



**Webinar
Language: RUS**

**23 November
2021
14:00 – 16:15
Zoom**

Business meeting, organized by the Compensation & Benefits Sub-Committee of the AEB HR Committee

OVERVIEW OF SALARY SURVEYS IN RUSSIA 2021

PROGRAM

Moderator:

Valeriya Konyamina, Compensation & Benefits Sub-Committee Chairperson

14:00 – 14:05

INTRODUCTORY REMARKS

Irina Aksenova, AEB HR Committee Chairperson

14:05 – 14:10

GENERAL TRENDS IN COMPENSATION STRATEGY IN RUSSIA

Valeria Konyamina, Compensation & Benefits Sub-Committee Chairperson

14:10 – 15:05

TRENDS IN SALARIES AND COMPENSATION STRATEGIES IN VARIOUS INDUSTRIES

Nikita Zakharov, Assistant manager, People Advisory Services, EY

- Actual and planned salary changes according to EY salary surveys: general market, FMCG, O&G, Pharmaceuticals;
- Labor market trends. Remote work.

Voronina Nadezhda, Manager, People and Organization, PwC

- Major trends on the labor remuneration market;
- Trends and key features of the Finance & Manufacturing/Retail/Transport sector;
- Plans for salary changes in 2022.

15:05 – 15:20

JOB MARKET OVERVIEW 2021. CANDIDATE'S OPINION

Konstantin Bryauzov, Partner, Head of recruitment, Antal Russia

- Salary expectations when changing job
- Finance and non-finance motivation by candidates' specialization
- Reasons for changing jobs and choosing current company
- Salary increase trends by Industry

15:20 – 15:45

HOW TO COMMUNICATE ALL COMPANY'S BENEFITS TO 17,000 STORES

Andrey Demochkin, Product Owner of the Compensation, Benefits and Organizational Development Department, LLC "Pyaterochka"

15:45 – 16:05

COMPENSATION & BENEFITS. OBI PRACTICAL CASE,

Zhanna Sushko, Compensation and Benefits Manager, OBI

16:05 – 16:15

Q&A

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**Working
language:**

Russian. Translation will be provided upon request.

Contact person:

Svetlana Nechaeva, AEB HR Committee Coordinator,
Tel: +7 (495) 234 27 64, ext. 139, Svetlana.Nechaeva@aebrus.ru

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