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# AEB HR COMMITTEE

## The Association of European Businesses

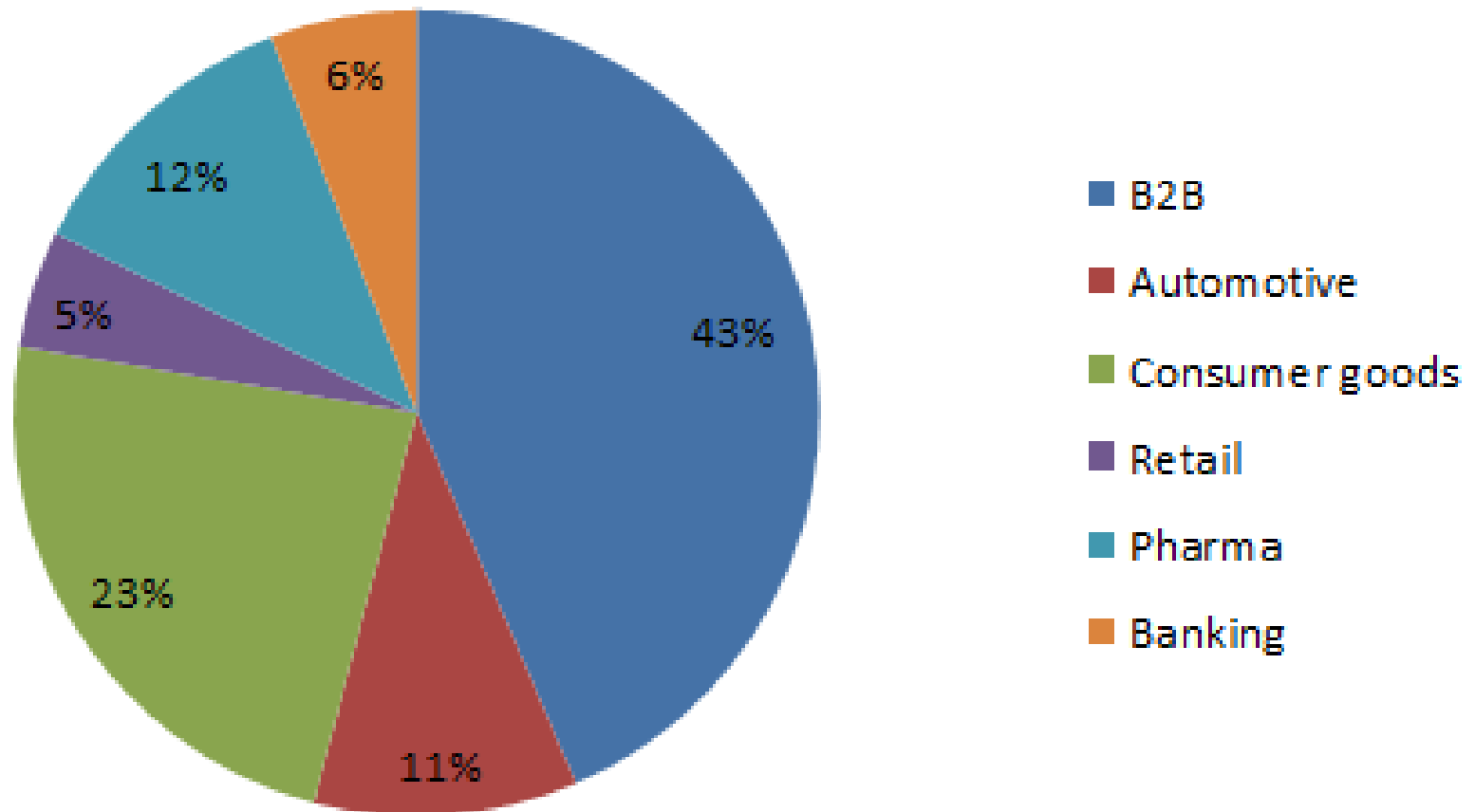
**Connective. Informative. Effective.**



# Breakdown of Delegates today



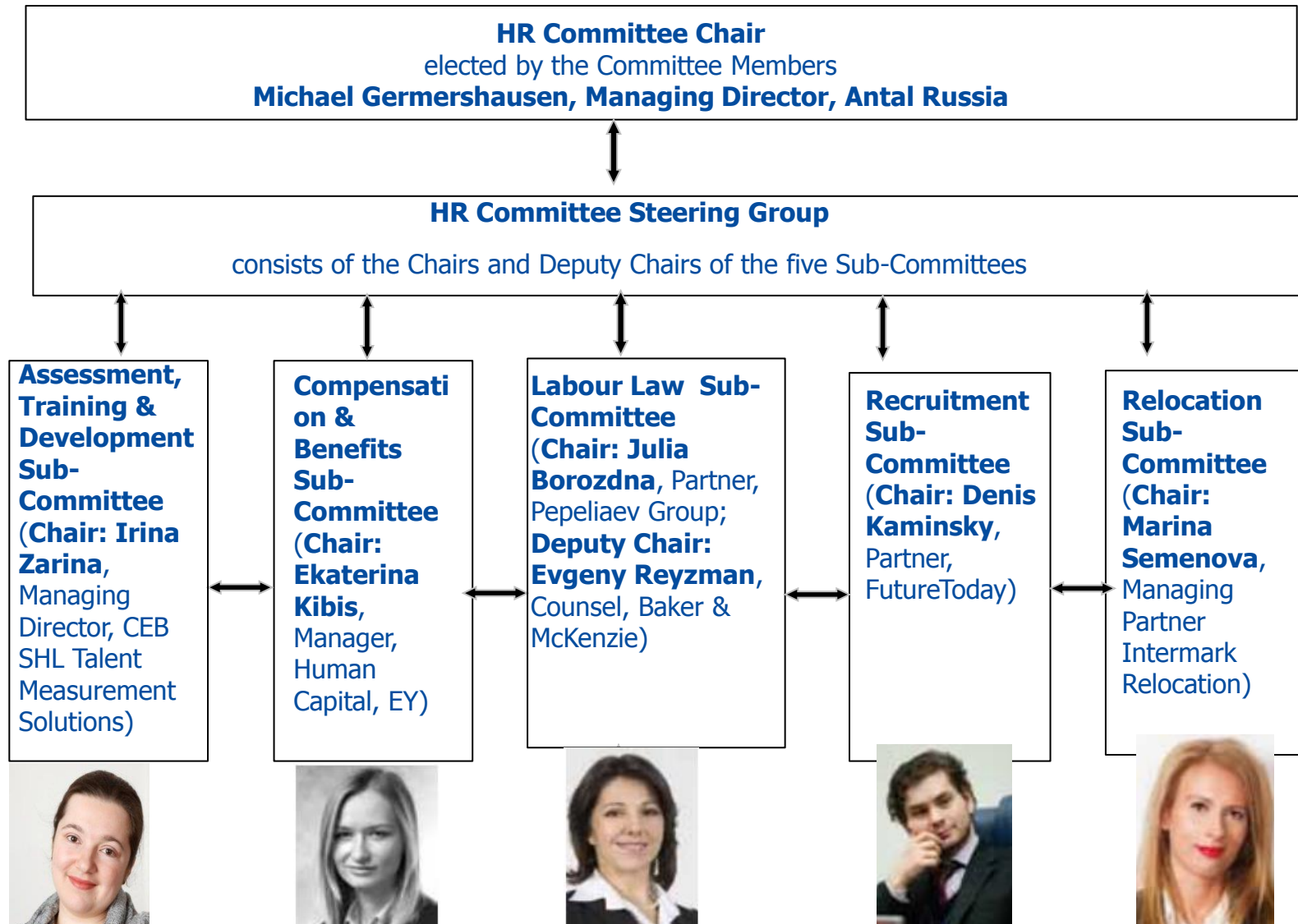
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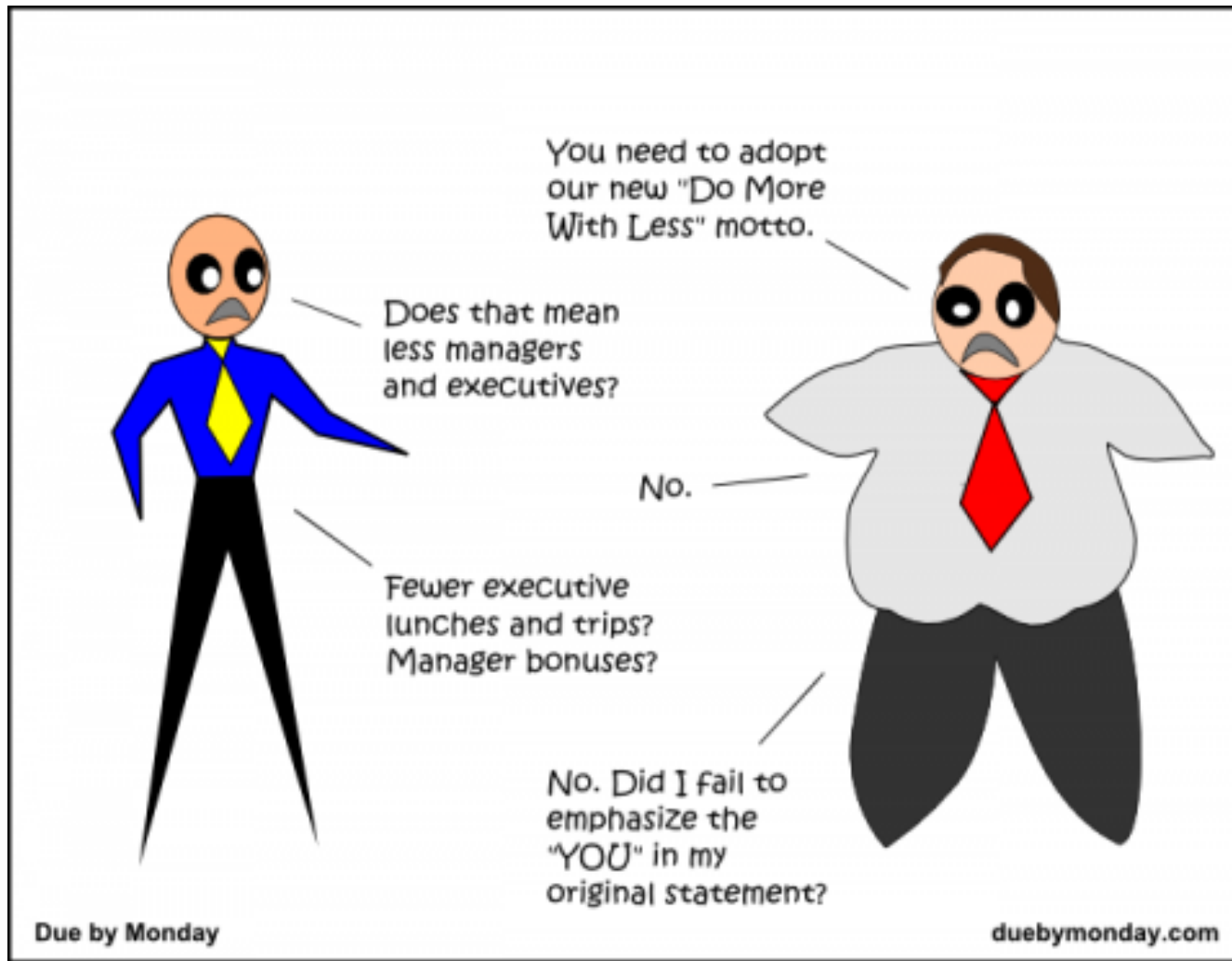
# STRUCTURE OF THE AEB HR COMMITTEE



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# HR Fitness – Doing more with less?



# GDP Growth in Russia



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SOURCE: [WWW.TRADINGECONOMICS.COM](http://WWW.TRADINGECONOMICS.COM) | WORLD BANK



# Unemployment Rate in Russia



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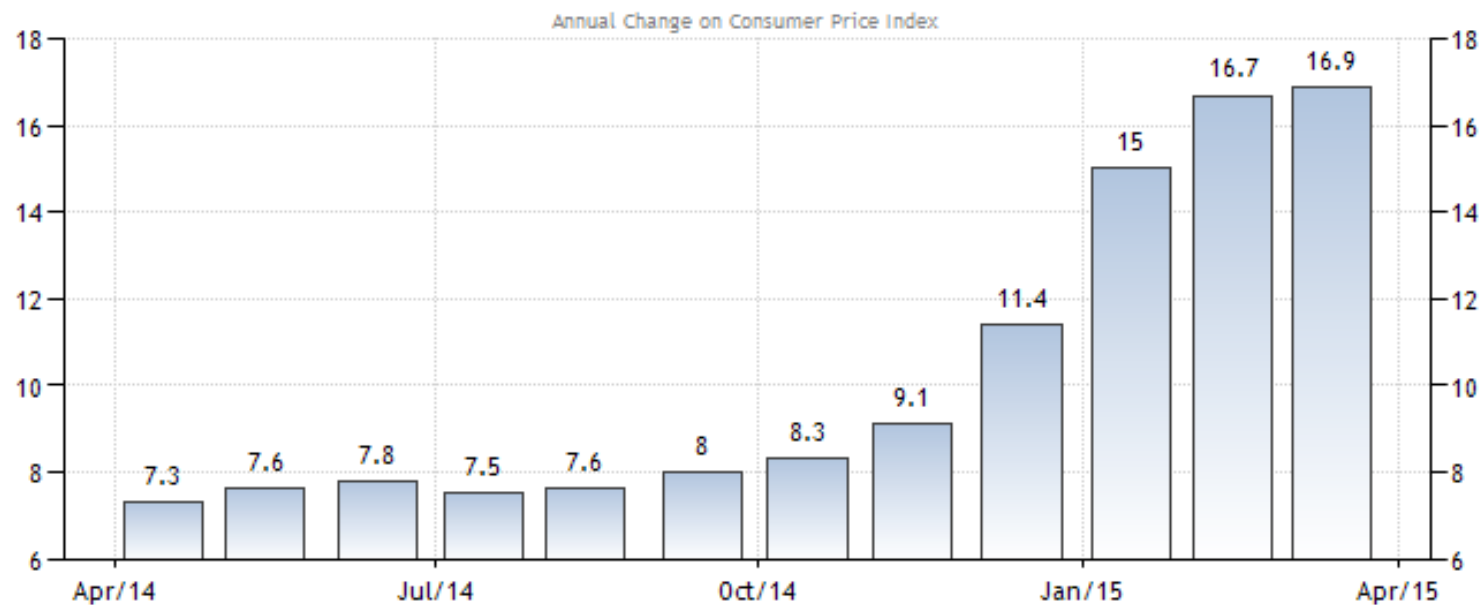
SOURCE: [WWW.TRADINGECONOMICS.COM](http://WWW.TRADINGECONOMICS.COM) | FEDERAL STATE STATISTICS SERVICE



# Inflation Rate in Russia



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SOURCE: [WWW.TRADINGECONOMICS.COM](http://WWW.TRADINGECONOMICS.COM) | FEDERAL STATE STATISTICS SERVICE



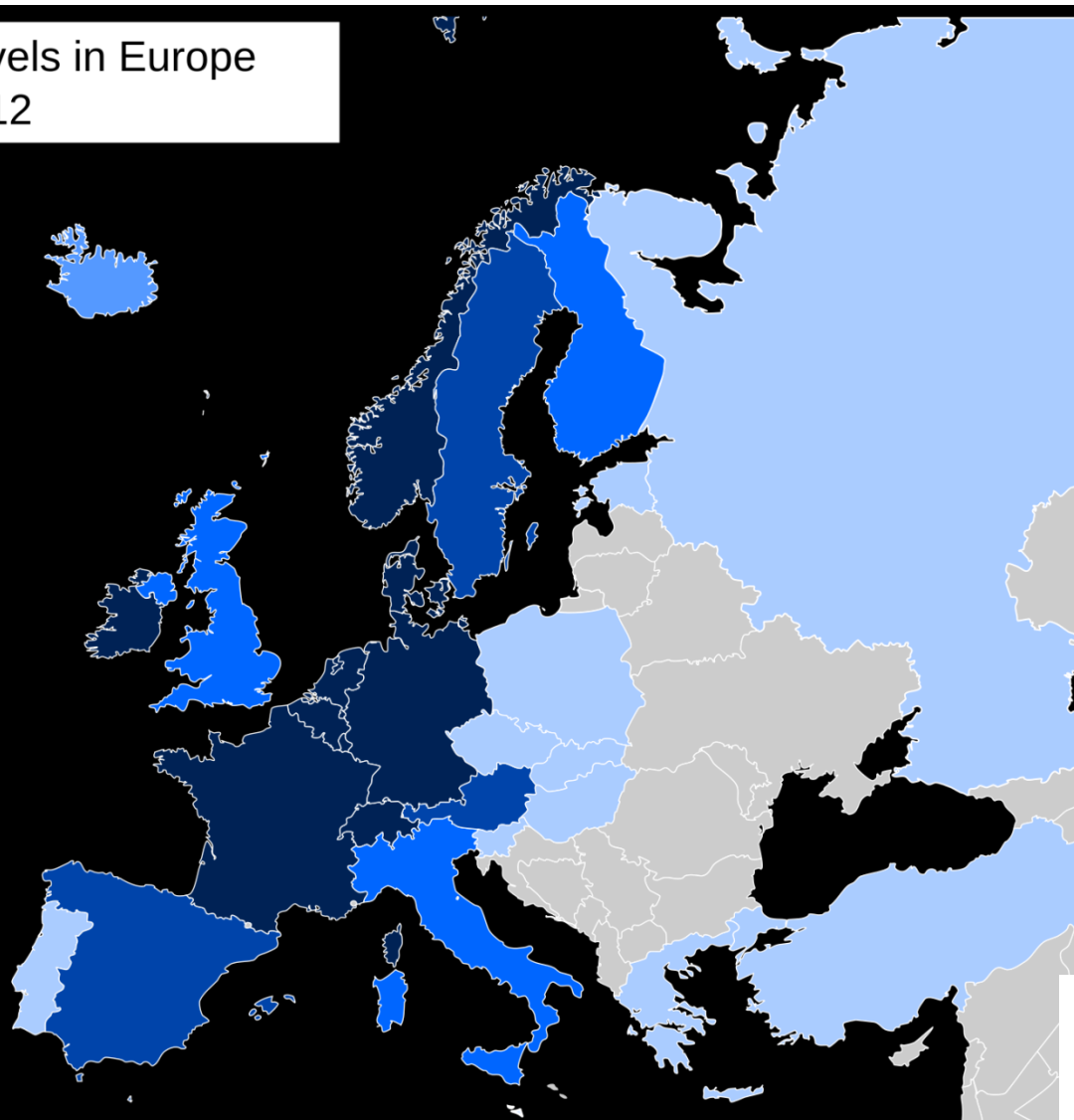
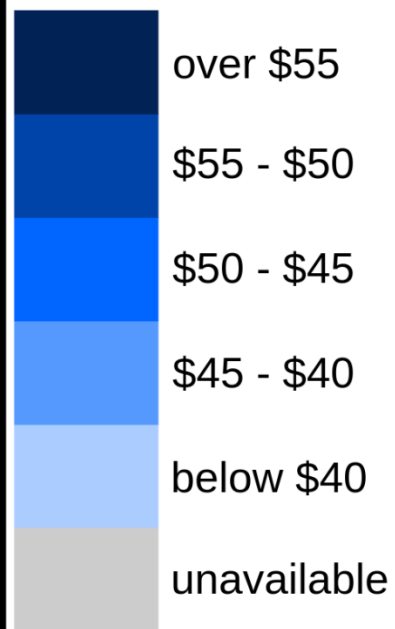
# Labour productivity



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Labour productivity levels in Europe  
OECD 2012

GDP by hour worked  
in US\$







# Impact on the HR function

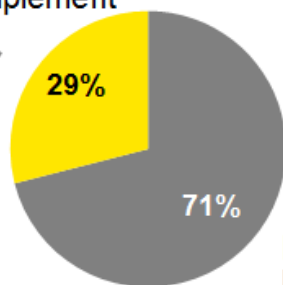


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The majority of companies are considering to change their human capital strategy according to the current economic environment. For most of the companies it is also an opportunity to improve business performance

## Anti-crisis measures in HR management

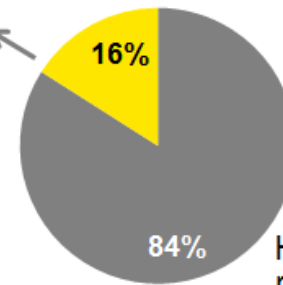
Not implemented/  
Do not plan to implement



Implemented/  
Plan to implement

## HR budget review for 2015

HR budget will be  
increased



HR budget will be  
reduced

In terms of HR practices development the market response is in general very similar to what we have seen in 2009

## Main initiatives for personnel costs reduction:

- Benefits packages reduction
- Training budgets reduction
- Bonus policy revision

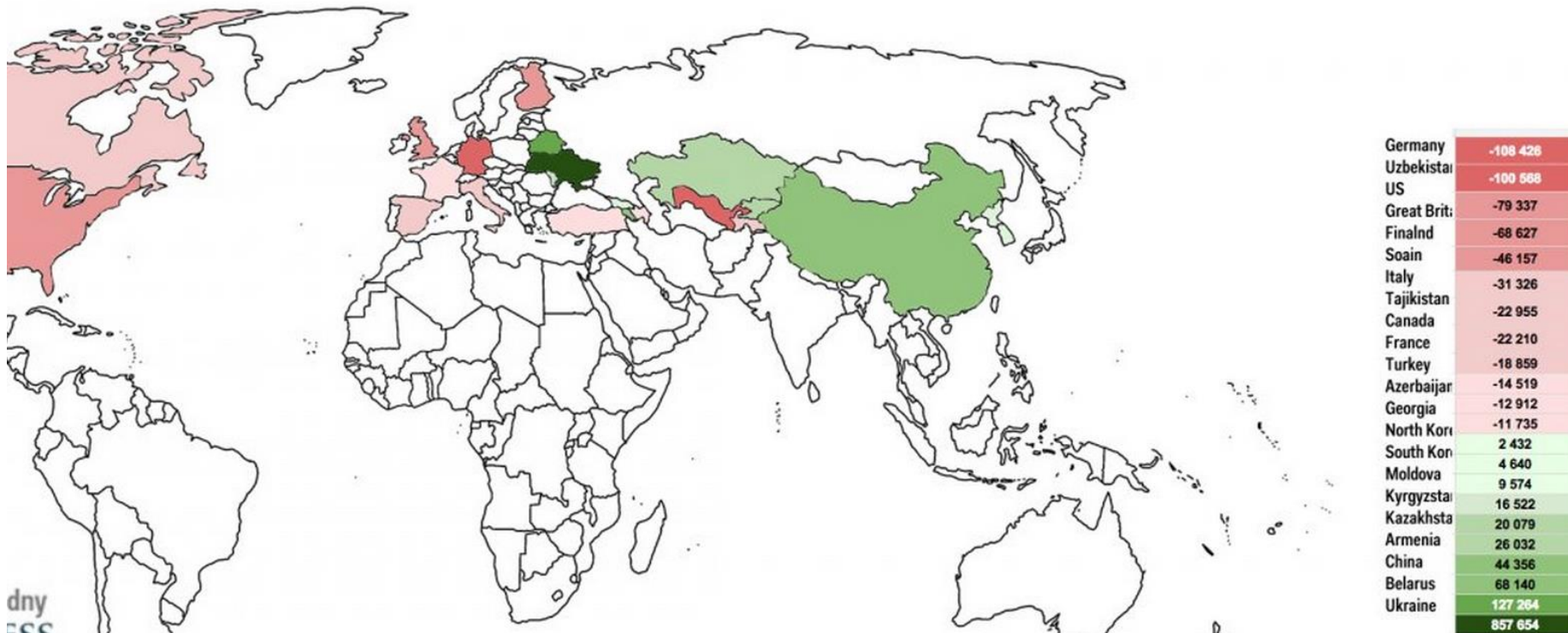


# Is there a foreign Exodus?



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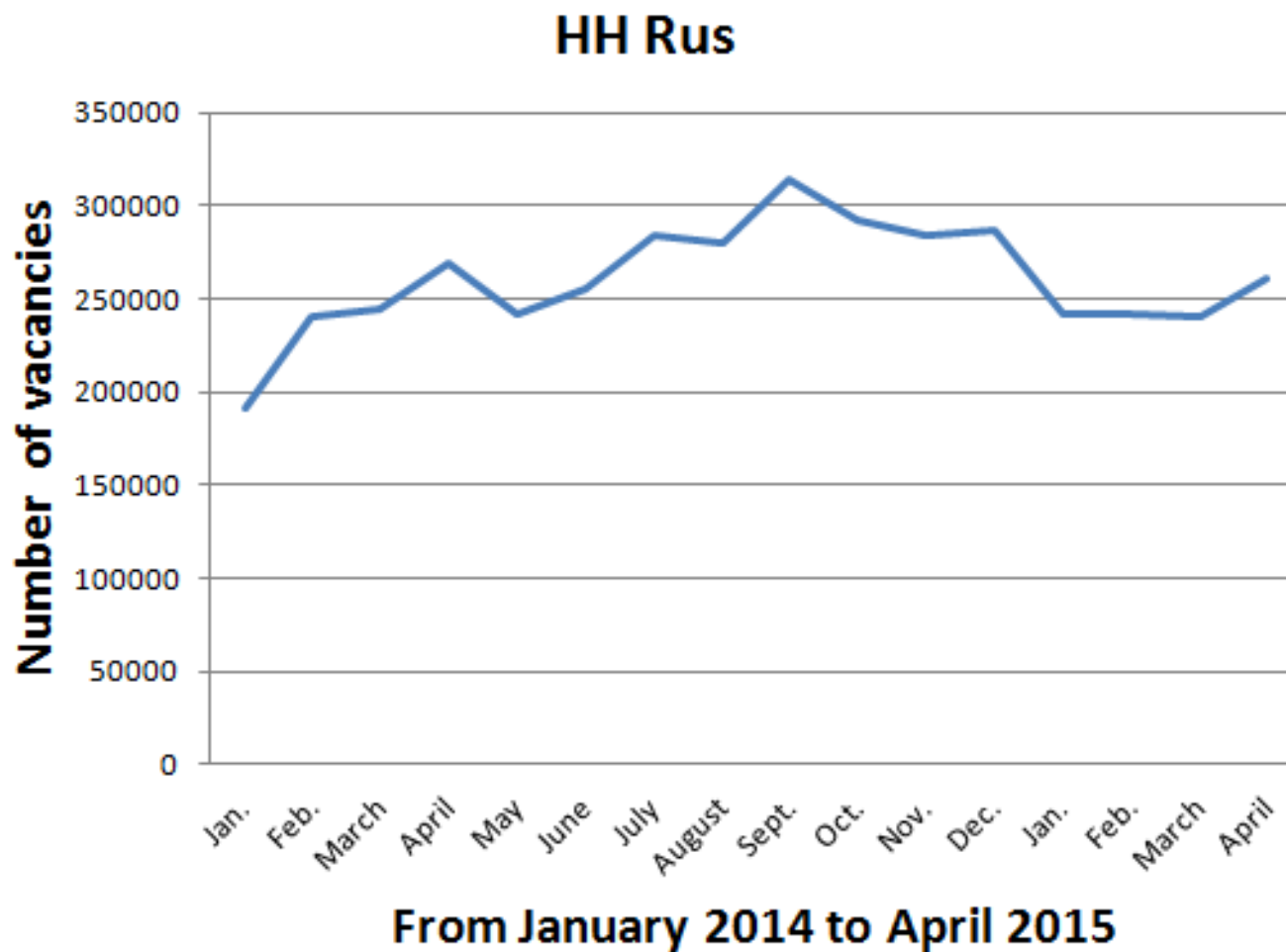
## The Change In Foreigners In Russia Over The Course Of 2014



# Are there more or less vacancies?



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Source: [www.hh.ru](http://www.hh.ru) 2014-2015



# Which disciplines are most affected?



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	HH Rus				
	Dec.	Jan.	Feb.	March	03/2014
F&A	17 535	16720	16698	16560	14523
Banking	26 508	22128	18440	20598	27735
Marketing	21 380	16700	18163	19076	16721
Sales	117 126	97565	94405	90926	80309
HR	6 058	5712	5700	5817	7092
Logistics	15 326	11685	11222	11674	15141
Production	17 826	16390	16652	16851	20373
Construction	19 248	16464	19131	17479	16066
IT	31 070	23787	25626	25810	31112
Pharma	9 647	9062	11084	11406	9740
E-commerce	521	468	517	530	1473
Legal	4 872	4665	3872	3955	4365
Total:	287 117	241346	241510	240682	244650

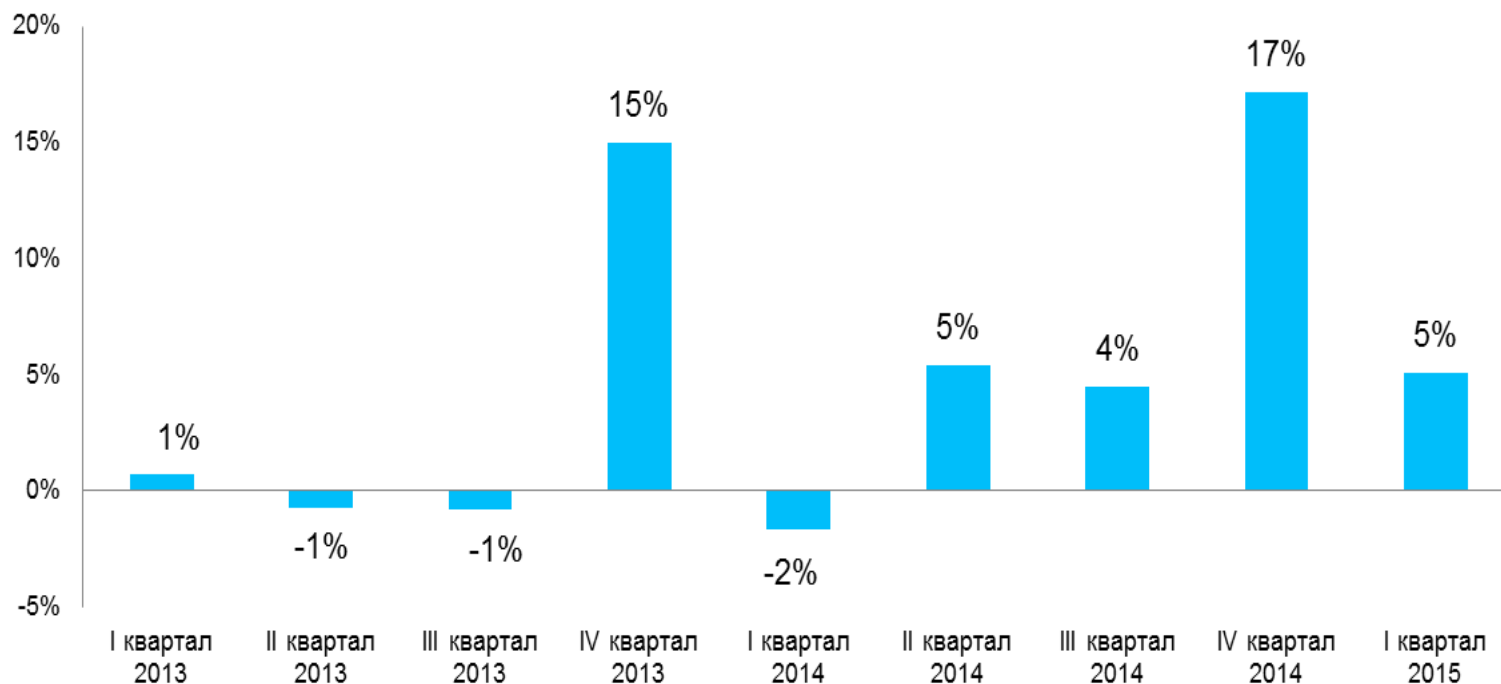


# Candidate or Employer market?



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**Number of CVs received Moscow 2013-2015**  
(% quarter on quarter)



Source: [www.hh.ru](http://www.hh.ru) 2015

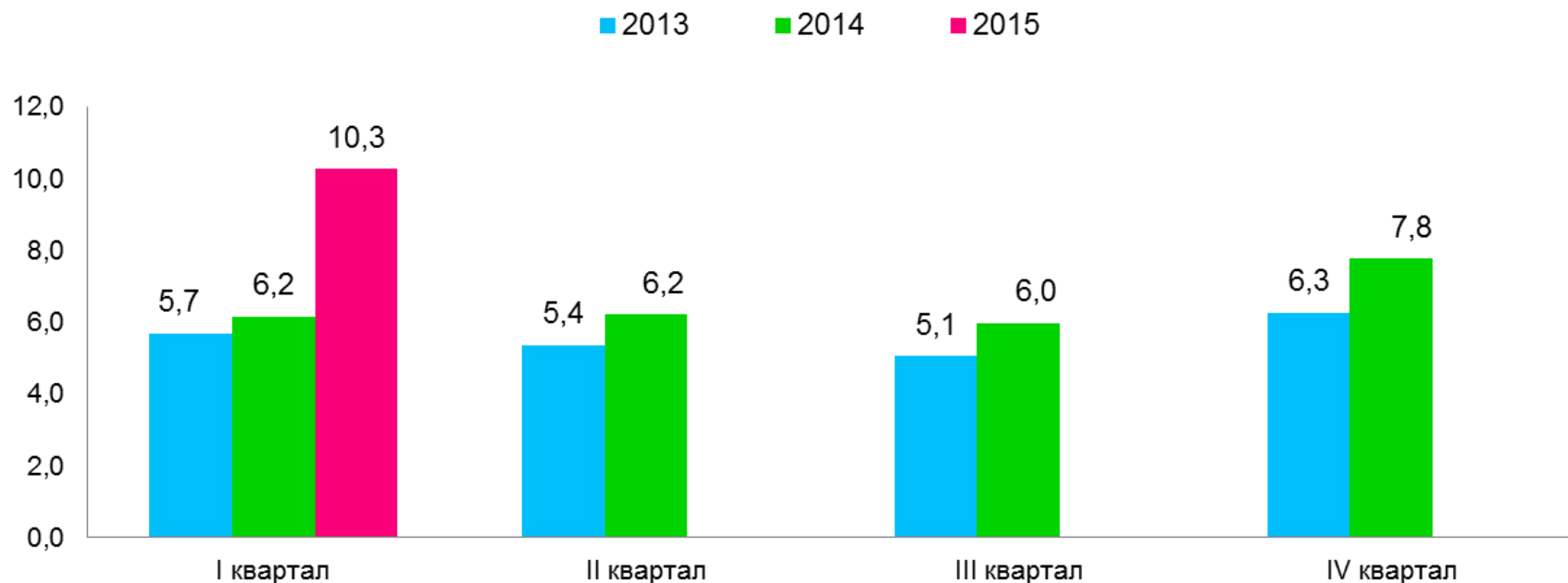


# CVs versus Vacancies Ratio



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## hh.Index Moscow relation number of CVs per vacancy 2013-2015



Source: [www.hh.ru](http://www.hh.ru) 2014-2015

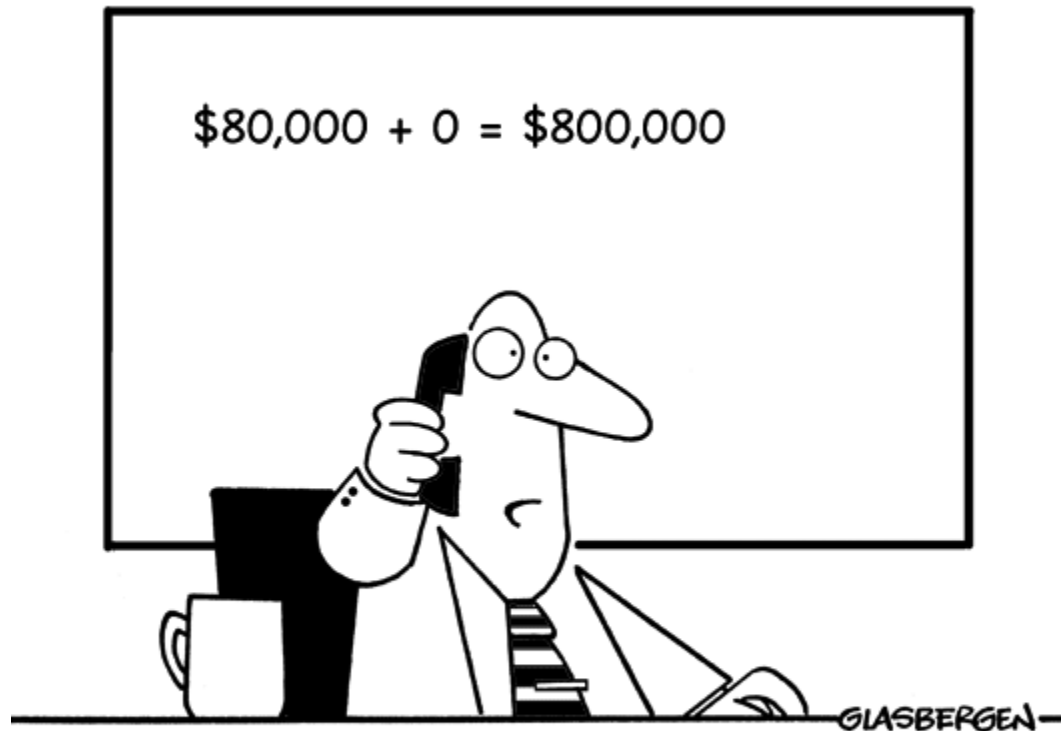


# What does that mean for salaries?



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© 2008 by Randy Glasbergen. [www.glasbergen.com](http://www.glasbergen.com)



**“That’s right, I’ve decided to give myself  
zero pay raise this year.”**

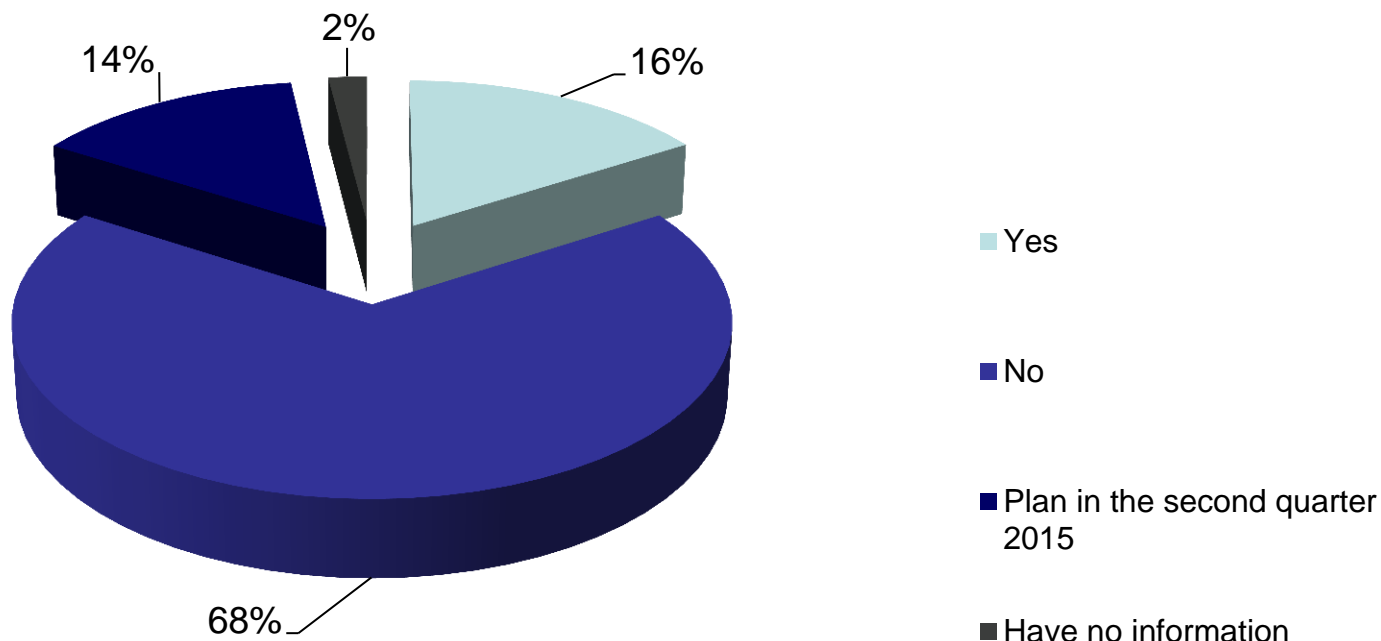




# Have you adjusted salaries to match the changes in the ruble exchange rate? (employers)



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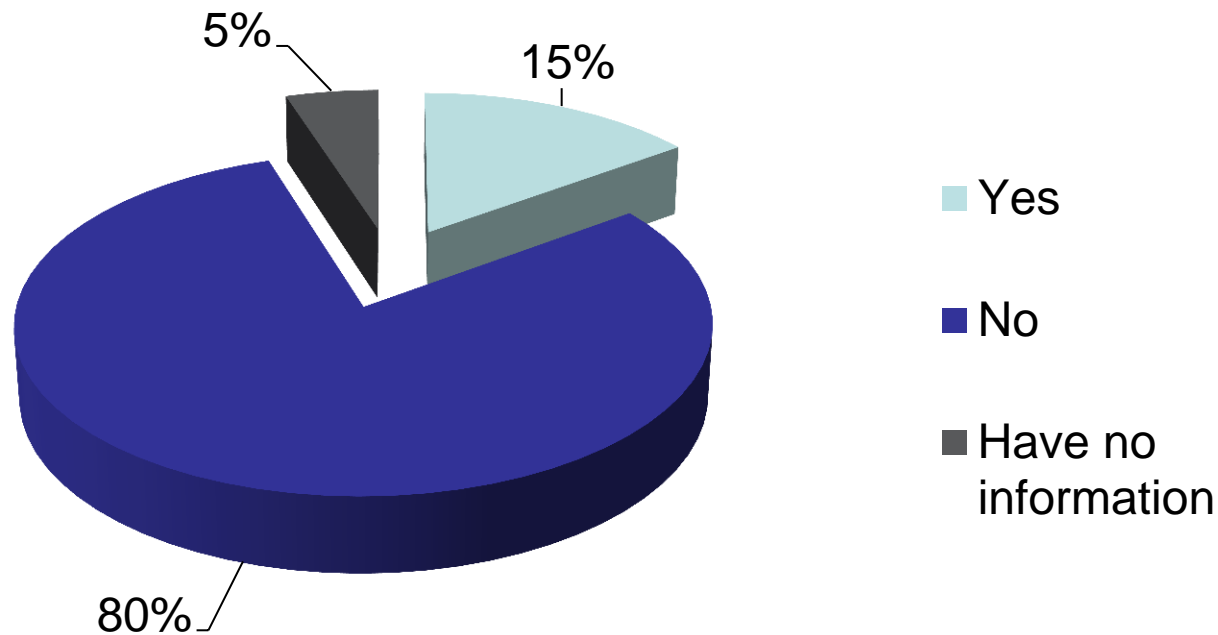
Source: Antal Russia, survey held from 24 March till 31 March 2015, among 134 employers



# Are you planning to reconsider your salary budget with a possible increase in salary expectations of candidates? (employers)



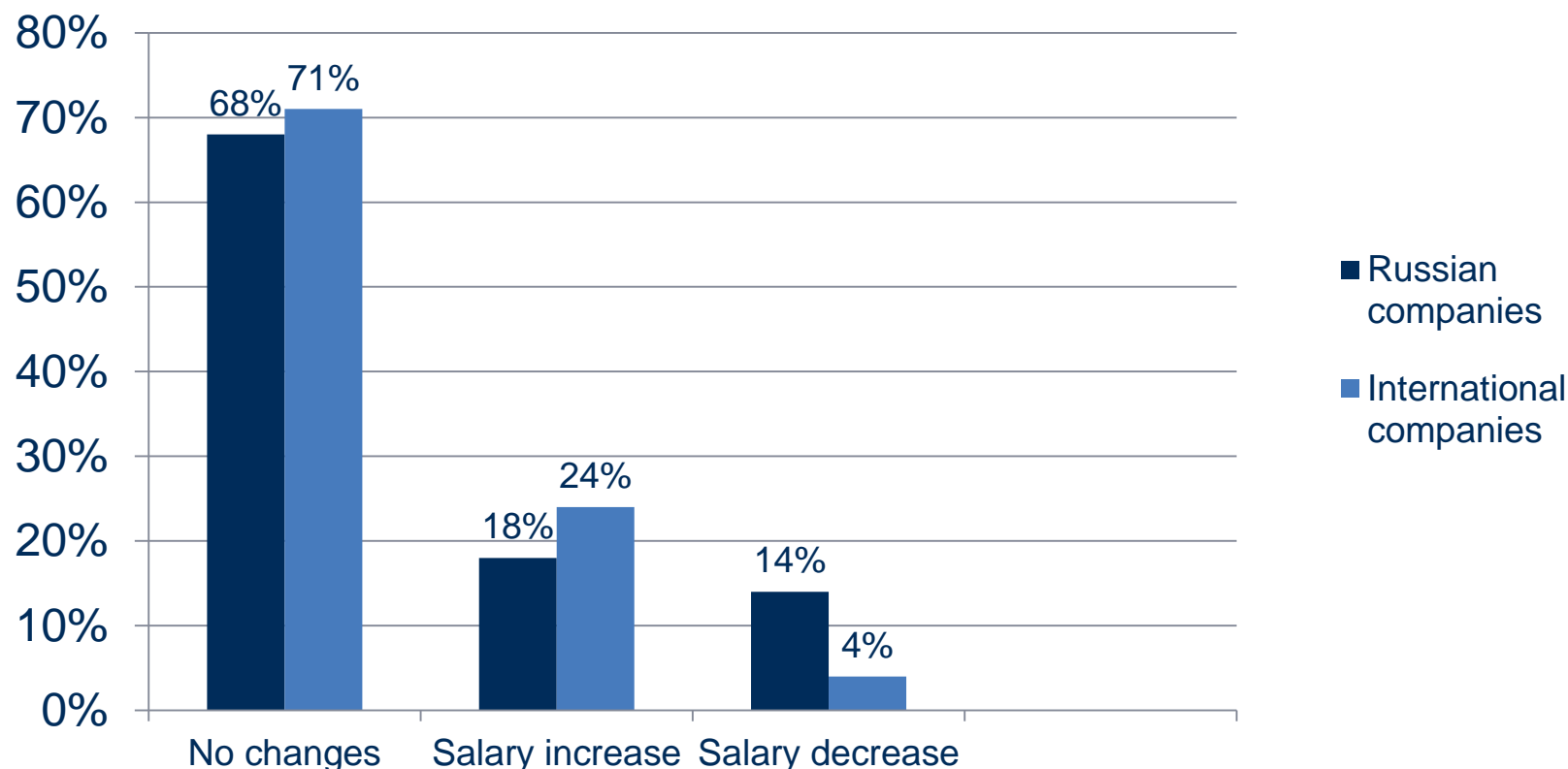
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Source: Antal Russia, survey held from 24 March till 31 March 2015, among 134 employers



# Has your salary changed in the last three months?(candidates)



Source: Antal Russia, survey held from 29 January till 20 March 2015, among 1090 candidates

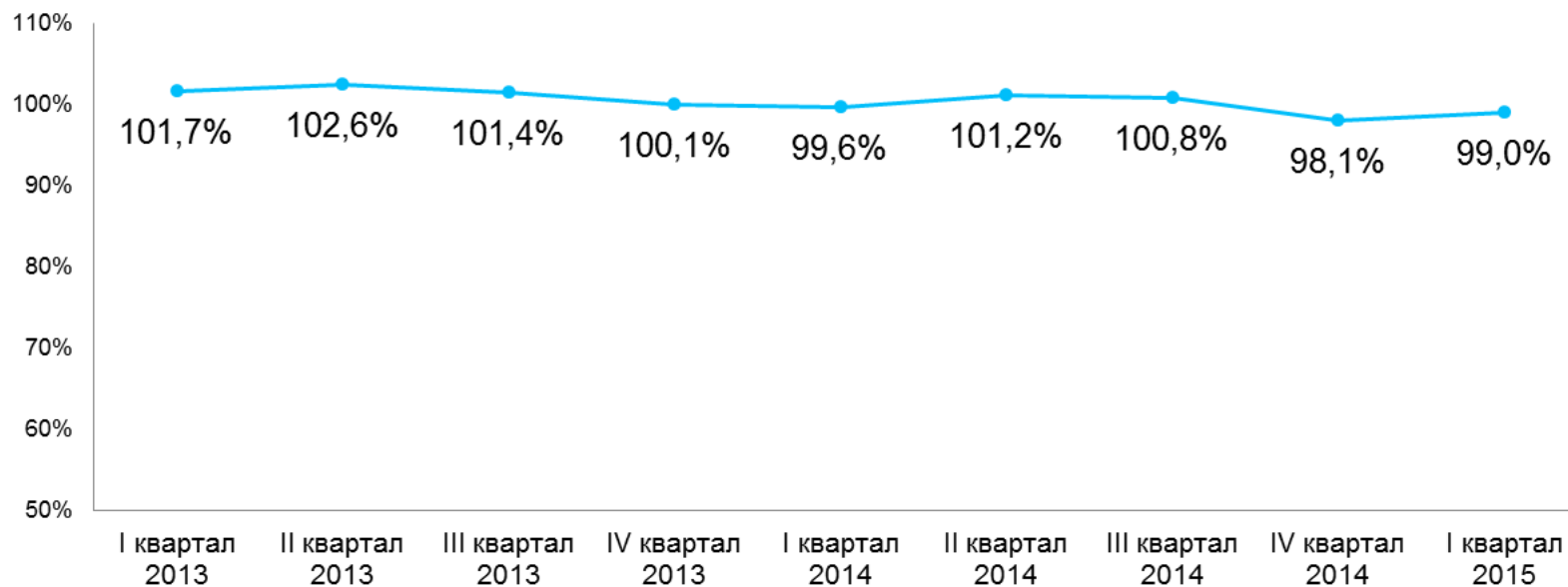


# Salary increases per quarter – 2013-2014



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**www.hh.ru salary index Moscow**

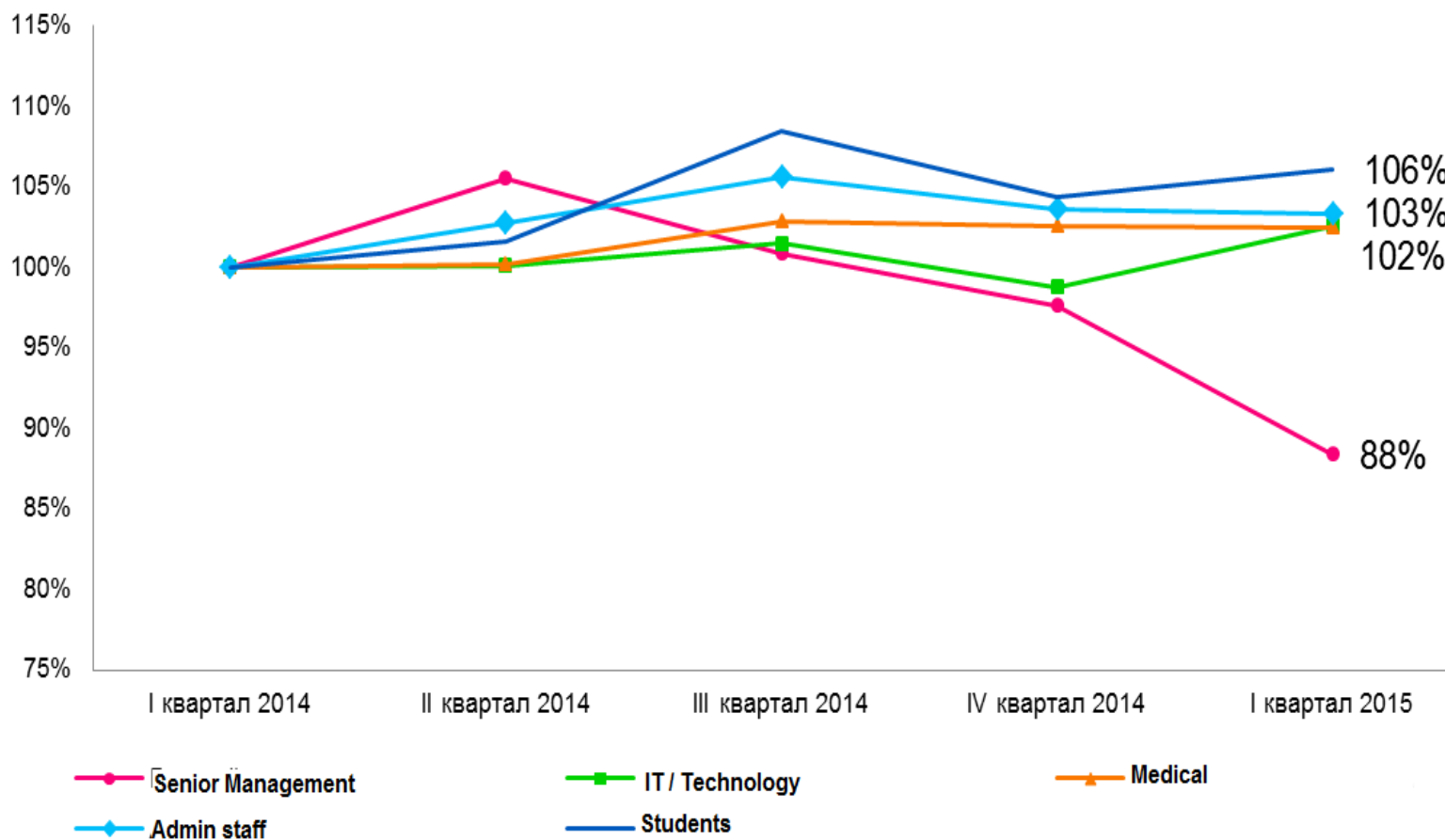


# Where were the biggest salary movements?



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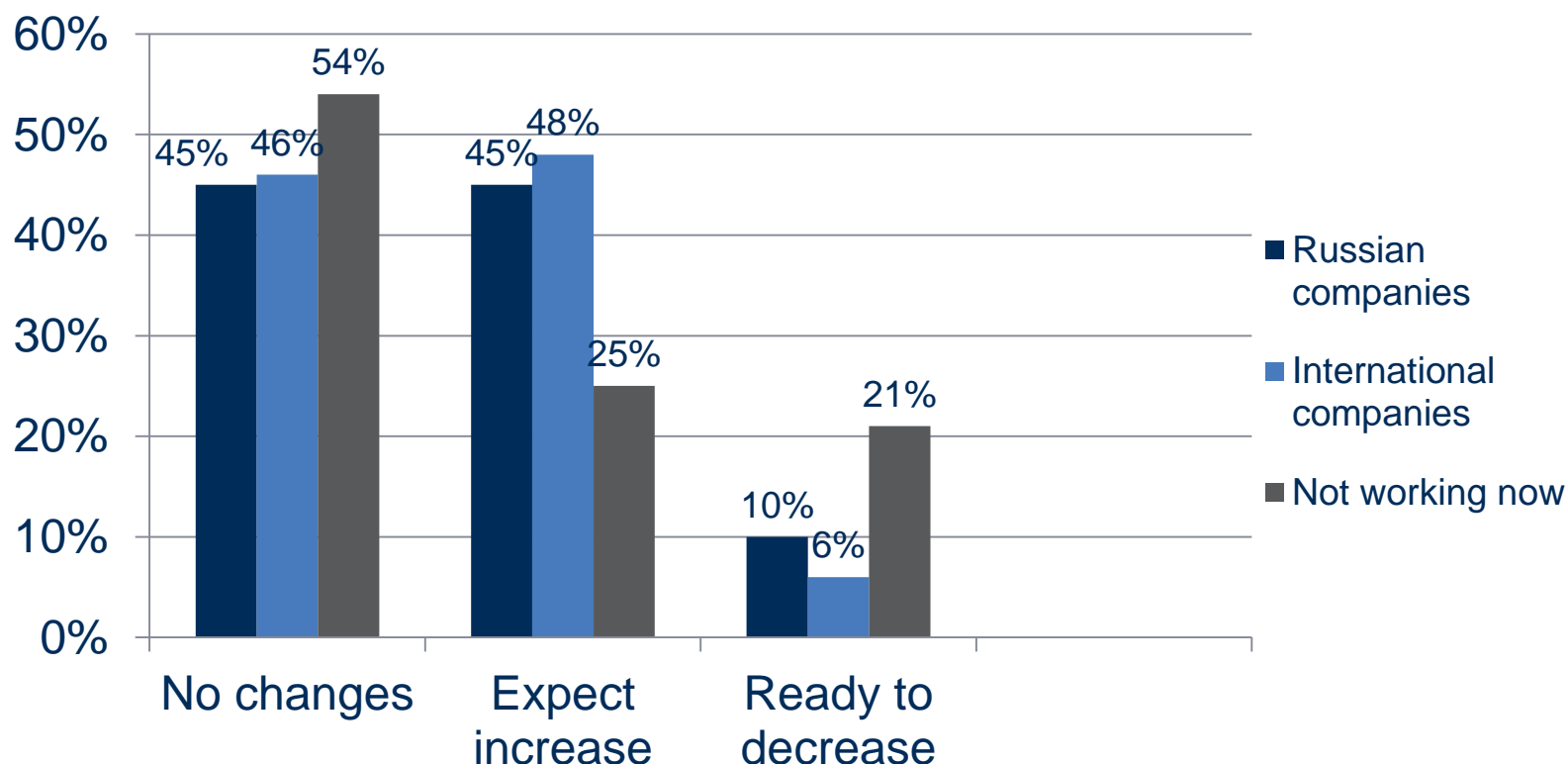
## Index of salary changes by level of responsibility



Source: [www.hh.ru](http://www.hh.ru) 2014-2015



# What are your salary expectations in the coming three months? (candidates)



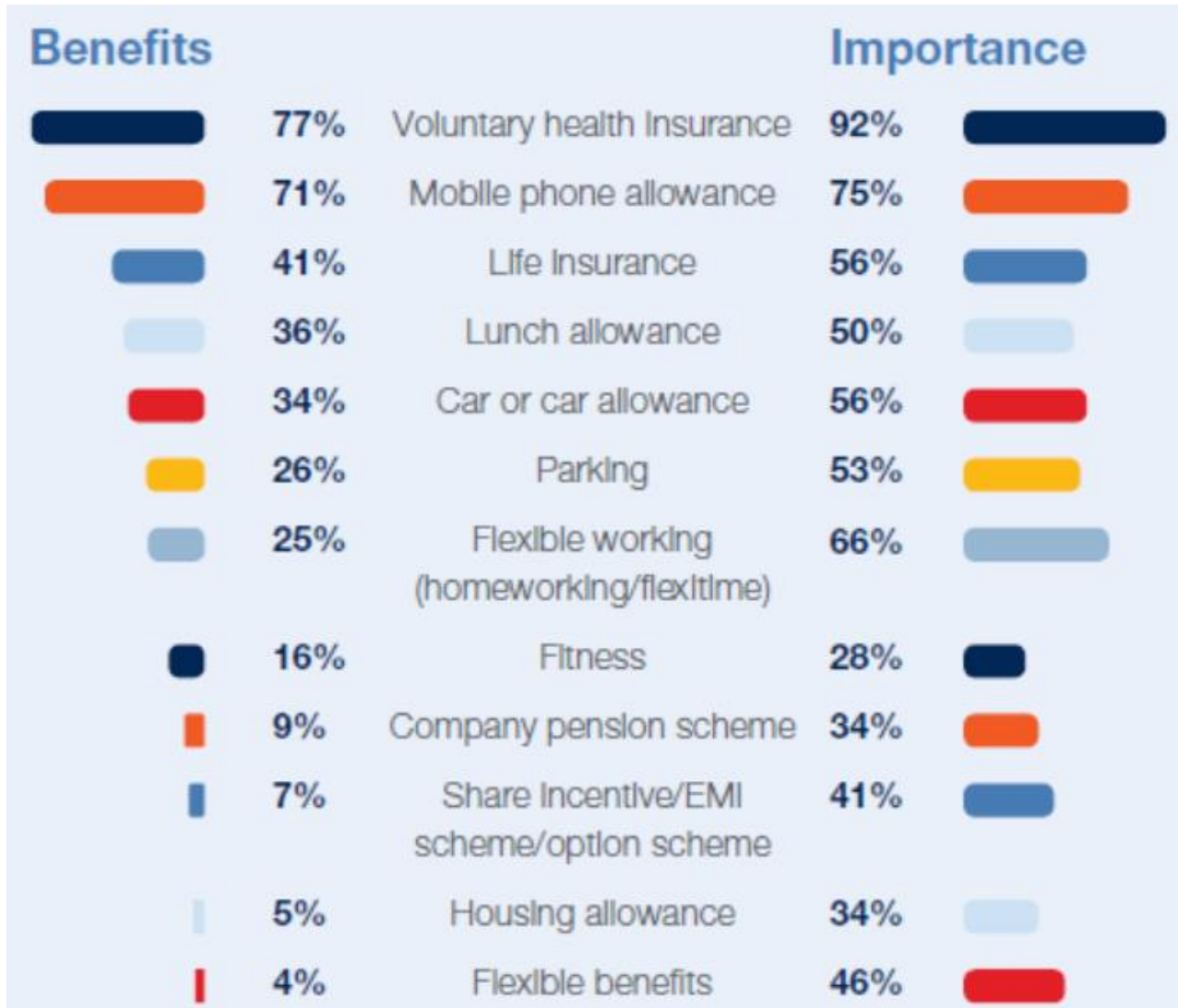
Source:: Antal Russia, survey held from 29 January till 20 March 2015, among 1090 candidates



# Benefits of the future...



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# What is happening on the legal front?



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- More protectionism (localisation, data protection, etc.)
- More intensive court activity
- Law on Outstaffing
- Reduced working week
- And...

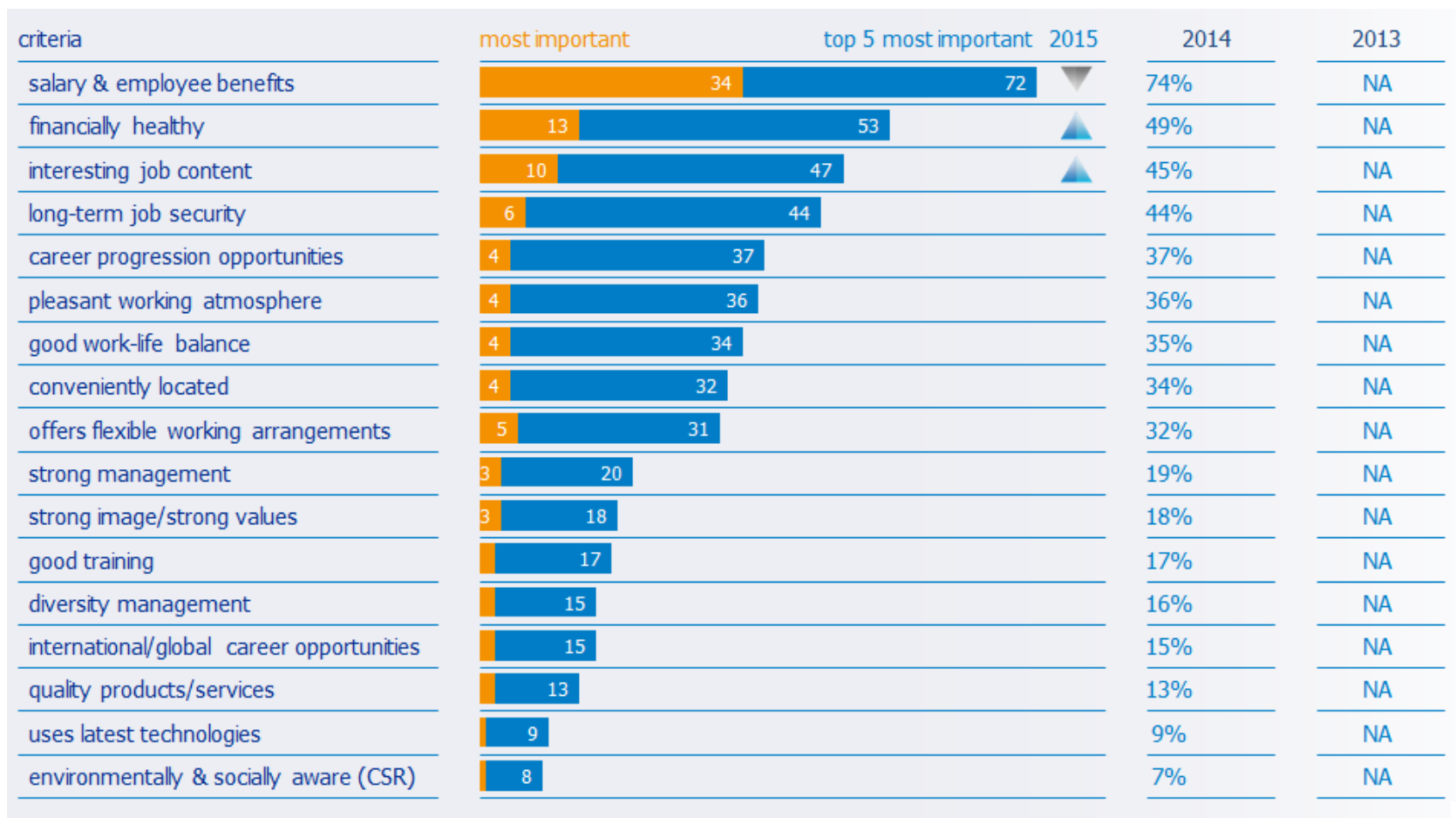




# What are the most important criteria when choosing an employer?



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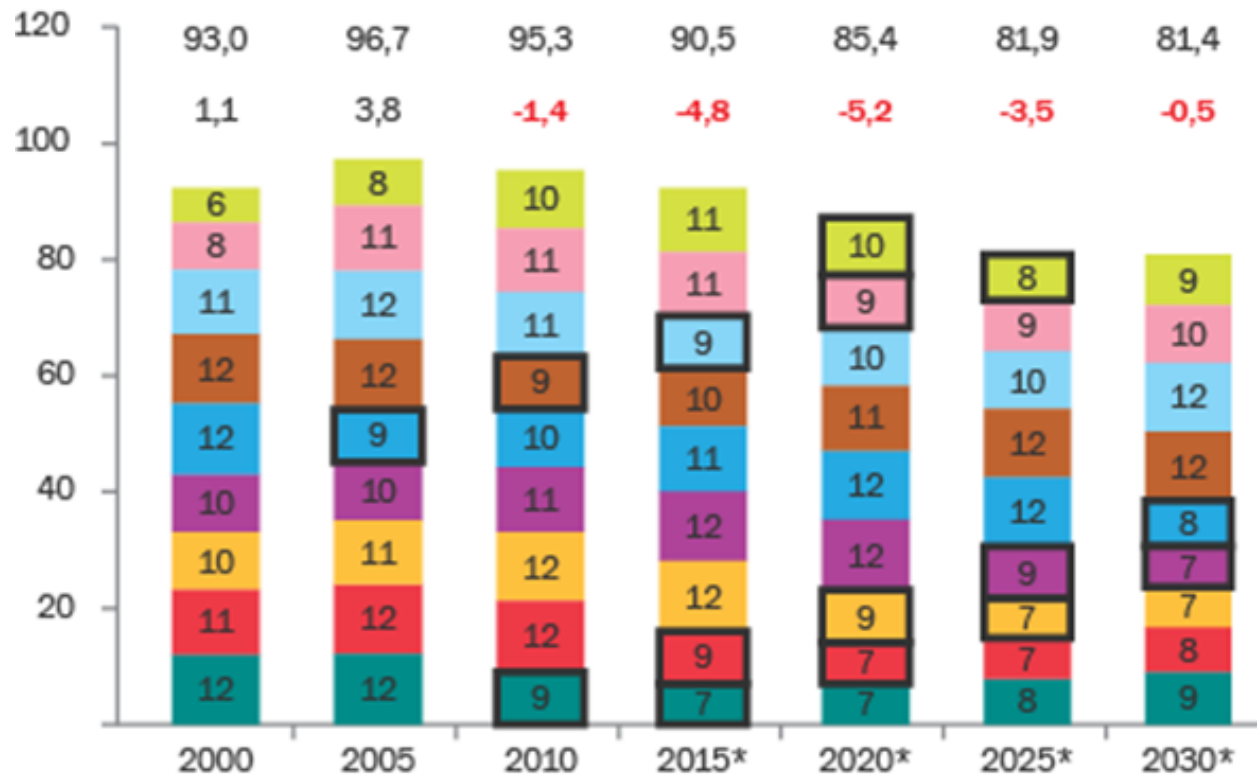
Source: Annual Ancor Randstad Survey



# Size and aging of the population



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**All population  
15-59 years old,  
million people**

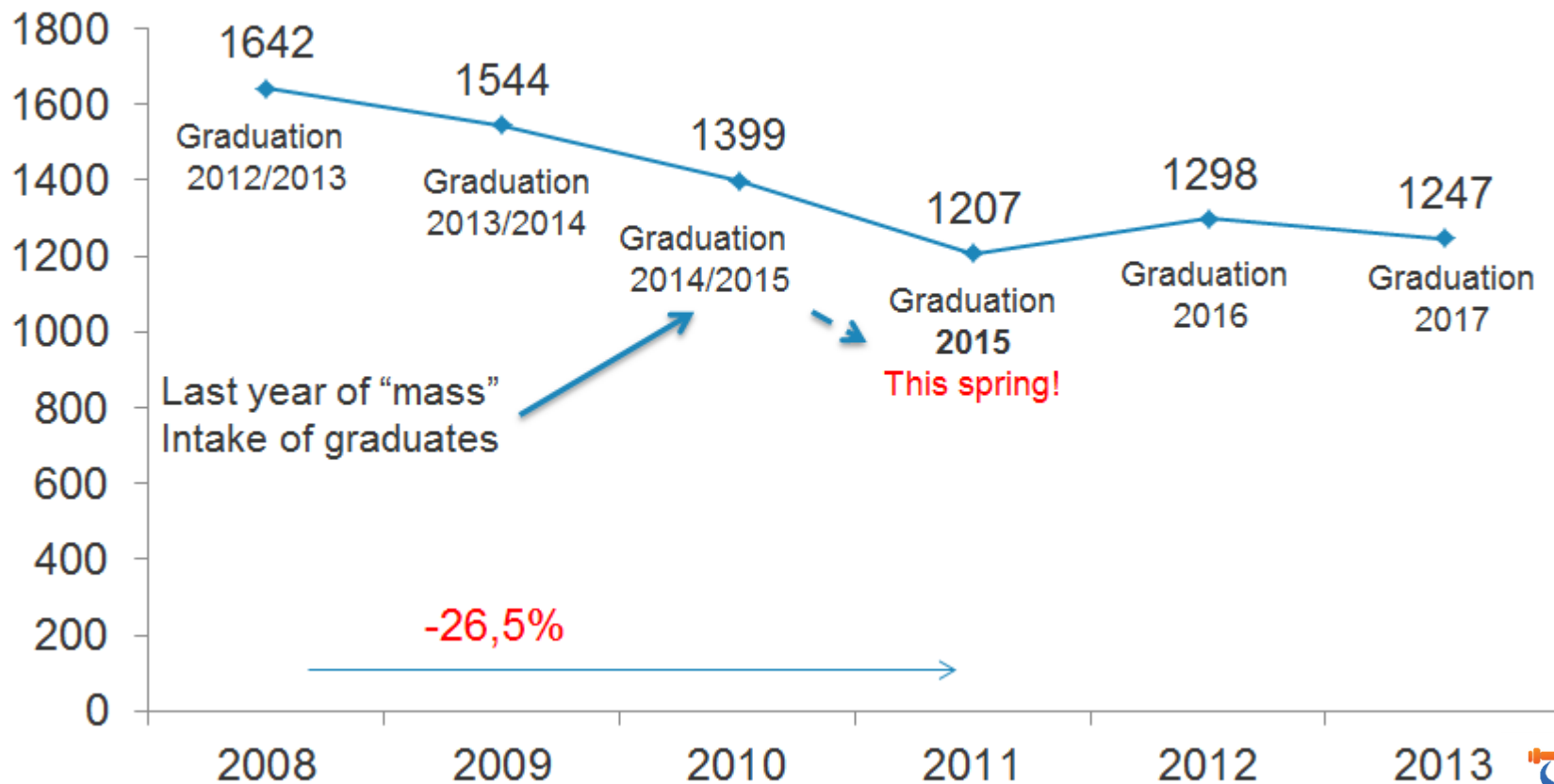


Source: Future Today survey on the Russian population



# Number of graduates available to the market

## Incoming students, 1000s .



# What is next?



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- War for talent will continue
- Russia will become less attractive to foreign workers
- Competences and soft skills will play a more and more important role
- Business will continue to work on productivity gains
- Increased share/competition of government business
- Candidates/clients have time for Reorg and! Education
- Localisation / RUR contracting
- Cost increases from your providers – Insurance, Leasing, Rent, Salaries etc.

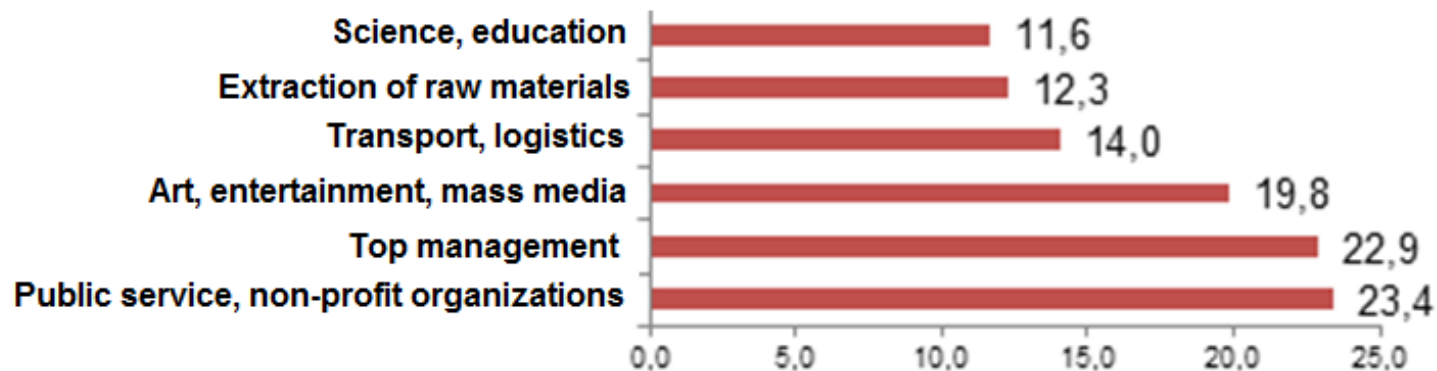


# To which sectors/positions the biggest number of CVs were sent to...



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## hh.index in professional spheres in Moscow Q1 2015



**And my personal wish – more tolerance  
to different points of view / opinions  
during geo political turbulences...**





# Charity events – contribution welcome



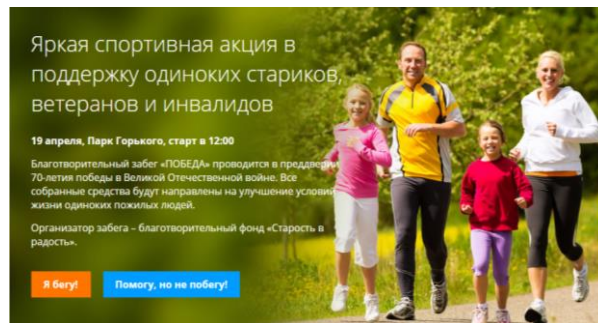
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Charity run *Zabeg pobeda* to support elderly people at retirement home

- **Date: 19 April 2015**
- Place: Gorky park
- Organizers: proactive citizens, *Starost v radost* fund
- More information:  
[www.zabeg-pobeda.ru](http://www.zabeg-pobeda.ru)



Благотворительный забег  
«ПОБЕДА»



Charity dinner to support children at the Home for Deafblind Children in Sergiev Posad

- **Date: 21 May 2015**
- Place: Jar Restaurant
- Organizer: Rotary Club Moskau Humboldt





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## **Association of European Businesses**

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# A SELECTION OF AEB HR COMMITTEE EVENTS HELD



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- AEB Open Event **"HR Excellence"**
- AEB HR Jubilee Conference **"10 Years of HR in Russia: Achievements and Prospects"**
- AEB Open Event **"Best-In-Class Talent Acquisition"**
- AEB Business Meeting **"Overview of Salary Surveys in Russia"**
- AEB Open Event: **"Retention & Engagement: What Smart Companies Really Do"**
- AEB Relocation Conference **"Bringing Expats to Russia"**
- AEB HR Conference **"Modern Trends in HR"**
- AEB Open Event **"HR Debates: General Manager At the Age of 30. Is This the Future?"**
- AEB Sixth Annual HR Conference in Krasnodar **"Trends in the Field of HR Management"**
- AEB Open Event **"HR Game"**



# SERVICES OFFERED BY THE AEB



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- Providing current first-hand **information** through the AEB website; mailings, E-Newsletters; different **publications** including AEB Position Paper, AEB Business Quarterly, "How to invest in Russia", "Step by Step: Living in Russia", Real Estate Monitor; wide range of events (over 100 yearly) including briefings by Russian and European politicians, HR, customs, tax, flagship conferences;
- **Business meetings** with high representatives of and **business missions** to Russian regions;
- Open and corporate **training** offered by AEB member companies in following areas: management and strategy, marketing and sales, finance and accounting, personal effectiveness and HR management;
- **Statistics on sales** of cars (monthly press releases; monthly flash reports for internal use; market forecasts for internal use), construction equipment (monthly reports for internal use), commercial vehicles (monthly reports for internal use; market forecasts), agricultural machines (monthly reports for internal use); crop protection products (quarterly reports for internal use);
- **Voluntary Medical Insurance**, exclusively offered to AEB members at attractive rates and with a designated call center.



# REGIONAL BRANCHES OF THE AEB/ AEB HR COMMITTEE



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Currently, the AEB has two regional branches: in Saint Petersburg and Krasnodar.

## ST. PETERSBURG

Finlyandsky Prospekt 4a,  
194044 St. Petersburg  
Russian Federation

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**Fax:** +7 (495) 234 28 07  
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350000 Krasnodar  
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**Fax:** +7 (495) 234 28 07  
**E-mail:** info@aebrus.ru

[www.aebrus.ru](http://www.aebrus.ru)



# AEB HR COMMITTEE'S EVENTS PLANNED FOR AUTUMN 2014-SPRING 2015



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- **AEB Hotel & Tourism Committee and Recruitment Sub-Committee** joint meeting to discuss Recruiter's Day (15 October 2014)
- **AT&D Sub-Committee & AEB SME Committee** open meeting (21 October, 2014)
- **Recruitment Sub-Committee** open meeting (22 October, 2014)
- **Compensation & Benefits Sub-Committee's** business meeting **"Overview of Salary Surveys in Russia"** (13 November, 2014)
- **Labour Law Sub-Committee's business meeting with Labour Inspection** (January-February, 2015)
- **Relocation Sub-Committee's conference/ business meeting "Bringing Expats to Russia"** (January-February, 2015)
- **AT&D Sub-Committee's open event, topic TBC** (winter-spring 2015)
- **Recruitment Sub-Committee's open event, topic TBC** (winter-spring 2015)

# AEB/ AEB HR COMMITTEE MEMBERSHIP BENEFITS



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The AEB members **benefit** from:

- **Prestigious networking** at committee meetings and business events;
- Support for the business operations through **lobbying activities**;
- **Visibility** through expert contributions to AEB publications and events;
- **Members news and appointments** featured in the AEB Business Quarterly and on the AEB website;
- **Online Member database** and **Annual Membership Directory**, with member companies' description and contacts;
- Numerous **advertising and sponsorship opportunities**;
- **Discounts** for hotels, restaurants, consulting services etc. in the framework of the **AEB Loyalty Program**;
- **Free of charge one-window service** of application for work visas and work permits.



# Charity events – contribution welcome



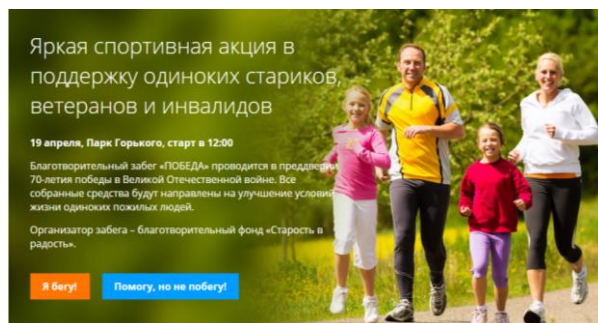
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- Ticket price: 5,000 Rub





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