

# Where Do Professionals Move? Map of Staff Movement in Russia

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ancor

# ANCOR: facts

- ANCOR is **recruitment, staffing and HR administration services** company in Russia and the CIS
- **We are 21.** ANCOR was founded in **1990**
- Our network includes over **40** offices in **Russia, Ukraine, Belarus, Kazakhstan**
- Our client list includes over **1 600** international and local companies
- Over **1200** employees work for our clients and candidates
- ANCOR Holding is a private Russian joint-stock company
- ANCOR Holding **headquarters** is located in **Moscow, Russia**

# Labor Market. Trends

- by now according to our estimates the labor market recovered by 90%;
- demand for qualified personnel is evidenced by indicators of demand for recruitment services in 32 regions of the Russian Federation: in the first half of 2011 a number of employers' requests for recruitment services increased by 60%;
- generally the labor market in 2011 is much more flexible if compared to the previous year;
- there is still anxiety about the unstable situation; however being in demand, majority of candidates who have jobs are still willing to consider offers from other employers;
- the major part of specialists in high demand are still represented by sales specialists, specifically sales departments' managers and directors.

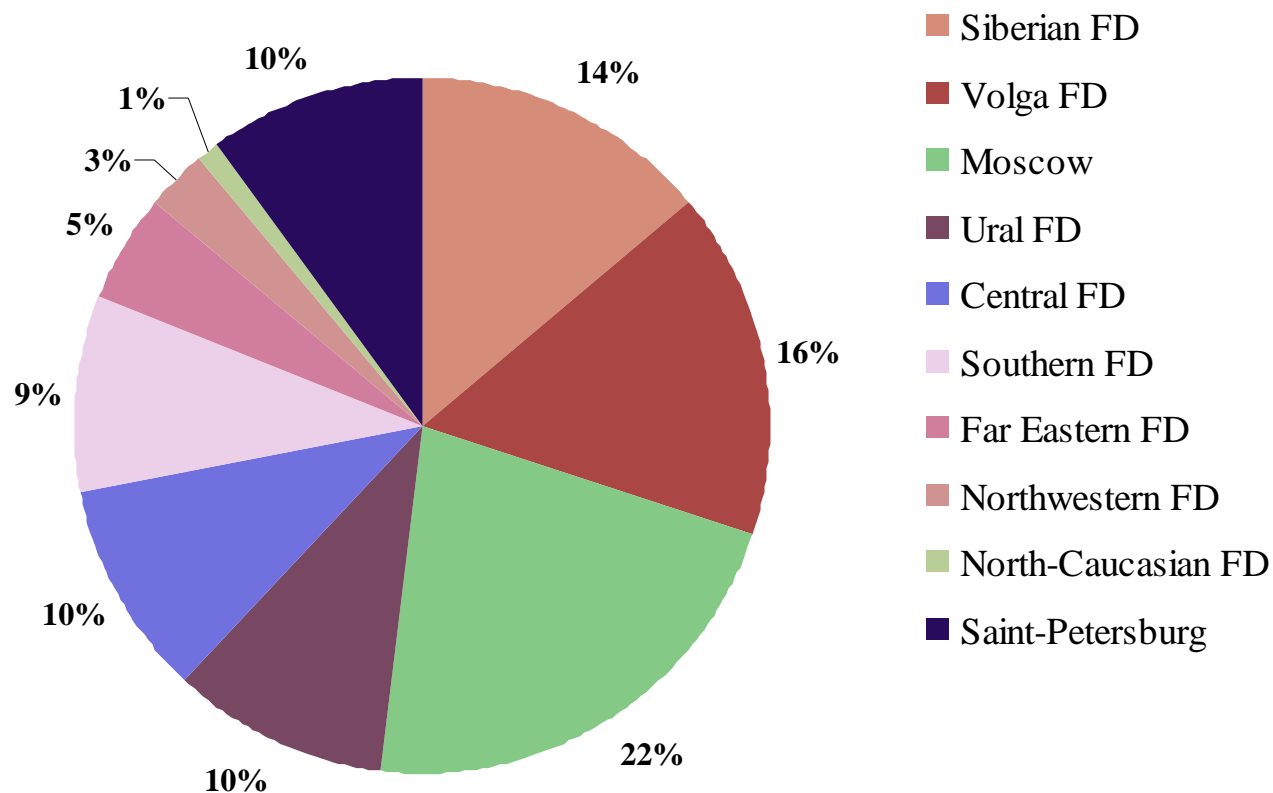
# Labor Market. Economic trends

- unemployment rate amounted to 6.1% in August 2011
- according to the estimations of the International Labor Organization (ILO) the total number of unemployed is three and a half times higher than the number of unemployed people registered at employment offices
- the number of employees who arrived in Russia decreased by 32%, while the number of employees who left Russia increased by 3.4% in 2010 according to the Rosstat data
- in 2010 the number of migrants inside Russia grew by 203.0 thousand people or by 11.9% if compared to the previous year.

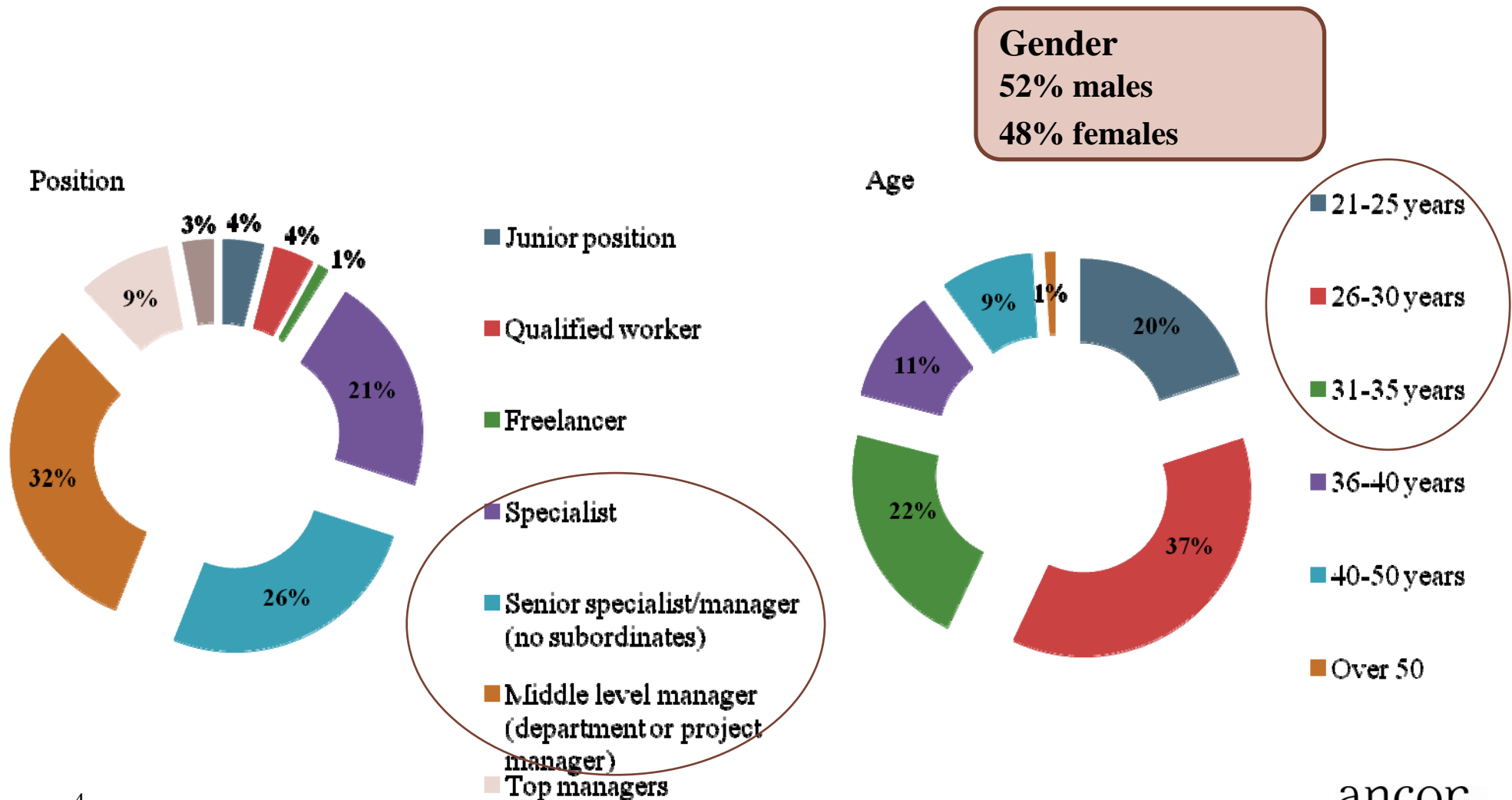
# About the Research

Purpose	To make a map of personnel movement in Russia, as well as analyze motives that lie behind candidates' probable or actual moving to another region.
Audience	Number of participants: 7,500 people
Geography	Vladivostok, Vladimir, Volgograd, Voronezh, Yekaterinburg, Irkutsk, Kazan, Kaliningrad, Kaluga, Kemerovo, Krasnodar, Krasnoyarsk, Lipetsk, Moscow, Nizhny Novgorod, Novokuznetsk, Novosibirsk, Omsk, Perm, Rostov-on-Don, Ryazan, Samara, Saint-Petersburg, Saratov, Tver, Tomsk, Tula, Tyuman, Ufa, Khabarovsk, Chelyabinsk, Cherepovets, Yuzhno-Sakhalinsk, Yaroslavl.
Research Period	<b>August – September 2011</b>

# Geography of the research

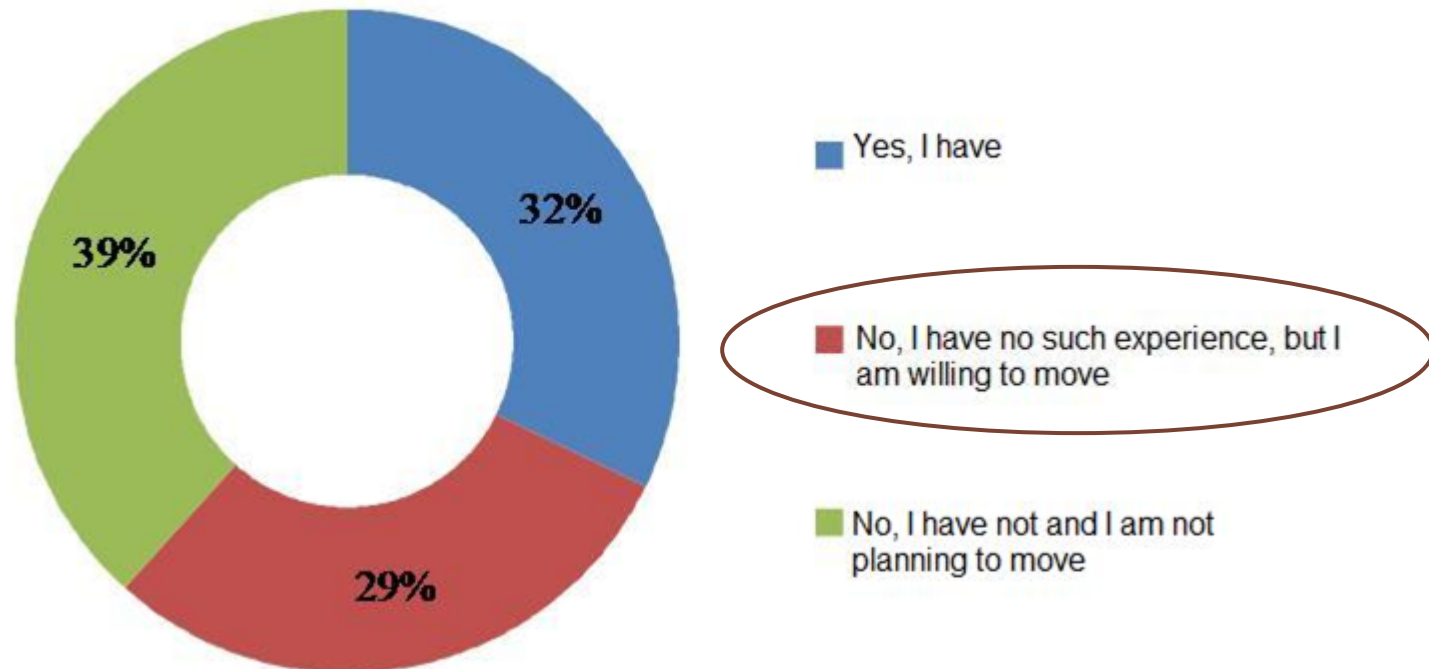


# Respondent's Profile



# Experience of relocation to another region

Have you Ever Moved to Another Region or Country?

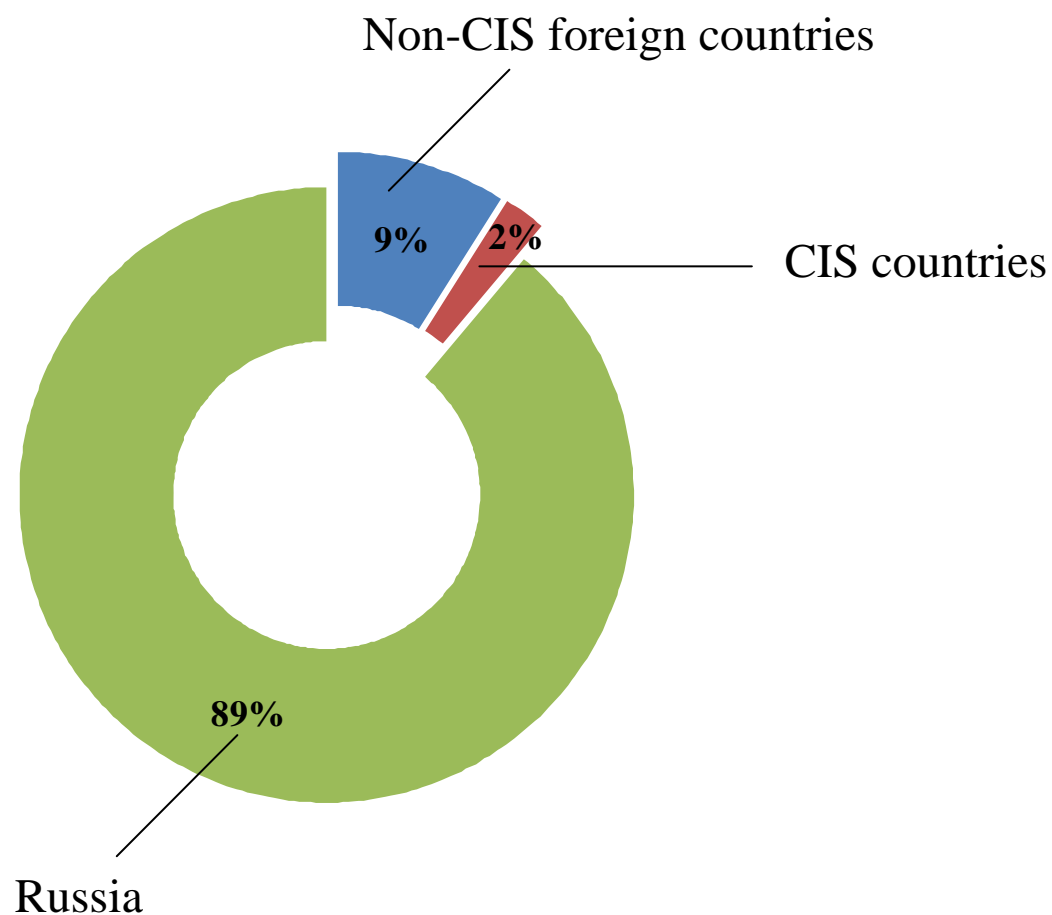




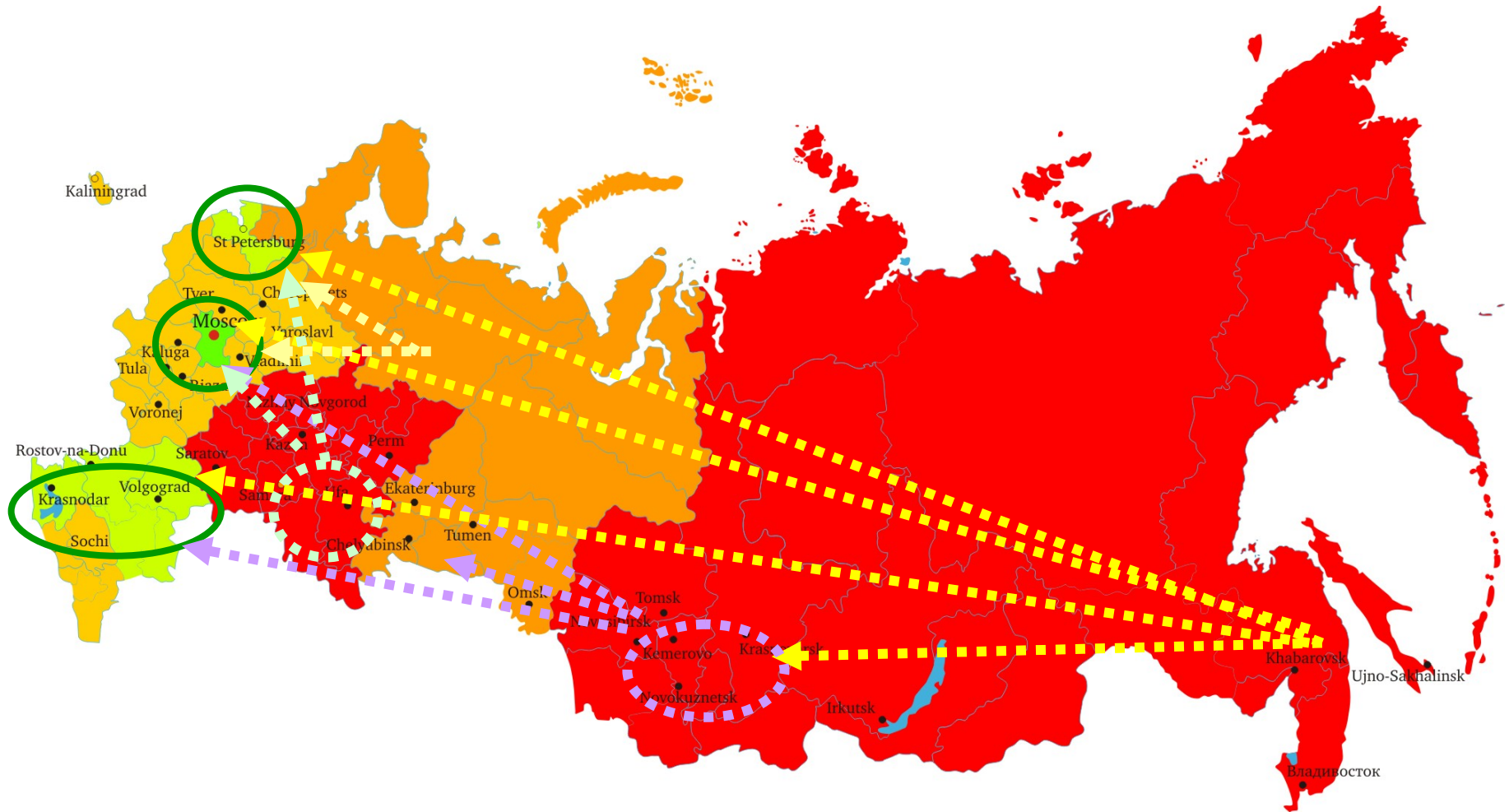
# I. Respondents Who Have Experience of Relocation to Another Location








# Regions Where People Move



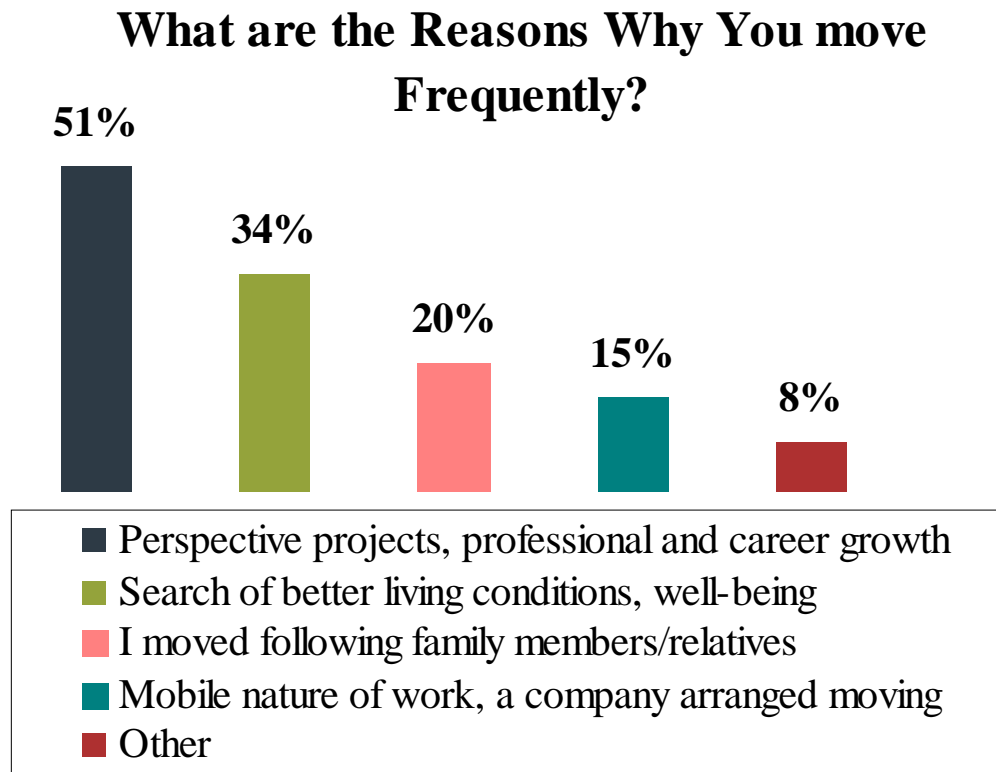
# Map of Personnel relocation in the RF



# Personnel Movement: Color Indicators

	Difference between inflows and outflows is more than 10% Moscow (+12)%
	Difference between personnel inflows and outflows 1-9% Southern FD (+1%), Saint-Petersburg (+4%)
	Difference between personnel inflows and outflows (-1%) Central FD (-1%), North Caucasian FD (-1%)
	Difference between personnel inflows and outflows is lower than (-2%) Ural FD (-2%), Northwestern FD (-2%)
	Difference between personnel inflows and outflows is under (-3%) and lower Far Eastern FD (-3%), Volga FD (-4%), Siberian FD (-4%)

# How Often Did You Move and What were the Reasons for Relocation to another Location



## Number of relocations:

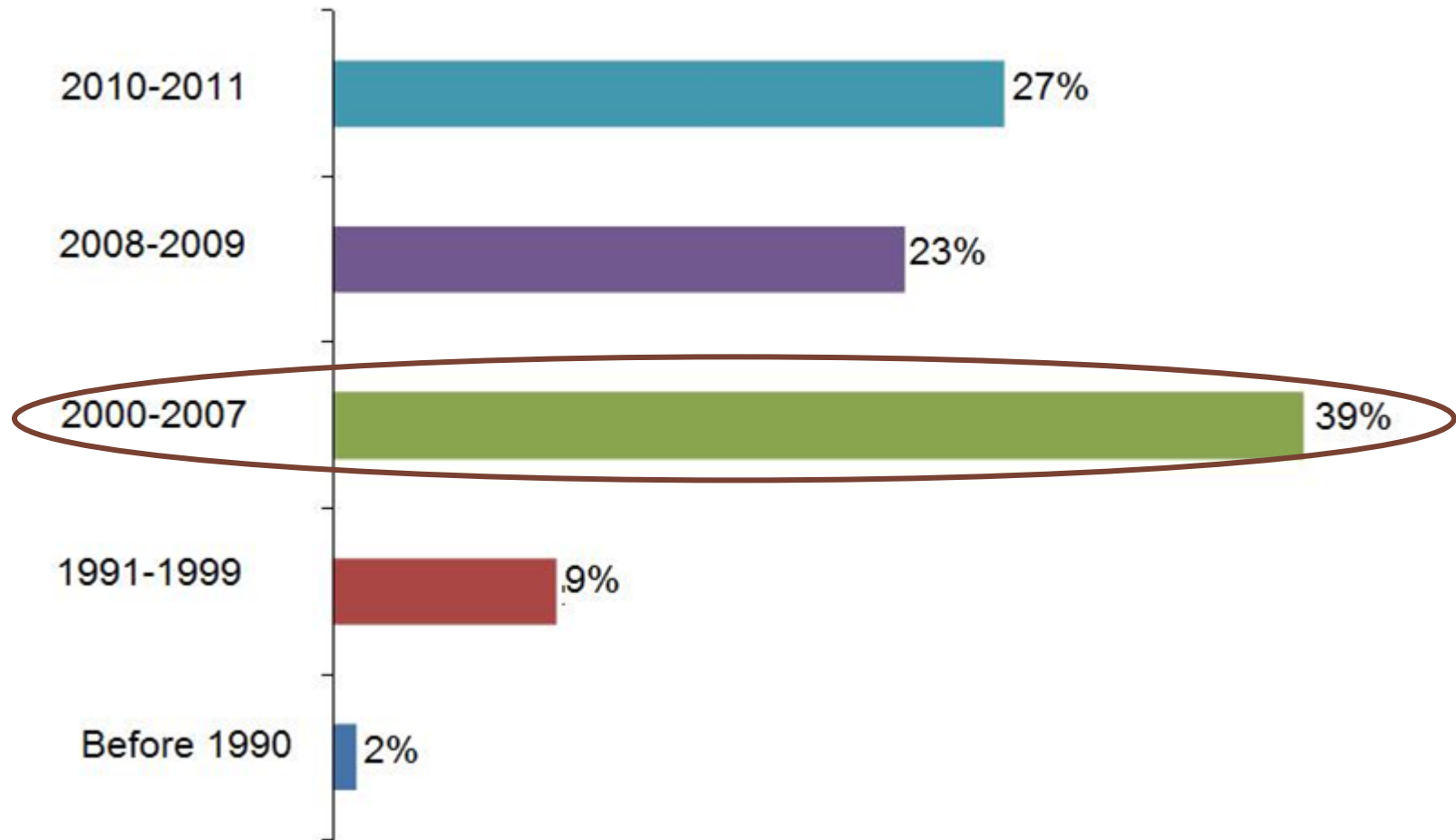
One – 58%

Two – 27%

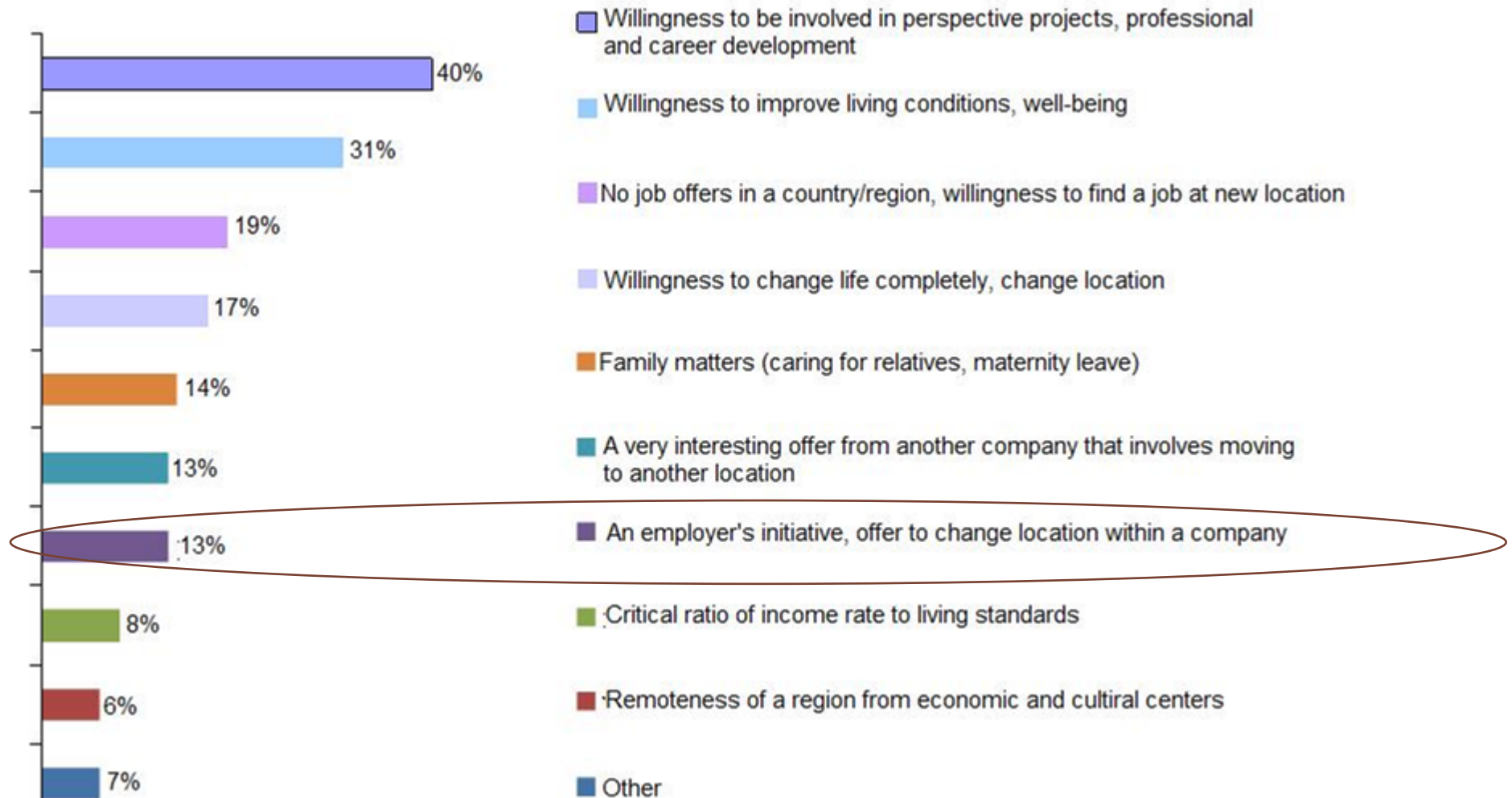
Three-five – 12%

More than five – 3%

# When was the last time you moved?

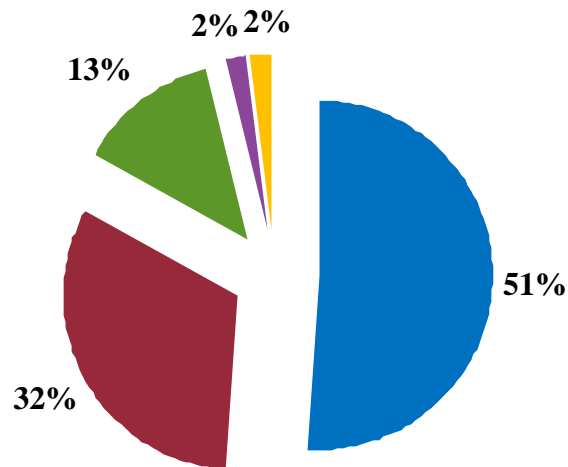


# Reasons of relocation



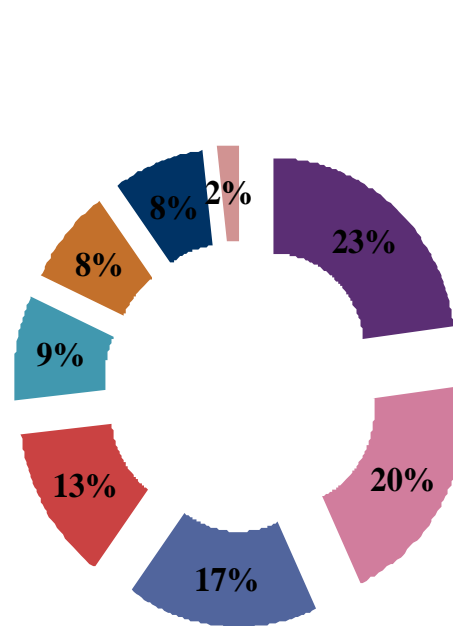
# Experience of relocation: Assessment and Perspectives

**Moving Experience Assessment by Five-Point Grading Scale**



- "5" I certainly benefited from it
- "4" Experience is positive overall
- "3" I'm not quite satisfied with moving
- "2" I regret moving to another place
- "1" I'm highly dissatisfied

**Are you ready to move in the future?**



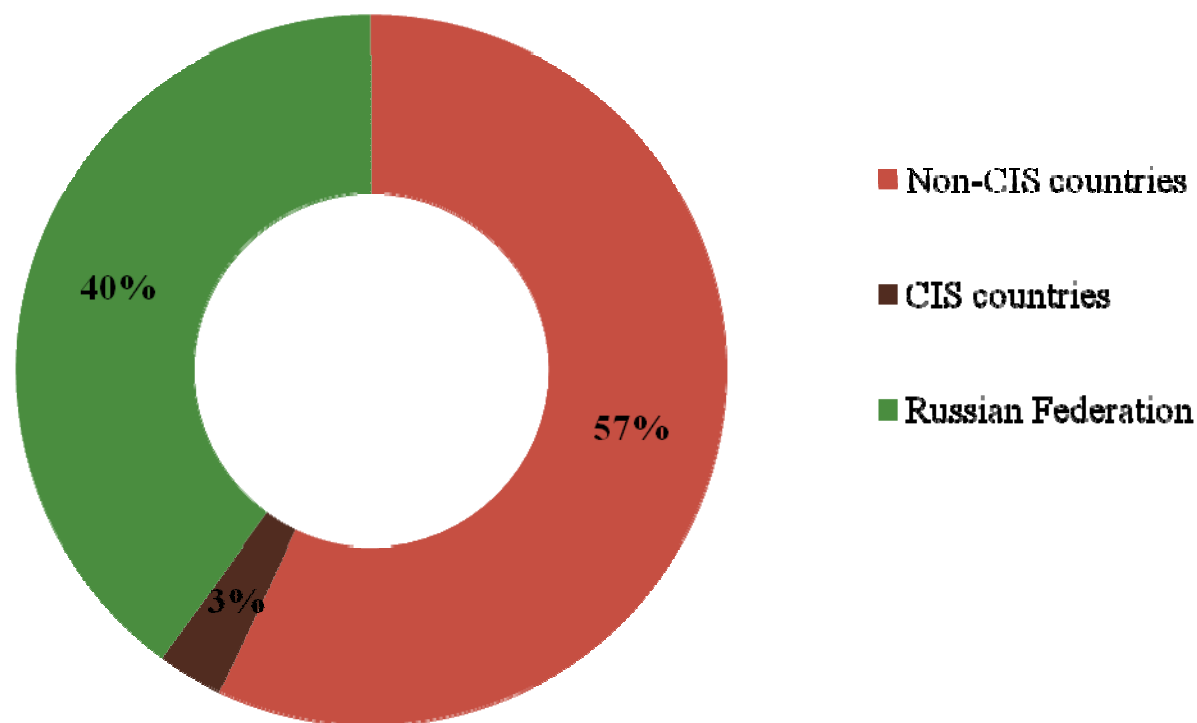
- Yes, if moving does not interfere with my family relationships
- Yes, if an employer compensates moving expenses
- Yes, if there is an opportunity to move to non-CIS foreign countries
- Yes, no matter what
- Yes, if it is temporary relocation, for example, in case of temporary employment or work under a rotating scheme
- Other
- No, I can't move again
- Yes, if I come back to "my small motherland"



## II. Respondents Who Plan to Relocate









# Where Would you Like to relocate?



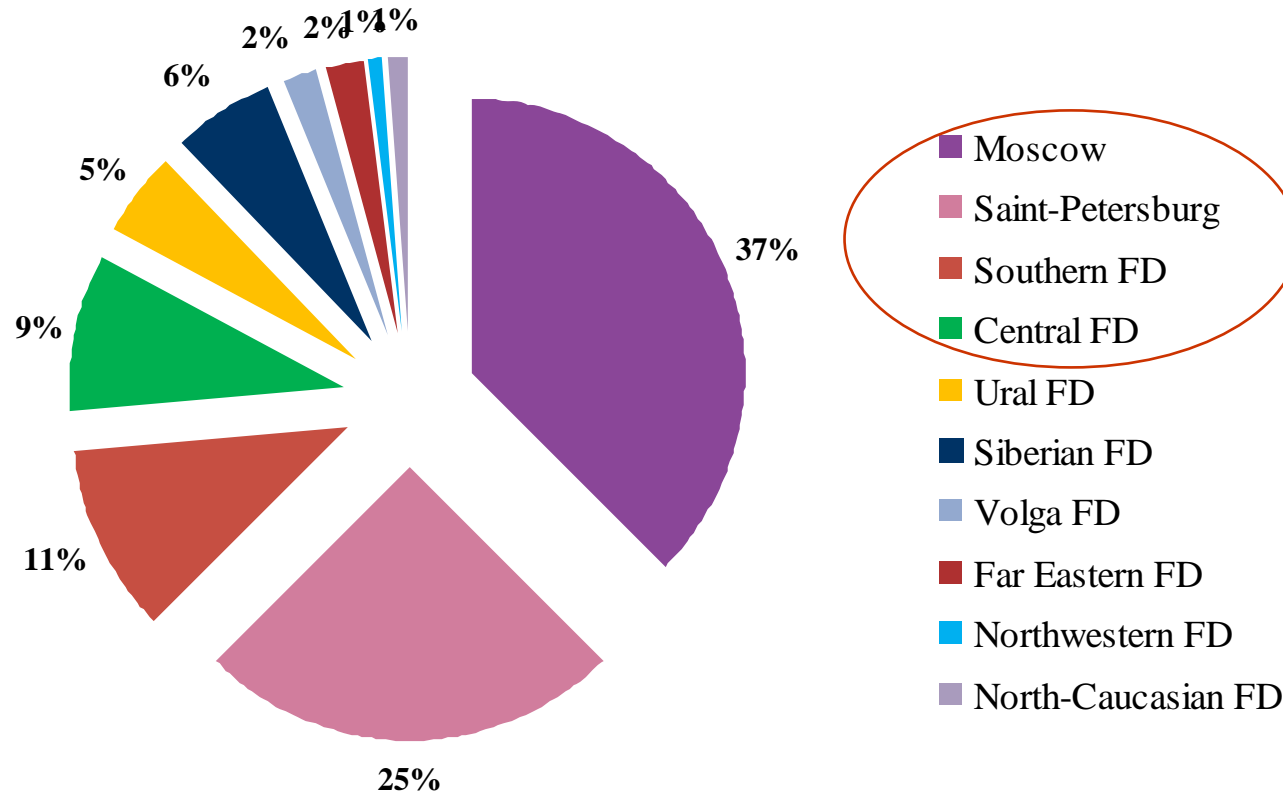
# Map of the Regions from Which People Plan to relocate within the Russian Federation



# Moving Plans: Color Indicators

-  Difference between planned inflows and outflows is more than 10%  
**Moscow (+13)%, Saint-Petersburg (+11%)**
-  Difference between planned personnel inflows and outflows is from 1% to 9%  
Southern FD (+2%)
-  Difference between planned personnel inflows and outflows is 0%  
Central FD, North Caucasian FD, Northwestern FD - 0%
-  Difference between planned personnel inflows and outflows is under (-5%)  
Ural FD (-4%), Far Eastern FD (-4%)
-  Difference between planned personnel inflows and outflows is from (-6%) to (-10%)  
Siberian FD (-7%)
-  Difference between planned personnel inflows and outflows under (-10%)  
Volga FD (-11%)

# Plans for relocation to the Regions of the Russian Federation

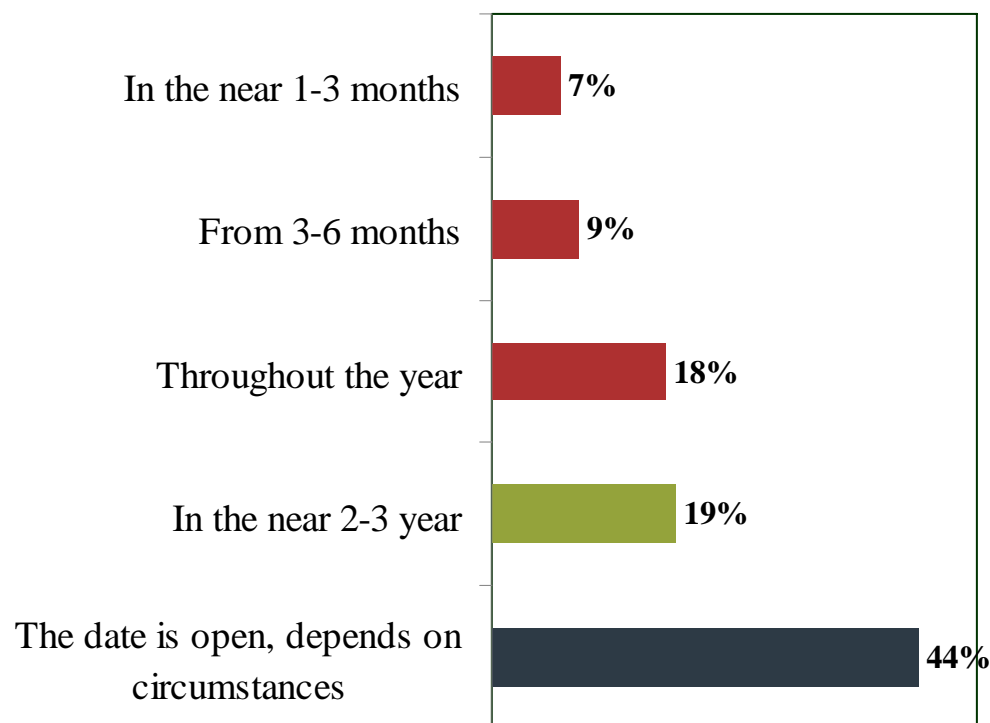


# Plans: Reasons and Periods of relocation

## Circumstances that lie behind the decision to move

- as soon as the job is found in a new region - **54%**
- as soon as accommodation issue is settled - **17%**
- other - **13%**
- as soon as the company offers to compensate moving expenses - **11%**
- as soon as relatives/family members agree with this decision - **5%**

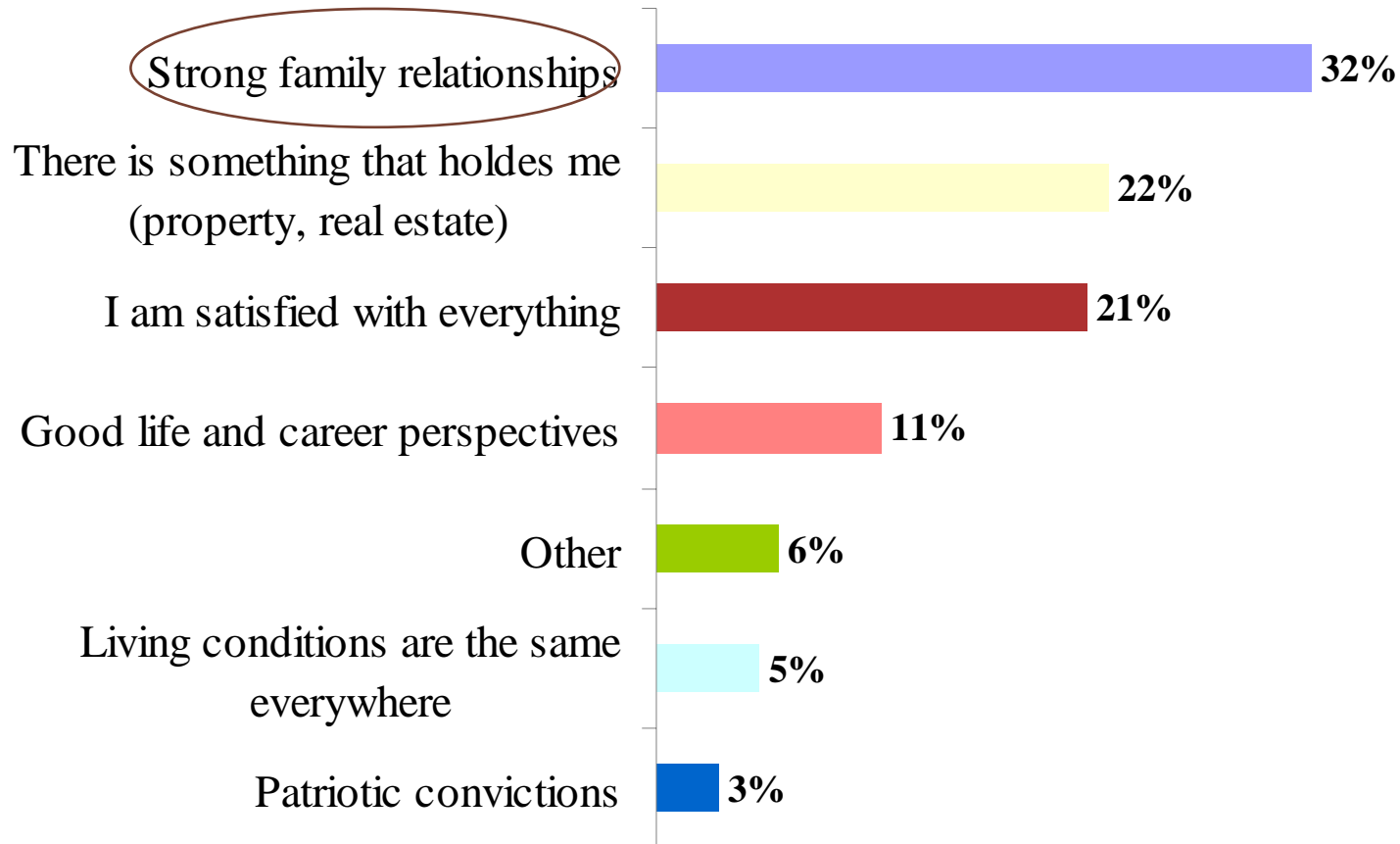
## When would you like to move?



### III. Respondents Who are Not Interested in Moving to another Location



# Reasons Why People are not Interested in Moving to another Location





# Comments of the Respondents

- «My personal opinion is that moving of professionals from one region to another has overall positive impact on the country' economy. Transferring their knowledge and experience from one region to another , they help to improve the competence of the specialists of their category, thus it has a positive impact on the economical situation».
- «Moving always involves high risks which may be justified only by a favourable salary offer or considerable improvement of living conditions».
- «Griboedov wrote "That place is best of all where we haven't been at all". He was partially right».

# Conclusions

- The research revealed evident willingness of Russia's residents to move to more developed regions within the country, specifically Moscow, Saint-Petersburg, and the Southern FD.
- Non-CIS foreign countries are considered as the most attractive region for external migration, namely European countries and USA/Canada.
- Staff mobility rate tends to become higher: more and more people are ready to move, and more than 60% of the respondents have moved before or are ready to move under certain circumstances.
- Low rate of candidates who moved upon an employer's initiative.
- Overall, in addition to the material factor and better living conditions, Russian citizens consider it is important to be near their family, and that may affect possibility of moving to another location.

# Thank you for your Attention!

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