

“Legal and HR Issues in the Downturn”

Wednesday, April 1, 2009

Ararat Park Hyatt Hotel, Moscow, Hall Sargysyan

Gold Sponsor

BEITEN BURKHARD

PROGRAMME

CONFERENCE

8.30 – 09.00	- REGISTRATION -
09.00 – 09.20	Introduction – Tim Carty, Chairman of the HR committee of the Association of European Businesses, Ernst and Young, Partner
09.20 – 10.30	<p>EFFECTIVE HR MANAGEMENT AT THE TIME OF THE COMPANY'S COSTS OPTIMIZATION. Moderator – Sergey Stefanishin, Chairman of the AEB Legal Committee, Director, Ernst and Young</p> <p>Topic to be specified – Andrey Isaev, Duma (to be confirmed)</p> <p>Change of the terms and remuneration of work – Sergey Yuriev, Partner, and Ernest Agayan, Senior Associate, CMS</p>
10.30 – 10.50	- COFFEE -
10.50 – 12.30	<p>EFFECTIVE HR MANAGEMENT AT THE TIME OF THE COMPANY'S COSTS OPTIMIZATION. Moderator – Sergey Stefanishin, Chairman of the AEB Legal Committee, Director, Ernst and Young</p> <p>Reduction of staff or costs: legal aspects of HR management Elena Balashova, Partner, Beiten Burkhardt</p> <p>HR management and cost optimization. Dealing with the downturn and thinking about the future Julia Denisova-Akcakoca, Head of Reward and HR Operations, BP Natalya Karpushina, HR Manager, Castrol CIS</p> <p>Application of labour law norms in the period of economic downturn. – Sergey Kouksa, Lawyer, Labour Law Bureau</p> <p>Q&A Session</p>
12.30– 13.30	- LUNCH -
13.30– 15.30	<p>OVERVIEW OF THE LABOUR MARKET (SALARY SURVEYS IN THE RF) Moderator – Anne Ramsay, Chairman of the Comp and Ben subcommittee, HR Director, Cushman&Wakefield, Stiles&Riabokobylko PANEL DISCUSSION</p> <p>Elena Rybakova, Senior consultant, Ernst and Young (Labour market trends in terms of headcount changes and plans , salary revision in 2009)</p> <p>Stephen Quick, Director, Human Resource Consulting, PricewaterhouseCoopers (Update on remuneration and HR trends)</p> <p>Irina Chernozubova, Reward Information Services Manager, HAY GROUP (Sector comparison of retail, oil&gas, finance/banking, industry, FMCG sectors actions)</p> <p>Sonya Boguslavskaya, Senior Manager, PYNES HUMAN CAPITAL (in partnership with WATSON WYATT) (Executive reward survey, Russia 2008)</p> <p>Michael Germerschausen, Partner, ANTAL INTERNATIONAL (Retail Sector)</p> <p>Veronika Onishenko, Head of HR consulting dept, KELLY SERVICES (pharmaceutical sector)</p> <p>Sergey Gadetsky, General Director, Human Capital Solutions (in partnership with Mercer) (FMCG sector in comparison with other industries)</p>
15.30 – 15.45	Closing remarks – Sergey Stefanishin, Chairman of the AEB Legal Committee, Director, Ernst and Young,