



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

**AEB Business Meeting
Practical and Legal Issues of Relocation**

**November 17th, 2009
Marriott Tverskaya, Moscow**



Migration and Visa issues update

DELIGHT GROUP

www.visa-workpermit.ru

2010 Quota



- Annual quota application: deadline May 1
- More than 1400000 applications were submitted in Moscow
- Moscow Government sent only 250000 applications to the Ministry of Public Health
- Inter- agency Commission

Documents of professional education must be with apostille.



- Since September documents of professional education must be verified by apostille.
- Requirements are in agreement with law and based on:
 - Article 22 of Decree of the Government of the Russian Federation № 681 dated January 15, 2006
 - Article 24 of Decree of the Government of the Russian Federation № 681 dated January 15, 2006
 - Article 47 of FMS Order № 1 dated January 11, 2006



Migration register (registration). Basic problems with registration and deregistration.



- Amendments to Federal law № 109 –FZ “On registration of foreign nationals”
- A foreign national who owns real estate has the right to register himself
- FMS Order N 159 dated July 6, 2009 “On the confirmation of the Administrative procedure related to registration of foreign nationals in the Russian Federation”
- Host Party has the right to demand the document that a foreign national has been deregistered



Migration register (registration). Basic problems with registration and deregistration.



■ Penalties

- For officials - from 40000 rubles to 50000 rubles
- For legal entities - from 400000 rubles to 500000 rubles
- For a foreign national – from 2000 rubles to 5000 rubles
- Two or more administrative violations during a calendar year a foreign national will be not allowed to enter the Russian Federation for three years



Changes in the procedure of obtaining permission to employ foreign nationals for representative offices



- The period of duration of permission to employ foreign nationals and work permits cannot be longer than the period of duration of permission to open a representative office or a branch.

Basic reasons for issuing refusals to employ foreign nationals



1

Absence of positions (or even a company itself) in Order of Rostrud № 202 dated 07. 08. 2009 “On the assertion of work places for foreign nationals in 2009”. You can find the order www.rostrud.ru

2

A company submitted documents to the Employment Center which were in the database less than 30 days.

3

A company placed a vacancy but did not prolong it after 30 days.

Main reasons for issuing refusals to employ foreign nationals



4

The position in the Application for a work permit and the vacancy inserted into the database do not correspond to the position in Order № 202.

5

A Russian job-seeker came to your company and was denied.

6

Details of the company do not correspond to the details of the company in Order № 202.

Business trips of foreign staff

- The Ministry of Public Health and Social Development of the RF explains that the professions (positions), confirmed by Order №607, are exhaustive.
- Foreign employees with positions outside the list cannot be sent to business trips.
- Highly qualified specialists, on positions which imply business trips, can be sent to a business trip not exceeding 60 calendar days within the time period of the work permit. It can be done on condition that a foreign national has a position mentioned in the list of profession of Appendix №1 of Order №607

Relocation Through the Eyes of an Expatriate

Megan Moates, AWO

John Heisler, Move One Relocations

November 17, 2009

AEB Business Breakfast

Contents

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- Living in the City



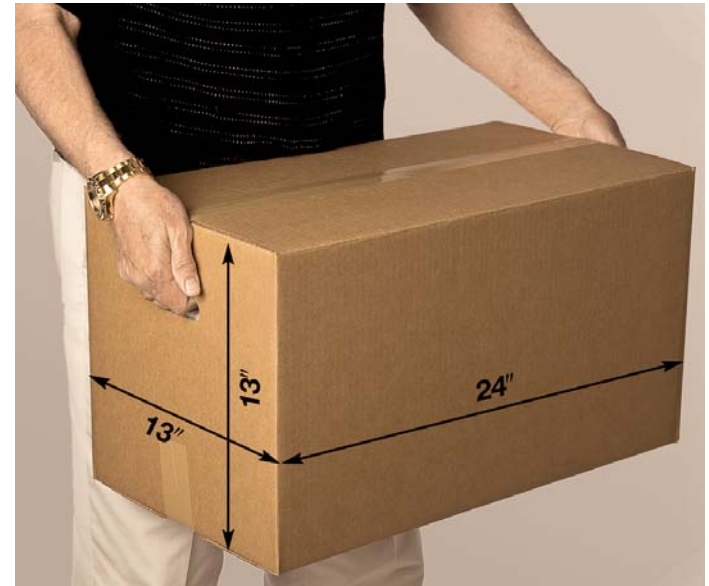
The Move

- General process
- What (not) to take with you
- Be prepared for delays



The Move

- **Make sure there is a survey**
 - Make sure the surveyor sees all you want to move but not more
 - Ensure you ask about any special rules or requirements for importing different types of goods
- Know what things to move
- Know what things NOT to move
- Prepare for delays



The Move

- Make sure there is a survey
- **Know what things to move**
 - Anything you can afford to lose
 - If there are two similar things, take the cheaper one
 - Move things that are non-existent in the destination country (like special mattresses)
- Know what things NOT to move
- Prepare for delays



The Move

- Make sure there is a survey
- Know what things to move
- **Know what things NOT to move**
 - Drugs
 - Alcohol (differs from country to country)
 - Weapons
 - Fine art and antiques (require special handling)
 - Pets (require special handling & procedures)
 - Anything you can't afford to lose
- Prepare for delays



The Move

- Make sure there is a survey
- Know what things to move
- Know what things NOT to move
- **Prepare for delays**
 - It is your relocation company's responsibility to notify you and tell you WHY
 - Be aware of the climate at destination (good idea to take winter clothes with you when moving to Russia in autumn)
 - Take items that you cannot be without in the event of a delay with you (remember that many items or similar items may be available at destination, too).



	STD Airlines	Flight no.	To	ETD	Gate	Remarks
00:45	QANTAS	QF 0001	LONDON		E6	FINAL CALL
00:50	KQ Kenya Airways	KQ 0231	NAIROBI	08:30	F2	DELAYED
06:30	Mahan Air	W5 5044	TEHRAN		E2A	CLOSED
06:50	UNITED	UA 0838	WASHINGTON	06:40	D2	BOARDING
07:00	Flydubai	FD 3612	PHNOM-PENH		F6	FINAL CALL
07:05	Flydubai	FD 3501	SINGAPORE		F2A	NEW GATE
07:05	Allegiant	IC 0852	KUALA LUMPUR	07:20	F3	OPEN

Finding a New Home

- **Monday:**
We arrive
- **Tuesday:**
We choose the flat
- **Wednesday:**
We're at work



Finding a New Home

- **Prepare in advance**
 - There are many opportunities to learn about your new city and its neighborhoods
 - Your relocation company can help you with it
 - Allows you to focus upon arrival, saving valuable time
- A good landlord
- Landlord issues
- Tips when choosing a flat



Finding a New Home

- Prepare in advance
- **A good landlord**
 - Seeming interested in actually renting the flat is a good sign
 - Flexibility in negotiations
 - Helpful if has had experience with expats before / speaks your language
 - Warns you in advance about any additional charges and agrees to put them in the agreement
 - Is not going to take advantage of currency rate change to increase the rent
- Landlord issues
- Tips when choosing a flat



Finding a New Home

- Prepare in advance
- A good landlord
- **Landlord issues**
 - Landlord's spouse may have different ideas on terms than what was agreed at signing
 - Renegotiation possibilities (payment increase or decrease)
 - Increase of number of people living in the flat (children)
 - Interior change issues
 - Damage to the flat
- Tips when choosing a flat



Finding a New Home

- Prepare in advance
- A good landlord
- Landlord issues
- **Tips when choosing a flat**
 - Get as much info as possible in advance
 - Account for the location of the office and transport lines to and from
 - Try to stay as close to the metro as possible (if not living at walking distance from office etc.)
 - Steer clear of landlords who are too stubborn / suspicious at the negotiations even if the flat is perfect



Response	Percentage
Good	55%
Not good	45%

- [illegible]

Life in the City

- **Learn Cyrillic alphabet in advance**
 - Speaking Russian obviously helpful, knowing Cyrillic alphabet is absolutely necessary
 - Most street signs are not dubbed in English, especially outside the center
 - In the Metro, Cyrillic is a **MUST**
 - Greek language learned in college can help - many letters are similar
- Getting around
- Who can give advice?
- Sources of information



Life in the City

- Learn Cyrillic alphabet in advance
- **Getting around**
 - Metro is very efficient – as soon as you start understanding Cyrillic it is very easy to use and much faster than using cars
 - Buses and trams require knowledge of Russian or someone's advice – it is not always clear where they go and where the stops are
- Who can give advice?
- Sources of information



Life in the City

- Learn Cyrillic alphabet in advance
- Getting around
- **Who can give advice?**
 - Your relocation company
 - Friends and colleagues who have lived in the country
 - Women's groups
- Sources of information



Life in the City

- Learn Cyrillic alphabet in advance
- Getting around
- Who can give advice?
- **Sources of information**
 - Relocation companies offer settling-in guides
 - Online resources, like Move One City Guide
 - Global expat communities like InterNations or Small World where one can find useful information and tips from expats themselves
 - Company material



Summary

- **The Move**

Be clear on what to move, know rules for special goods, don't move anything you cannot live without and be prepared to delays

- **Finding a New Home**

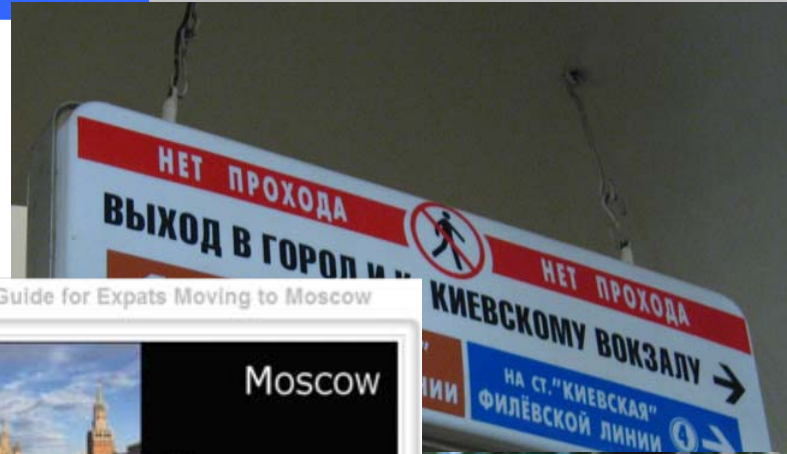
Know good locations in advance, steer clear of landlords and deals that seem suspicious and try to settle close to transport routes

- **Living in the City**

Learn to read Cyrillic, ask for all advice you can and make yourself familiar with info sources



Q&A Session



Move One
city GUIDE

Move One
RELOCATIONS

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For Kids
Pets
Also Useful



Moscow, a city of contrast and rapid development, has thrown open its doors to business and tourism since the collapse of the Soviet Empire. The city has become the epicentre of new Russia, where cityscapes stand along side ancient monasteries, while motorbikes stream through the streets coping capital around the world - working hard and playing hard.

Moscow is situated in the heart of what is known as European Russia. The notorious Red Square sits on the east side of the city, where the Moscow River empties along the south side. The city is made up of four distinct planes of development, each holding a selection of museums, monasteries and ornate buildings ready to dazzle the passer by.



November 17, 2009

Megan Moates, John Heisler