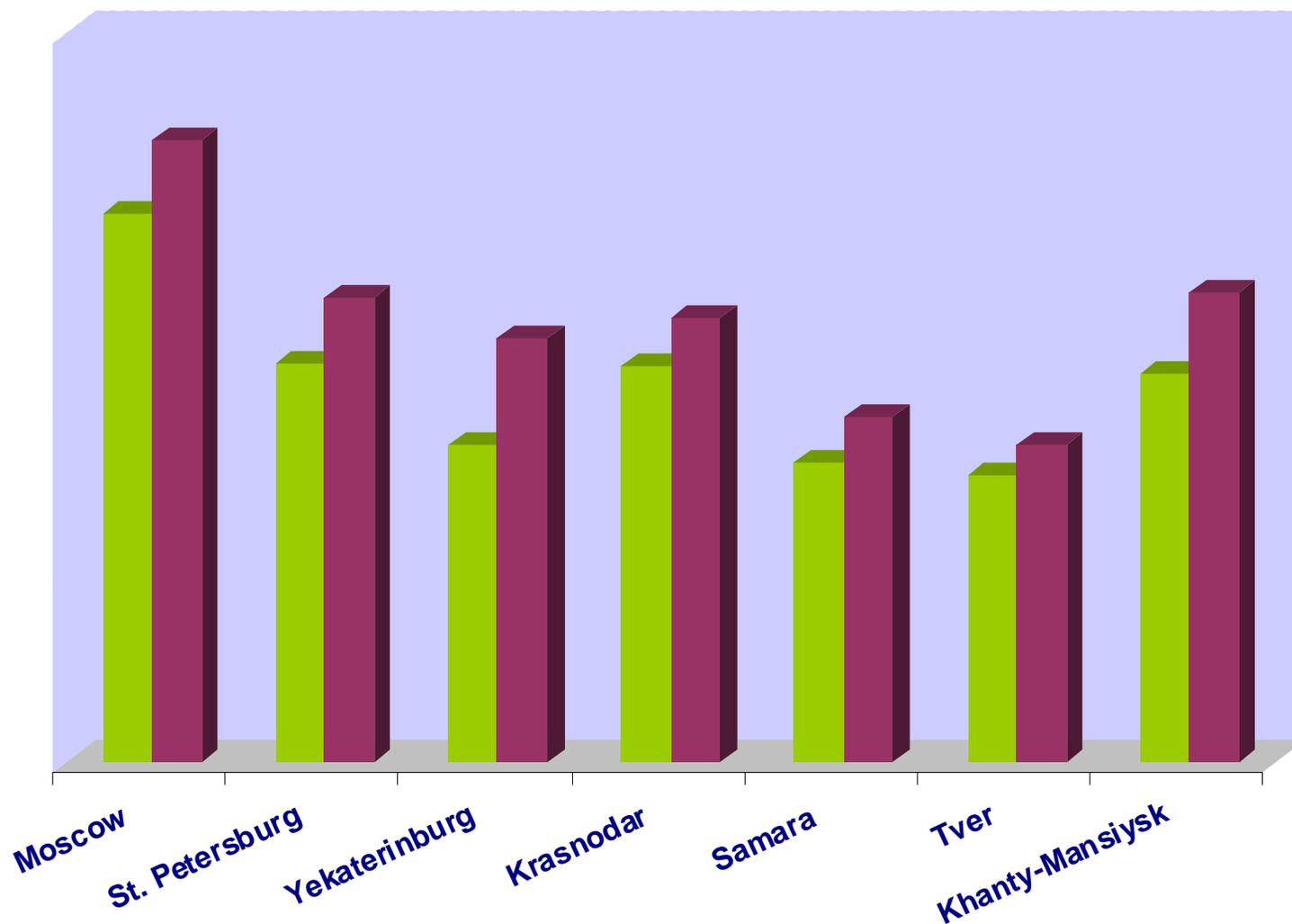
# Moscow and big cities of Russia

## Specialist market

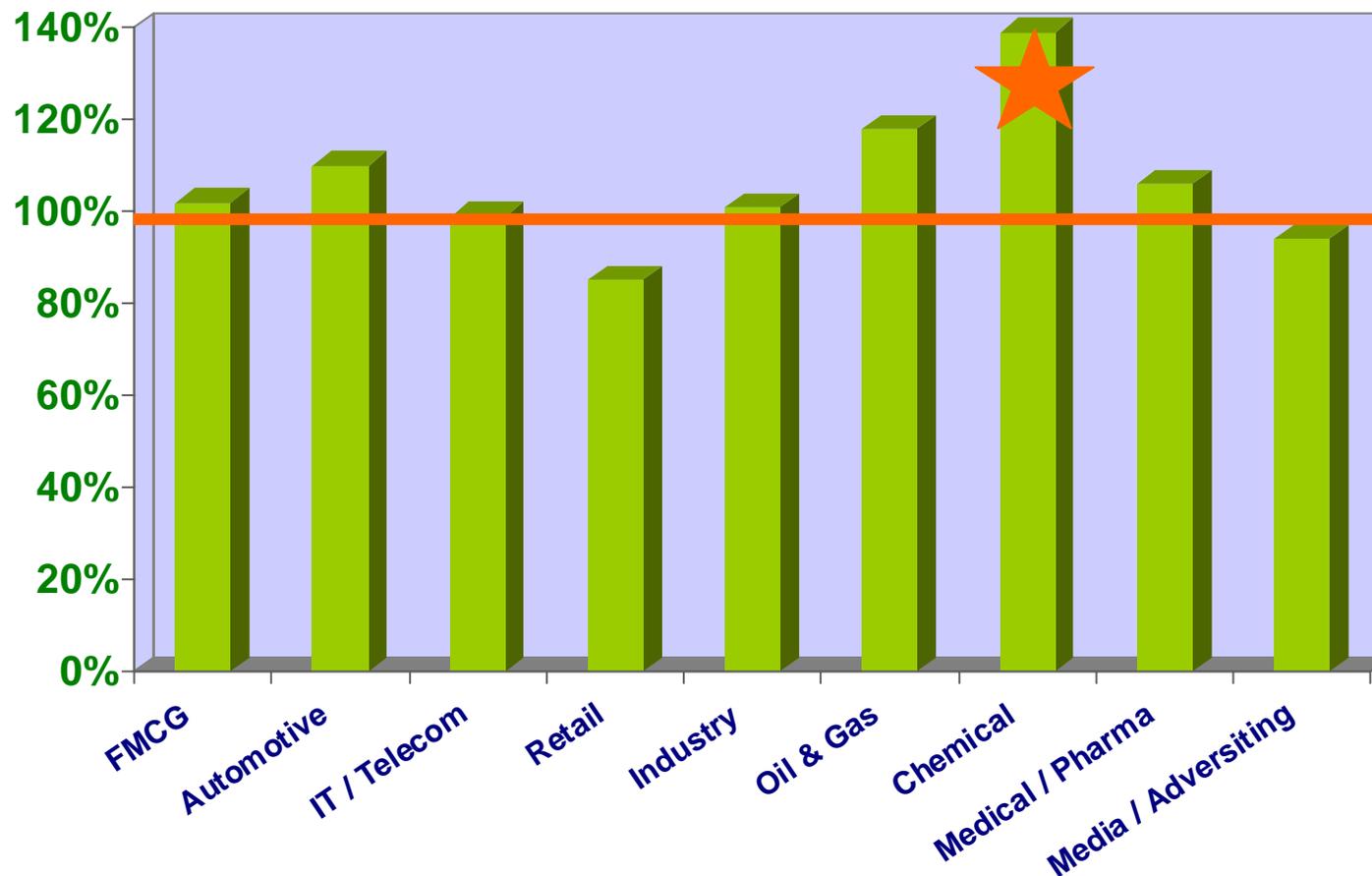


# Moscow and big cities of Russia

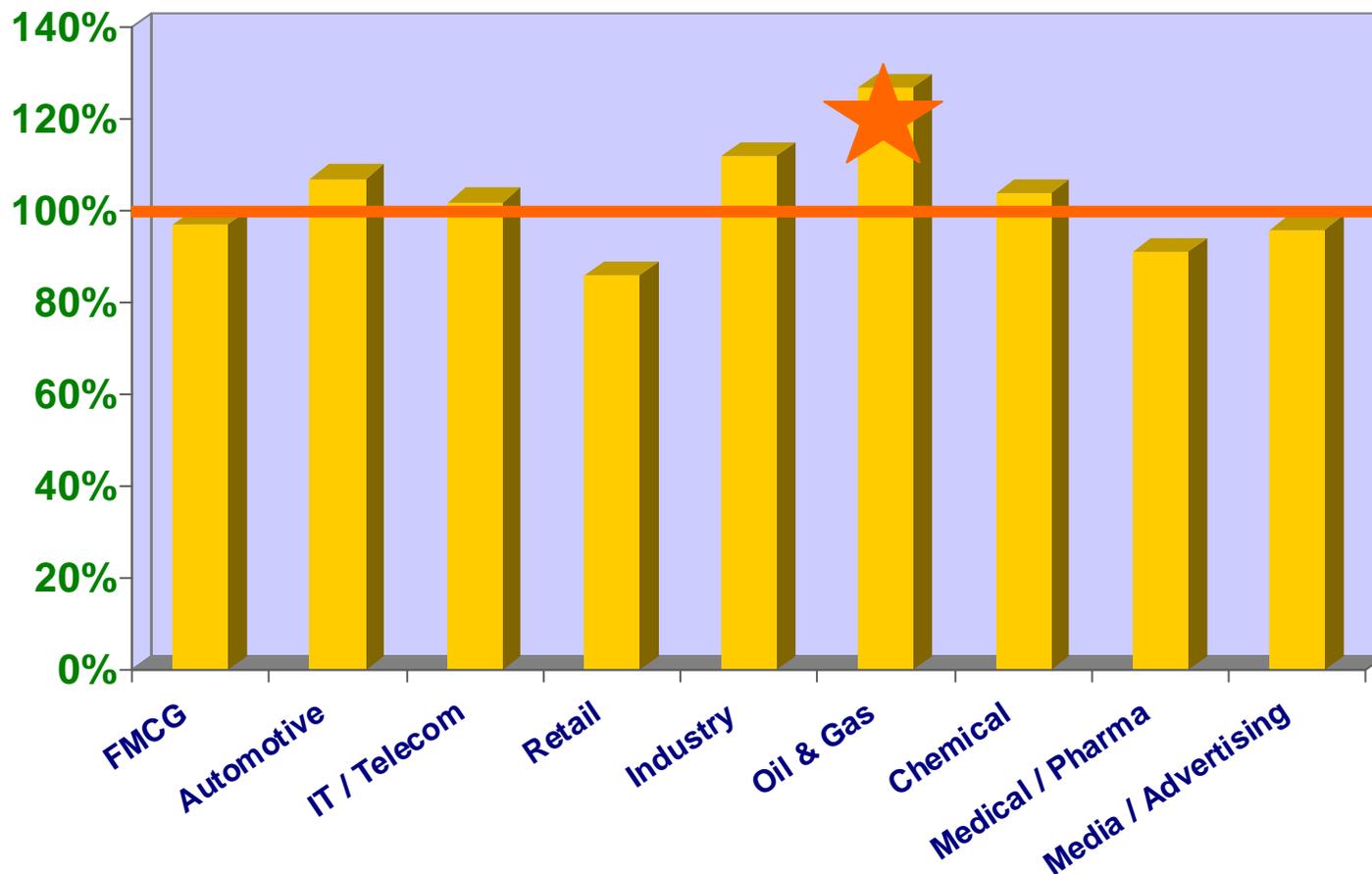
## Professionals / Mid. Management market



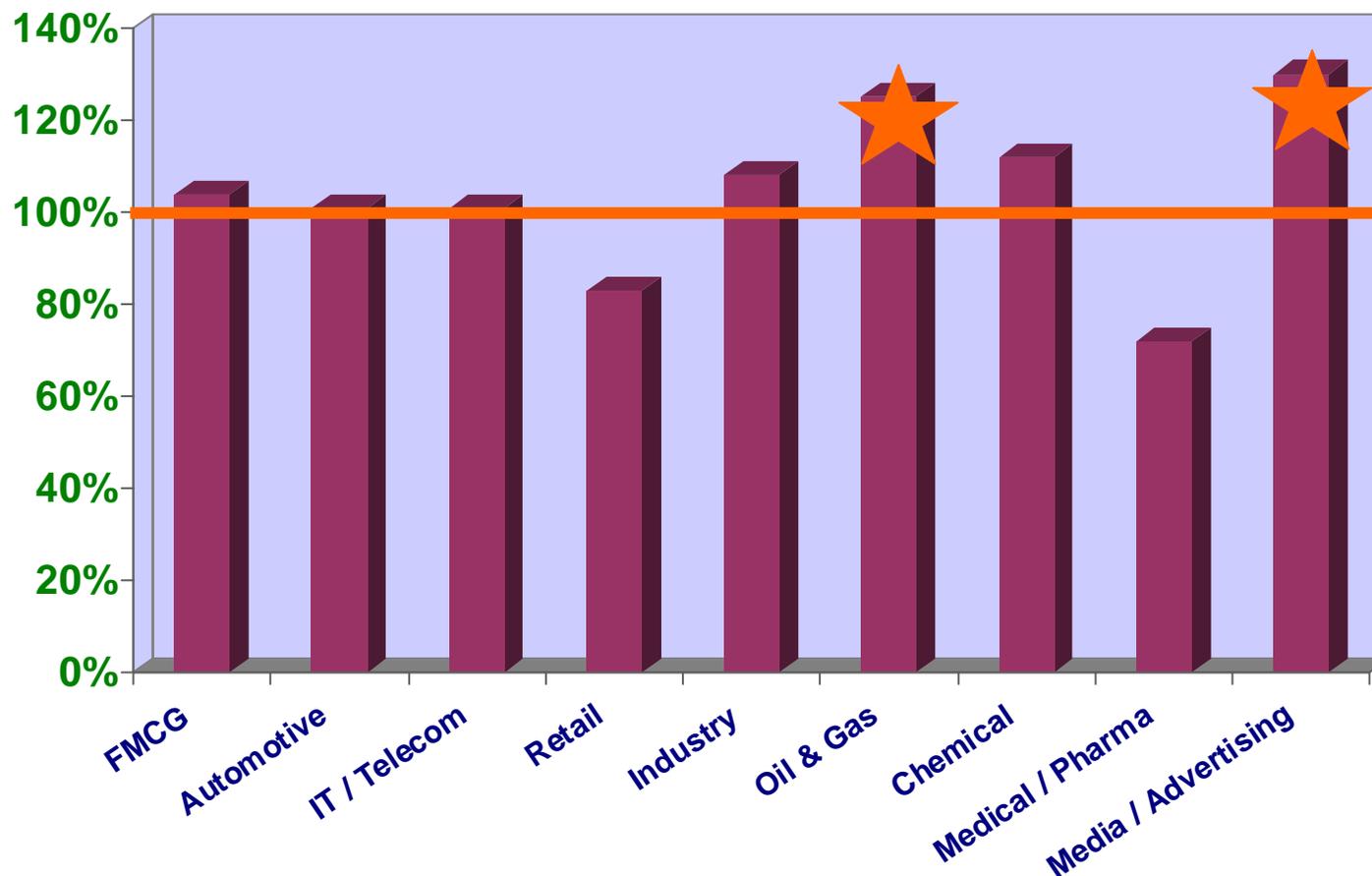
# Sector deviations: Junior Specialists



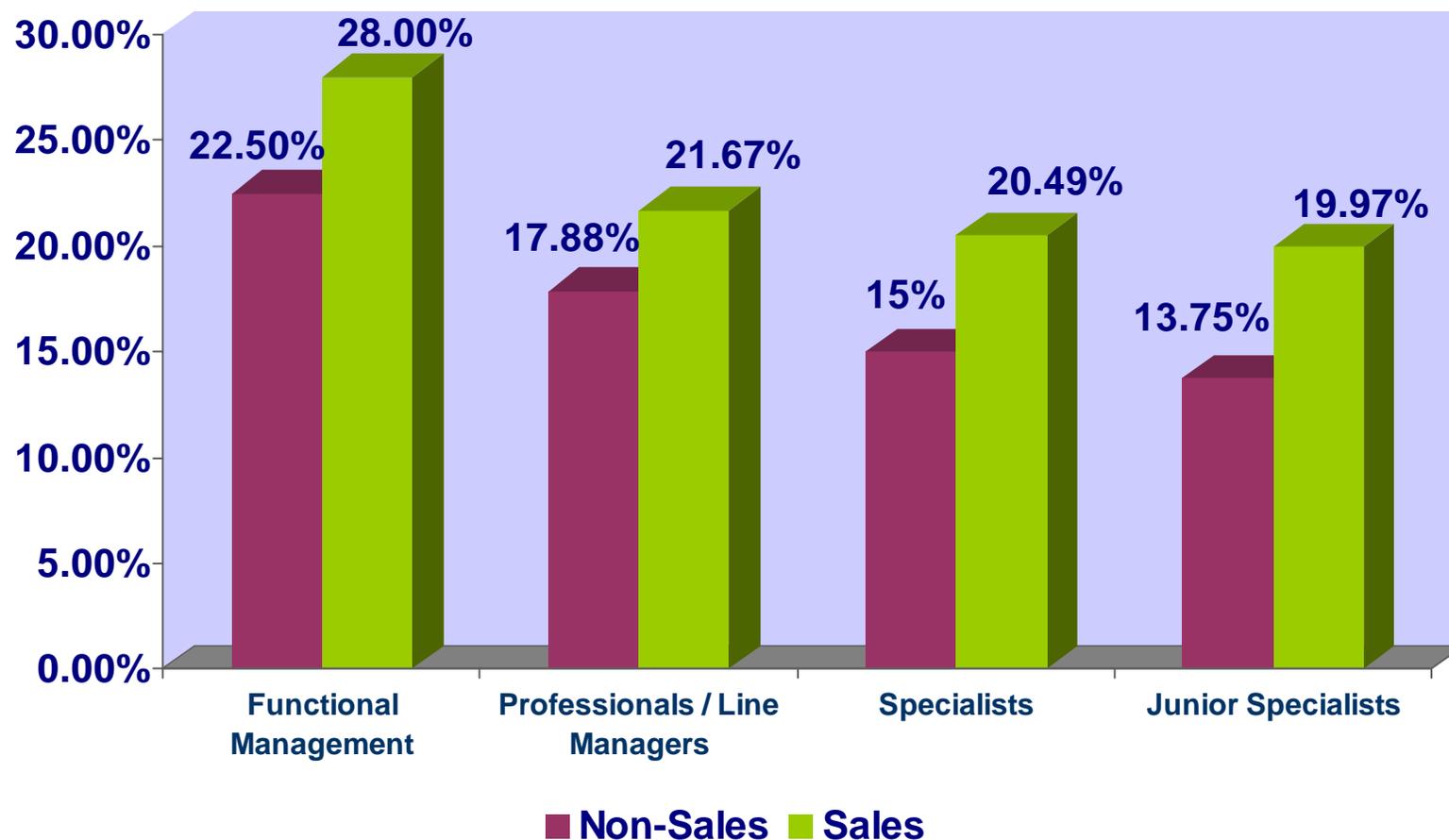
# Sector deviations: Specialists



## Sector Deviations: Professionals / Middle Management



# On-target bonus for different employee categories



# Benefit Rating 2008



**Healthcare / Medical**  
**93%**



**Lunch Allowance**  
**44%**



**Daily Allowance for business trips**  
**78%**



**Additional vacation days**  
**42%**



**Mobile Phone**  
**71%**



**Fitness Club**  
**20%**



**Company Car**  
**55%**



**Pension Plans**  
**17%**

# Reward Info Services in Russia: dynamics of growth



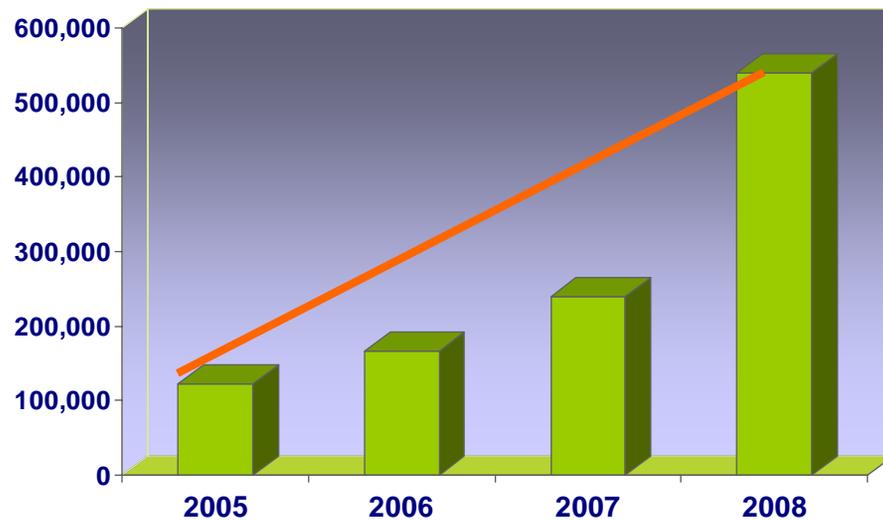
220 participating companies

540 000 of incumbents in our database

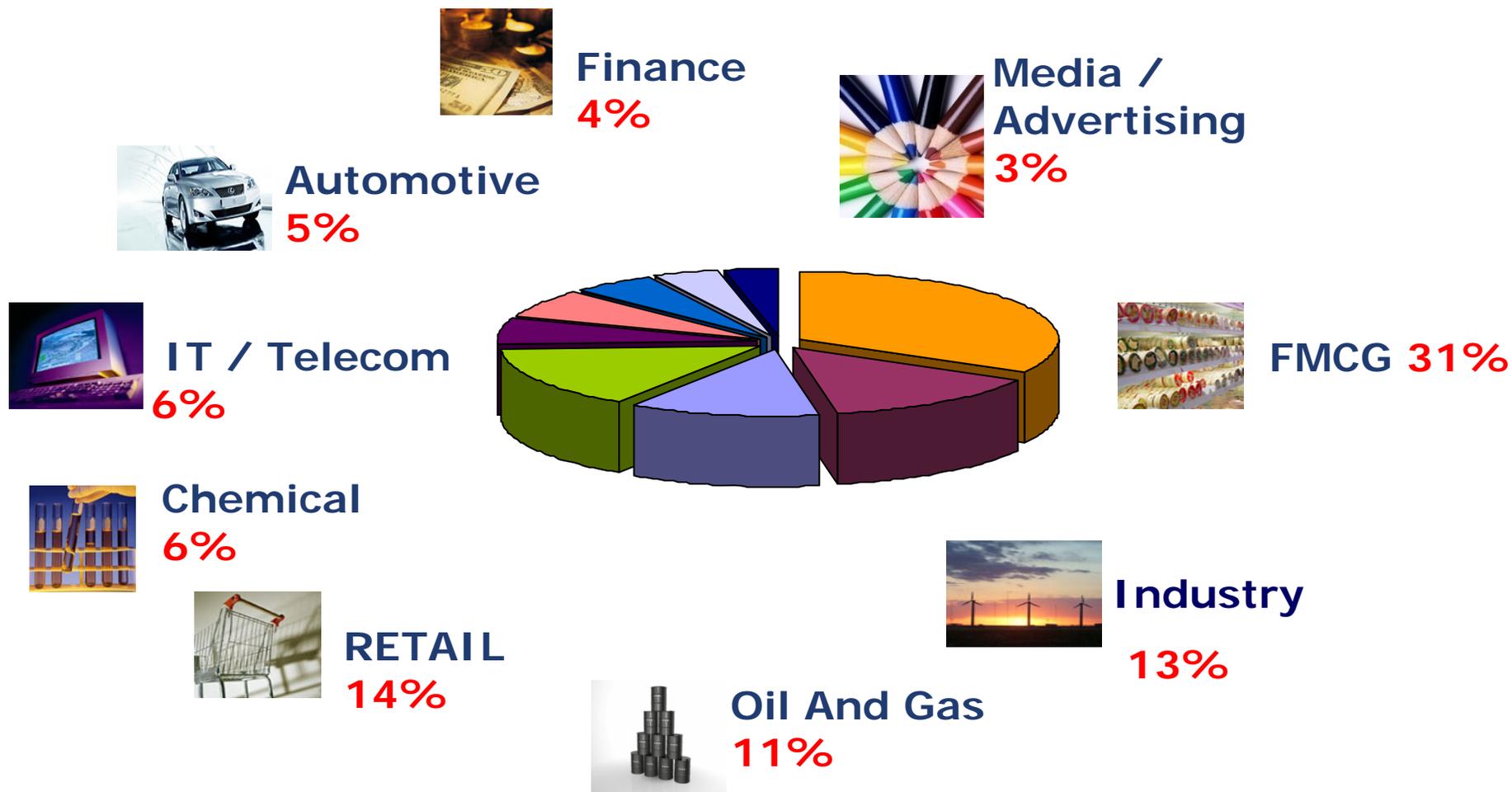
8 business sectors

Data available for Moscow, St. Petersburg and 12 macro regions of Russia

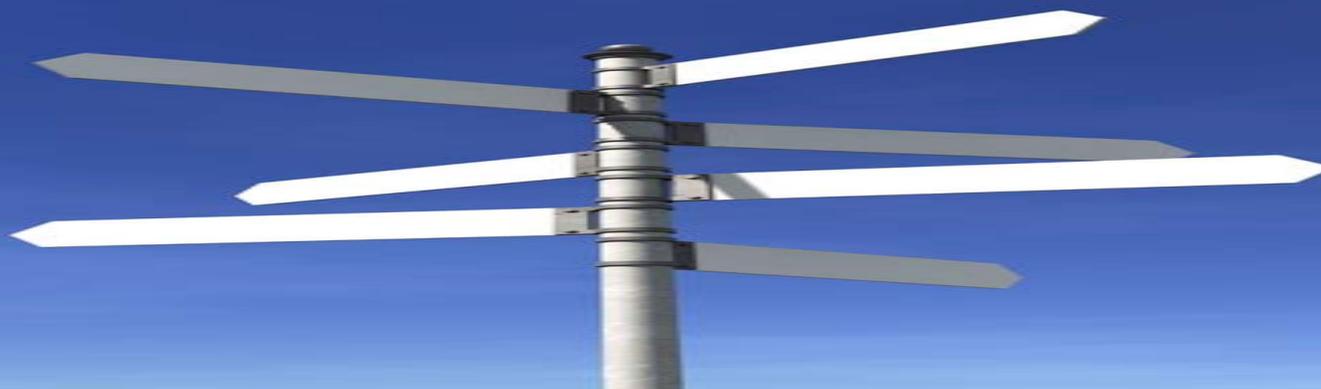
We conduct regular, regional, sector and club surveys



# Sector Coverage



# CONTACT US



## HAY GROUP RUSSIA

109147 Moscow  
17-23, Taganskaya block D, 4 fl.  
Tel: (495) 363 66 30  
Fax: (495) 363 66 31

Visit our site: [www.haygroup.com/ru](http://www.haygroup.com/ru)

# Salary Survey 2008

## Corporate and Retail Banking

# Salary Survey 2008

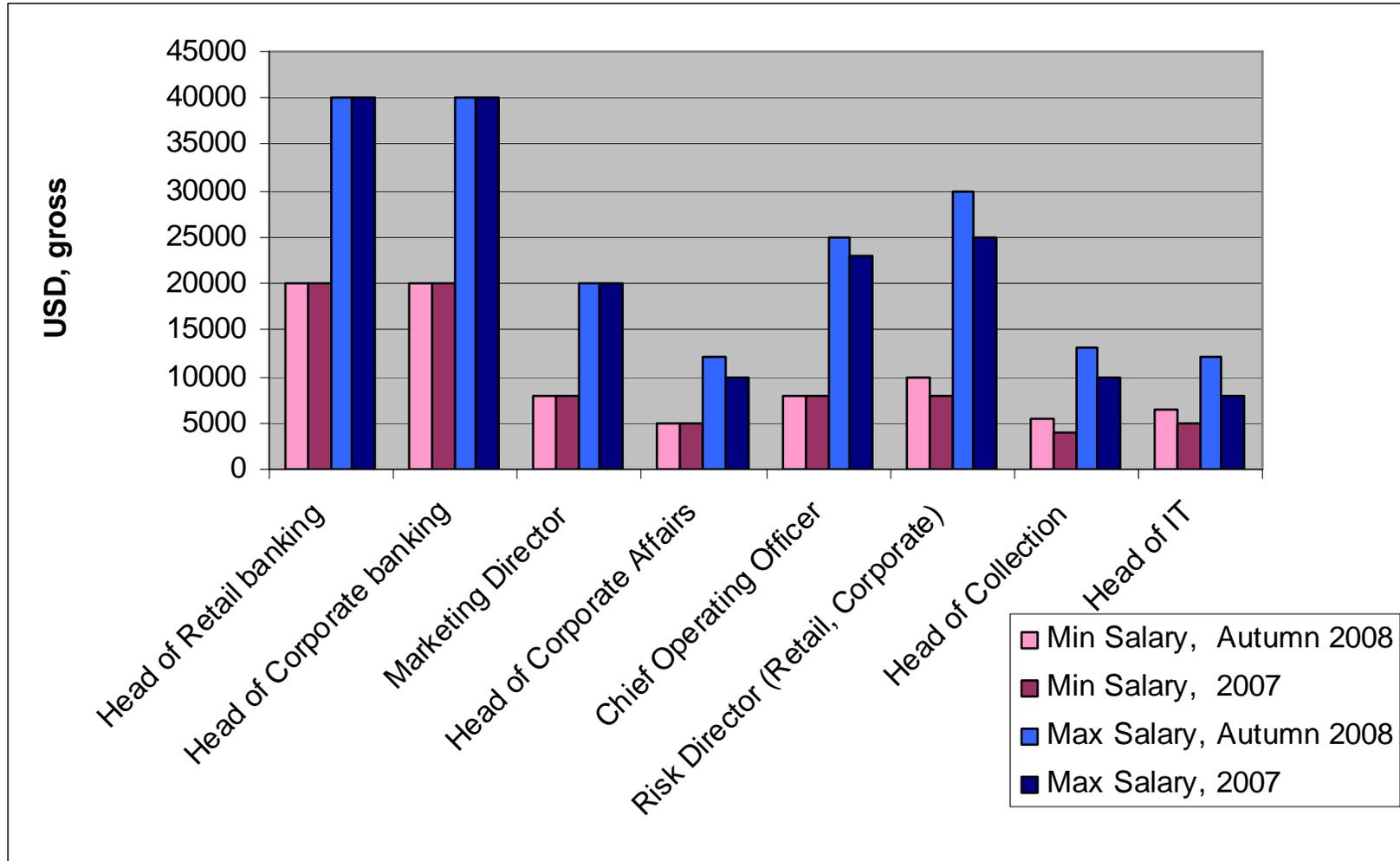
## Corporate and Retail Banking

1. Due to the current market situation, business activity slows in corporate and retail banking sectors: credit volumes decrease, investment trust funds decrease, outflow of commonwealth deposits, most projects are put on hold or closed
2. Recruitment freeze and slow down
3. Reduction in personnel (sales of credit products, marketing, IT, analyses, admin staff, doubled functions) and simultaneous demand of increase in overall performance of staff
4. Companies retain talented stars (and earned bonuses in many cases); one strong employee is preferred to two weaker ones
5. Today and likely for the next year or two, the balance of supply and demand shifted to a "company's" hiring market
6. Candidates are more flexible in negotiating terms and conditions. At the same time, candidates' salary expectations, despite the crisis, are still based on their current social package + 20/30%
7. We see a significant increase of resumes sent in to us and the number of incoming calls to our recruitment consultants

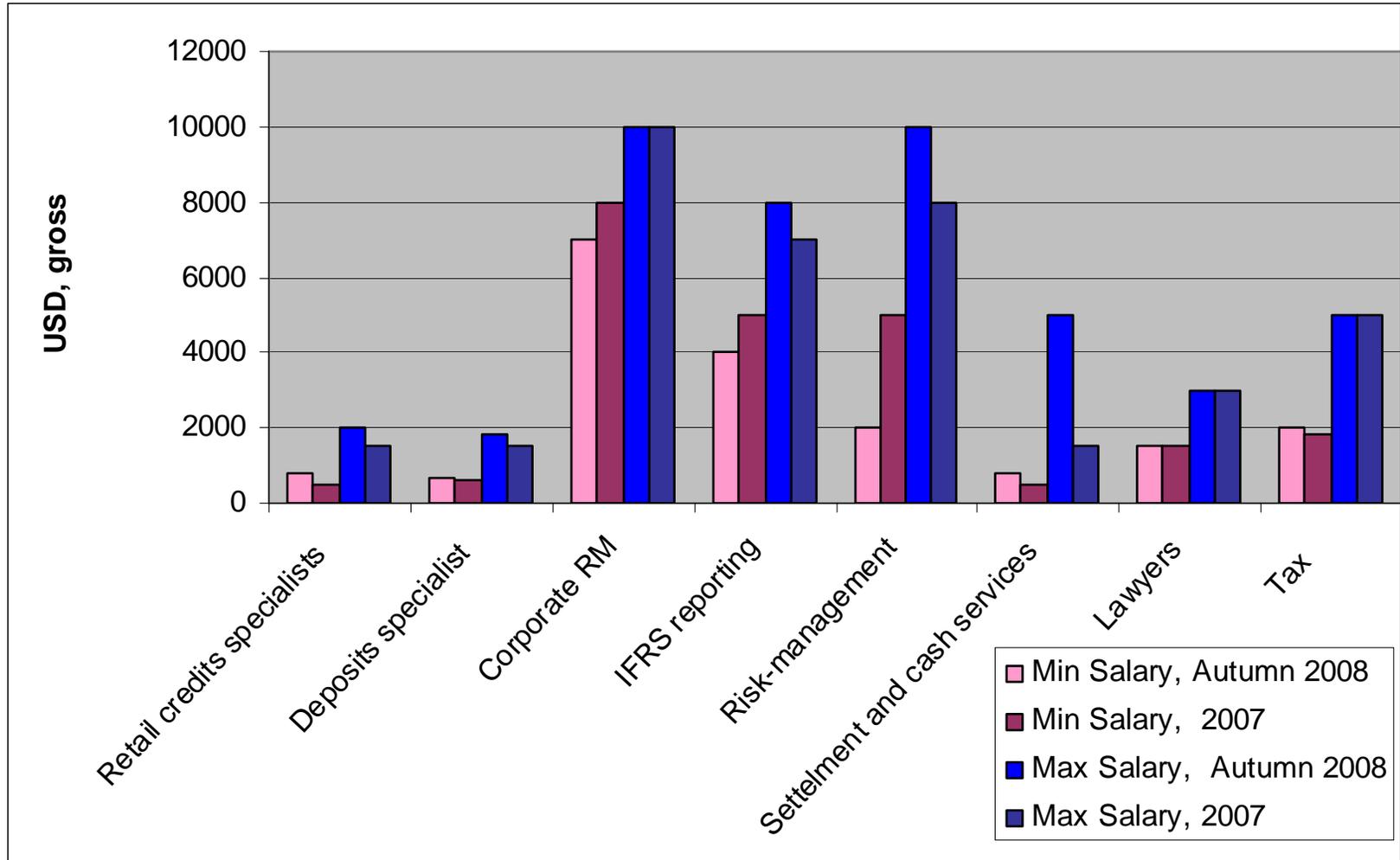
# Specialists in demand

1. Risk Management (credit, operations)
2. Methodology
3. Financial Monitoring (FS 115 – Anti Money Laundry)
4. IFRS/GAAP reporting
5. Collection
6. Internal Control and Audit
7. Settlement and Cash Management (cashiers and operationists)

# Salary Trends



# Salary Trends



## CVs received by hour

