

SYNOPSIS ON THE TOPIC

Labor Market



Measures taken and trends underway that impact the development of labor markets, future trends that will reshape labor and the structure of employment, a rise of new professions and job security.

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41 RUSSIA ECONOMIC REPORT: MODEST GROWTH; FOCUS ON INFORMALITY

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THE EASTERN ECONOMIC FORUM - 2019

A New Workforce for the New Economy: Achieving a Major Improvement in the Quality of Education

📅 5 September 2019 ⌚ 11:30–13:00



Moderator

Andrei Sharonov

President, Moscow School of Management SKOLKOVO

KEY CONCLUSIONS

Economy growth in the Far East creates favourable conditions for human capital development

In terms of human capital development potential the Far East is developing fairly well compared to the average in Russia: first of all it is good demographics, a higher share of young people than on average in Russia, a big share of men – Marina Dedyushko, Deputy Minister for the Development of the Russian Far East.

“We cater to mining universities in Yakutia and beyond. Over the first 8 months in 2019, we have employed 2 thousand people. <...> Young people are relocating, and the trend shows they will keep coming – Artem Levin, General Director, Management Company Kolmar.

The region’s demand for higher education and vocational training is on the rise

The Far Eastern Federal District has 231 secondary vocational training facilities and 24 universities that also provide vocational training. <...> 55% of their alumni find jobs within a year after graduation – Pavel Zenkovich, First Deputy Minister of Enlightenment of the Russian Federation .

This year, the whole system of secondary vocational training is on the rise. <...> We had a public contract for 115 people, but we enrolled 400 students, which means that they are paying for their education – Andrey Leifa, Acting Rector, Amur State University.

Over the last years, our region – Amur Region – has been going through major changes, we have large investors and big operations. <...> Of course, it has an impact on developing the system of vocational training in the region. Basically, Amur

Region has 5 public educational facilities, including 4 industry specific ones – Andrey Leifa, Acting Rector, Amur State University.

In Yakutia we definitely see a new evolving economy that is being created in traditional industries because requirements to professions change, and this is a completely new economy, where new competencies are needed – Vladimir Solodov, Chairman of the Government of the Republic of Sakha (Yakutia).

The revision cycle for technological solutions in complicated operations is 2–3 years. <...> We strive to organize our work for the next three years in such a way that we have a training programme planned and executed. This is a fairly big challenge – Alexey Ponomarenko, Head of Engineering Competencies Development Office, Rosatom Academy .

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ST. PETERSBURG INTERNATIONAL ECONOMIC FORUM 2019

Human Resources for the Transition to the Economy of the Future

📅 7 June 2019 ⌚ 12:00–13:15



Moderator

Vladislav Butenko

Senior Partner of The Boston Consulting Group



Moderator

Alexey Likhachev

Chief Executive Officer, State Atomic Energy Corporation ROSATOM

KEY CONCLUSIONS

Today's economy changes

The future of engineering professions is shifting from hard

requirements to the labour market

skills to soft skills. Engineers of the future should have entrepreneurial competencies on top of mobility – [Nenad Popovic](#), Minister for Innovation and Technological Development of the Republic of Serbia.

The younger generation will not go for an office job – this is a dated model. Those who were born after 2000 will give the system a boost – [Simon Bartley](#), President, WorldSkills International.

The human resources policy should be based on a person's needs and capabilities

The motto is 'Addressing the Person': building a system around the person, their talents, practical skills and ability to be agile and adapt to the labour market. It results in a person-oriented model for preparing human resources – [Alexey Likhachev](#), Chief Executive Officer, State Atomic Energy Corporation ROSATOM.

When we address human-centeredness, we should not forget that it is not just a person we work with – it is a whole family. We endorse relocation of whole families; we help with employment for their children; together with initiating investment programmes, we call on regional authorities to develop kindergartens and schools; we prepare a comfortable social infrastructure for people – [Mikhail Karisalov](#), Chairman of the Management Board, Chief Executive Officer, SIBUR .

In today's world, we need to change the management paradigm. Industry-specific expertise is not as important for top management anymore as the human environment and the ecosystem around. CEOs of large corporations spend 90% of their time on developing ecosystems and relations – [Kirill Kravchenko](#), Member of the Management Board and Deputy Chief Executive Officer, Gazprom Neft .

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ST. PETERSBURG INTERNATIONAL ECONOMIC FORUM 2019

Corporate Social Responsibility as a Driver of Sustainable Development

📅 6 June 2019 ⌚ 16:45–18:00



Moderator

Alexey Borisov

Secretary-General, United Nations Association of Russia; Vice President, World Federation of United Nations Associations

KEY CONCLUSIONS

Corporate social responsibility is important for society and business itself

[The focus on responsible and ethical behaviour on the part of business is in the interests of the state, society, and companies themselves]. First of all, there are financial benefits. <...> The second one is competitiveness vis-a-vis customers. We know that customers are increasingly aware of environmental and social criteria, and also make their purchasing decisions on the basis of certain criteria that are beyond just the price or the quality. Finally, responsible business conduct can motivate employees of a company, because the reputation as a responsible employer boosts recruitment – Marie-Gabrielle Ineichen-Fleisch, Director, Swiss State Secretariat for Economic Affairs (SECO).

In today's international business environment, CSR [corporate social responsibility, – Ed.] is becoming an ever-more integral aspect and offers various advantages, regardless of a company's size or specialization. The potential benefits of CSR for companies include having a good reputation, higher customer loyalty, savings in expenditures, opportunities for innovation, and the ability to attract talent – Alexey Borisov, Secretary-General, United Nations Association of Russia; Vice President, World Federation of United Nations Associations.

PhosAgro spends 2.5 billion roubles every year in enterprises that seemingly do not have anything to do with the production of fertilizers – construction of hospitals, of schools, education programmes, sports programmes, healthcare programmes [etc.] <...> You realize that when you align yourself, not only are you defensively protecting the company, but more importantly, the alignment enables you to develop closer relationships with your investors, your stakeholders, and your employees to better serve your customers. You are, frankly, enjoying what you are doing a lot more, and you are reaching greater global strategic success – Xavier Rolet, Chief Executive Officer, CQS; Chairman of the Board of Directors, PhosAgro; Former Chief Executive Officer, London Stock Exchange Group Plc (2009 – 2017) .

We believe it is crucial to employ the various tools offered by CSR and public reporting to reshape our reputation and help investors understand us better. We place great importance on the new reality associated with our products' sales markets, whereby sustainable shipments are a key factor for the consumer. Over the next year, we intend to launch a project to digitalize our contracts according to blockchain principles. This will allow all our products to be tracked – Larisa Zelkova, Senior Vice President, Head of Human Resources, Social Policy and Public Relations Department, Norilsk Nickel .

CSR has to be a bridge between government, consumers, manufacturers, NGOs, and small and multi-national businesses, so at the end we all benefit as inhabitants of the planet – Allyson Park, Vice President of Corporate Affairs, Mars, Incorporated.

It is not only senior management and the director who demand that the CSR agenda is embraced – shareholders do, too. Half of our investors' questions at our company's last internal meeting were about what we were doing with regards social responsibility – Maxim Goncharov, Chief Executive Officer, LafargeHolcim Russia.

Sustainable development is a recognized obligation

The sustainable development agenda and sustainable development goals are no longer seen in the business sector as passing trends which companies employed to stand out from the crowd. They have become a recognized obligation and a development pathway for many businesses – [Alexander Plakida](#), Chair of the Steering Committee, National Network of the Global Compact; Vice-Chairman of the Board, ACIG Group of Companies.

The development we have seen in the last 10–15 years is that corporate social responsibility has risen to the absolute top of the agenda. <...> I would say that any company that does not embrace this may end up in the dinosaur category of corporations – [Anne Edwards](#), Senior Vice President, Public Policy Government Affairs and Communications, PepsiCo ESSA.

Our work helps create an atmosphere in which patients are ready to have their illnesses diagnosed and treated as early as possible. <...> It is the duty of business to make life better – [Natalia Kolerova](#), General Manager, Oncology Department, Russia, Ukraine and CIS, Novartis AG.

The environment is a key part of the social responsibility agenda

We use waste recycling technology. In Russia it would be easier to not use it, as gas prices are attractive, and in principle we could have chosen not to pay attention to this issue, but we took the decision to continue to use this technology – [Maxim Goncharov](#), Chief Executive Officer, LafargeHolcim Russia.

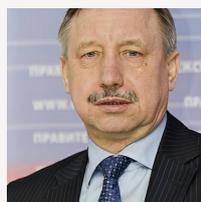
We have committed to making all our packaging either reusable or recyclable by 2025. This is a very significant commitment – [Martial Rolland](#), Chief Executive Officer in Russia and Eurasia, Nestlé S.A..

We see corporate social responsibility as reducing waste, recycling our products, or reducing the impact on the environment. We are doing that very well. We have exceeded our targets in terms of carbon dioxide emissions – [Ashok Ram Mohan](#), President for Affiliates in Russia and Belarus, Philip Morris International (PMI).

We are always looking for ways to get better and to roll out new initiatives. One of the recent ones that we just rolled out was something we call 'Environmental Awareness'. We've had a very strong outreach programme with <...> individuals who live in the community of our mines in Chukotka. It is all about transparency, and it is all about communication, and through that you build trust with your local stakeholders – [Paul Rollinson](#), Chief Executive Officer, Kincross Gold Corporation.

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Speakers and experts



Alexander Beglov
Acting Governor of St. Petersburg

1 quote
4 events



Boris Titov
Presidential Commissioner of the Russian Federation for
the Protection of Entrepreneurs' Rights

26 quotes
44 events
1 analytical
material



Крейг Баллантайн

1 events



Anton Inyutsyn
Deputy Minister of Energy of the Russian Federation

19 quotes
28 events



Talia Khabrieva
Director, Institute of Legislation and Comparative Law
under the Government of the Russian Federation

2 quotes
3 events



Sergey Kravchenko
President, Boeing Russia/CIS

6 quotes
14 events



Svetlana Chupsheva
Chief Executive Officer, Agency for Strategic Initiatives

23 quotes
39 events
3 analytical
materials

**Sergey Sidorsky**

Member of the Eurasian Economic Commission Board
(Minister) in Charge of Industry and Agroindustrial Complex;
Doctor of Technical Sciences, Honorary Professor,
Belarusian State University of Transport

[2 quotes](#)[8 events](#)



Anton Drozdov

Chairman of the Board, Pension Fund of the Russian Federation

3 quotes

11 events



Vasily Orlov

Governor of Amur Region

6 quotes

7 events



Martial Rolland

Chief Executive Officer in Russia and Eurasia, Nestlé S.A.

6 quotes

4 events

[Full list of speakers and experts](#) →

The list of topics related to the selected topic

Topics	Analytics	Events	Speakers and experts
Education	<u>6</u>	<u>41</u>	<u>333</u>
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Youth policy	<u>1</u>	<u>24</u>	<u>202</u>
Digitalization	<u>3</u>	<u>19</u>	<u>191</u>
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Entrepreneurship	<u>2</u>	<u>14</u>	<u>151</u>
Multilateral economic cooperation	<u>1</u>	<u>10</u>	<u>83</u>
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Healthcare	<u>1</u>	<u>7</u>	<u>62</u>
Regional Policies		<u>7</u>	<u>73</u>
Sustainable Development	<u>2</u>	<u>5</u>	<u>44</u>
Creativity	<u>3</u>	<u>4</u>	<u>36</u>
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Migration	<u>3</u>	<u>3</u>	<u>24</u>
Far East		<u>5</u>	<u>49</u>

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