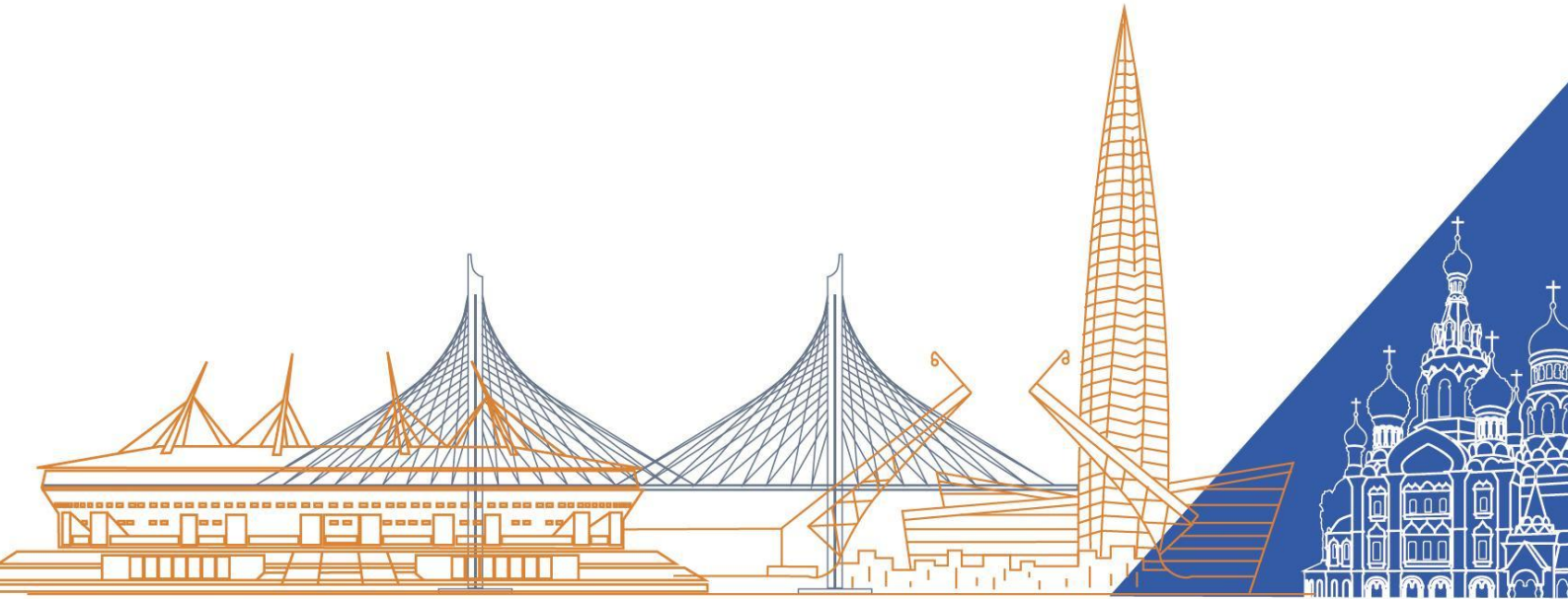




**19-23**  
**April**  
**2021**

# **V St. Petersburg International LABOUR FORUM**

## **PROGRAMME**



**“New Labour Paradigm and Employment Promotion:  
Risks and Opportunities”**

**St. Petersburg International Labour Forum**

The coronavirus infection pandemic accelerated the shift to the new social and economic reality epitomised by gig economy, sharing economy, flexible business models, remote and part-time employment, on-demand education, and virtual labour migration.

In the year of the 30th anniversary of the Russian Public Employment Authority, the two global agenda items – restoring employment and securing the income of citizens – will become central to the Forum.

**Forum’s Objective** – development of proposals for shaping intergovernmental and national policies and management decisions in the field of labour and employment in the new social and economic reality.

The Forum is a unique project for development of a “working human” and human capital, and a meeting point for

- lawmakers and state officials;
- owners, company executives and HR specialists;
- experts, representatives of science and education;
- civil society actors and youth.

**Organisers:**

- Government of St. Petersburg;
- St. Petersburg State University;
- Interparliamentary Assembly of Member Nations of the Commonwealth of Independent States;
- ExpoForum International;
- Ministry of Labour and Social Protection of the Russian Federation;
- Federal Service for Labour and Employment.

## KEY EVENTS OF THE FORUM

19 April 2021

**Russian Public Employment Authority Officer Day**  
**Awarding the officers of St. Petersburg Public Employment Authority**  
Smolny

20 April 2021

**Plenary session “What to do with employment and how to secure income for the population?”**  
Congress Centre of the Russian Chamber of Commerce and Industry, Moscow

21 April 2021

**5th St. Petersburg International Youth Labour Forum**  
Mikhailovskaya Dacha Campus of St. Petersburg State University

21 April 2021

**Meeting of the Permanent Commission of the Interparliamentary Assembly of Member Nations of the Commonwealth of Independent States on Social Policy and Human Rights**  
Tauride Palace, Interparliamentary Assembly of Member Nations of the CIS

21 April 2021

**Annual round table of the Baltic Labour Forum**  
Tauride Palace, Interparliamentary Assembly of Member Nations of the CIS

22 April 2021

**Conference dedicated to the issues of lifelong learning and quick re-education**  
Expoforum

22–23 April 2021

**10th International Conference for Employment “Russian Public Employment Authority. New Reality. Development Trends”**  
Expoforum

22–23 April 2021

**International Research and Practice Conference “HR Policy and Law” (9th Pashkov Readings)**  
St. Petersburg State University

22–23 April 2021

**International Research and Practice Conference “Labour Transformation in (De)globalising Society”**  
Expoforum

22–23 April 2021

**Forum Library**  
Expoforum

22–23 April 2021

**KUB EXPO Exhibition “Human Resources. Management. Safety”**

## FORUM BUSINESS PROGRAMME

**#general** Plenary Session

**#hrtech** HR Technology and HR Innovation

**#challenge** Social Challenges and Regulation Models

**#productivity** Labour Productivity, Drivers of Labour Productivity Growth

**#education** Education Development Vectors and Trajectories

**#generation** Generation of Change

**#employment** Russian Public Employment Authority

**#migration** Migration Policy and Labour Migration: Challenges of the Pandemic

**#safety** Occupational and Industrial Safety

**#macro** Labour and Employment in the New Social and Economic Reality

**#public** Public Event Flow

**#general**

**Employment recovery. 30th anniversary of the Russian Employment Service  
20 April 2021, Saint Petersburg Regional Centre TASS, 11:00-12:30, hybrid mode**

*Video message:*

- Mikhail Mishustin, Chairman of Russian Federation Government
- Tatyana Golikova, Deputy Chairman of Russian Federation Government
- Anton Kotyakov, Minister of Labor and Social Protection of the Russian Federation
- Sergey Katyrin, President of the Chamber of Commerce and Industry of the Russian Federation
- Guy Ryder, CEO, International Labor Organization
- Antonio Vitorino, Director General of the International Organization for Migration
- Alexander Shokhin, President, Russian Union of Industrialists and Entrepreneurs
- Mikhail Shmakov, Chairman, Federation of Independent Trade Unions of Russia

*Participating invitees:*

- Alexander Beglov, Governor of St. Petersburg
- Nikolay Kropachev, Rector, Saint Petersburg State University
- Anatoly Turchak, President, Union of Industrialists and Entrepreneurs of St. Petersburg
- Evgeny Makarov, Deputy Chairman, Federation of Independent Trade Unions of Russia

**#general**

**What to do with employment and how to secure income for the population?**

**20 April 2021, online, 15:00-16:30**

*Moderator:*

- Dmitry Cherneyko, Chairman of St. Petersburg Public Labour and Employment Committee

*Participating invitees online:*

- Svetlana Chupsheva, General Director, Agency for Strategic Initiatives to Promote New Projects
- Elena Chernova, First Vice-Rector, St. Petersburg State University
- Mikhail Zhukov, General Director, HeadHunter
- Robert Urazov, General Director, Agency for the Development of Professional Skills (WorldSkills Russia)
- Mikhail Oseevsky, President, Rostelecom
- Patrik Antoni, Chairman and CEO, Ingka Group Russia
- Navid Nazemian, Global Head of HR - Group Finance Vodafone

## #HRTECH

### HR TECHNOLOGIES AND HR INNOVATIONS

HR technologies and innovations are an important focus for researchers and managers of enterprises and organisations. The session will discuss issues of implementing new technologies and areas of change in HRM; ways of retaining effective employees and improving their motivation in a lean production system; building individual development trajectories for employees through change in management practices; digital tools and technologies for building remuneration systems in modern organisations.

**22 April 2021**

#### #hrtech

#### **Panel Discussion “How did 2020 reshape our concept of work, team, corporate role of HR, and HRM priorities?”**

**22 April 2021, Expoforum, D3, 10:00–11:30, hybrid mode**

The year of 2020 significantly altered several important aspects of the practices for organisation of work, workplace, cooperation in teams, regulation and legislation pertaining to the relationship between worker, state and employer. Some industries have sunk into a deep crisis of demand whereas others have grown by hundreds of percent. In scope of the panel discussion, representatives of vendor companies and customers of HRM services, labour market and vocational education will discuss changes in the corporate role of HR and HRM priorities in the context of competition in the global market.

#### *Moderator:*

- Nikita Cherkasenko, Director of HRM Technologies and Analytics Department in Rostelekom

#### *Participating invitees:*

- Sergey Kordashenko, RosExpert Managing Partner
- Aleksey Korolkov, Chief Executive Director in WebSoft
- Aleksandr Maslyuk, SAP CIS HR Transformation Expert
- Sergey Saratov, Head of HR Management Department in RZD
- Denis Dudorov, Head of Organisation Development Department in Avito
- Elena Yakupova, Head of Internet Solutions Department for Personnel Assessment, Training and Development (OZON)

#### #hrtech

#### **HR Revolution 20/21: Role of HR in Post-COVID Reality**

**22 April 2021, Expoforum, B1–B2, 12:00–14:00, hybrid mode**

Evolution of the role of HR is a traditional subject matter for discussion, be it the shift from transactional and operational work to strategic partnership, or the accent on HR participation in business decision making. Is it possible to maintain this focus in the modern world? How can HR professionally grow today without jeopardising its flexibility or stability? We invite HR specialists to discuss the role of HR in the 21st year of the 21st century.

#### *Moderators:*

- Elena Pakhomova, Director for Talent Acquisition, Recruitment and Development, Mars Russia
- Svetlana Vrublevskaya-Buga, HR and Finance Director for Russia, Ukraine, Kazakhstan, Belorussia in Ursa Eurasia

#### *Participating invitees:*

- Dmitry Sokolov, Assistant of the Department of Organisational Behaviour and HR Management in the Higher School of Management of St. Petersburg State University

- Anastasia Springer, postgraduate student of the Higher School of Management of St. Petersburg State University
- Irina Samokhvalova, HR and Organisation Development Director in Rostelecom-Solar
- Galina Ryabova, Director of DOZOR product centre in Rostelecom-Solar
- Aleksey Antipov, Senior Manager of the Department for Consulting on HR Management Issues in E&Y
- Anastasiya Vivatenko, Marketing Director in Intella
- Yulia Baydak, Manager for Ensuring Favourable Working Environment in IKEA Russia

## **#hrtech**

### **Robots Instead of Workers for Pay**

**22 April 2021, Expoforum, B3-B5, 15:00-16:30, hybrid mode**

According to research, robotisation will become a global trend after the pandemic. Many companies have tested new areas for robotic applications in hospitality, thermometry, distribution of antiseptics etc. However, automation is not a goal in itself, but rather a tool for improving cost effectiveness of companies and enterprises. How to find and maintain balance between necessary automation and traditional employment? Is there a need for broad extension of robotic systems to manufacturing and servicing?

#### *Moderator:*

- Evgeny Gudkov, founder of Planetarium No. 1

#### *Participating invitees:*

- Sergey Vilsky, StarLine Director General
- Dmitry Ryazanov, Director for Development in Lavka Schastya
- Aleksandr Yakutov, Project Director in Department for Development and Promotion of Technology Contests and Initiatives in Skolkovo Foundation

## **#hrtech**

### **Support and incentive system in conditions of crisis. How to retain employees?**

**22 April 2021, Expoforum, A1–A2, 15:00-17:00, hybrid mode**

The coronavirus pandemic has heavily affected many spheres of the economy. Serious changes in HR management ensued. Absence of habitual socialising, transfer to “work from home”, requirement to learn new kinds of work cause people’s confusion as they feel insecure about their employer or their future in general. Business is undergoing a period of uncertainty. Trend of today: retaining effective employees and improving their work motivation.

#### *Moderator:*

- Elena Shemelina, Area Manager for Cooperation with Gazprom Neft Corporate University Departments

#### *Participating invitees:*

- Yulia Gorokhova, Director of St. Petersburg Public Employment Centre
- Anna Kistochkina, HR Director in Avito
- Valentina Maksimenko, Deputy General Director for Organisation Development and HR Management in EUROSIB-AVTO-UK
- Darya Meshkova, HR Director in Unikosmetika (trade name ESTEL)
- Natalia Osnitskaya, HR Manager in Cardsmobile (Koshelek application)
- Anastasiya Polyanskaya, Head of the Recruitment and Onboarding Department in Ilim Group
- Tatyana Paklinskaya, HR Director in SPB Engineering
- Olga Timofeeva, Business Partner for Manufacturing Functions in Nissan Manufacturing Rus
- Mariya Chernetskaya, Recruiter in Nissan Manufacturing Rus
- Ade McCormack, professional speaker, founder of Digital Readiness Institute

## **#hrtech**

### **HR Analytics, Real and Practical**

**22 April 2021, Expoforum, D2, 15:00-16:30, hybrid mode**

What are the objectives HR analytics helps resolve? What can be done even with zero budget and what result can be obtained? What tools exist in the market and how reliable are they? Self-written and branded tools: must-knows.

Moderator:

- Eduard Babushkin, independent HR consultant

*Participating invitees:*

- Dmitry Prokhorenko, HR Director in Volga-Dnepr Group
- Andrey Glazkov, Head of HR Administration in Tatneft
- Denis Dudorov, Head of Organisation Development Department in Avito
- Denis Danilov, Head of Ongoing Legal Support Department in Gazprom Neft
- Tatiana Yurkevich, HR Director in LENTA

## **#hrtech**

### **Modern trends of labour market development and cross-industry competences as the basis of successful business**

**22 April 2021, Expoforum, D3, 15:00-16:30, hybrid mode**

Knowledge of labour market development dynamics is critically important to inform decisions concerning company staffing. Experts and industry publications often provide assorted information concerning the most in-demand soft- and hard skills of employees. In the session, business executives and HR professionals can find an answer to the question which competencies managers should focus on in order to ensure sustained growth of companies in the 21st century.

*Moderators:*

- Alyona Vladimirskaia, founder of the Alyona Vladimirskaia Career Laboratory
- Anna Alfimova, Partner, Head of Career Practice in Alyona Vladimirskaia Career Laboratory

## **#hrtech**

### **HR Processes in the Light of the New Reality. New Formats and Practices**

**22 April 2021, Expoforum, B1–B2, 15:00–17:40, hybrid mode**

The pandemic has set to zero the lingering opposition between the traditional and new HR management methods. How should one organise workspace, is there a need for offices, and if not, then how to effectively manage people? How to recruit new employees and motivate personnel in the remote work reality? For global brands, quarantine was a stress test. The best learnings have been instantly turned into cases and broadcast across borders and distances to branches and subdivisions. This way, Russian “offshoots” of major multinational companies were given a cart blanche in anti-COVID defence, managed to quickly rearrange work formats and incentive schemes, and did not tear any social ties along the way. Let’s recap on the progress: which tools are indispensable, which need to be screwed in, which are good for tomorrow?

*Moderators:*

- Svetlana Vrublevskaia-Buga, HR and Finance Director for Russia, Ukraine, Kazakhstan, Belorussia in Ursa Eurasia
- Elena Pakhomova, Director for Talent Development, Mars CIS

*Participating invitees:*

- Irina Samokhvalova, HR and Organisation Development Director in Rostelecom-Solar
- Irina Novikova, Senior Manager in EY
- Yulia Sakharova, Director for North-West Region in HeadHunter
- Milana Dzhidzhoyeva, HR Expert in Soter



- Darya Lozinskaya, Head of HR Department in IKEA
- Yulia Yastrebova, Head of Communications Department in Deutsche Telekom IT Solutions

## #hrtech

### Workshop “HR-analytics in recruitment in Excel”

**23 April 2021, Expoforum, D2, 16:30-18:00, Offline**

In the workshop, the expert will focus on real problems of recruiters and go into practical details of building a recruitment funnel. Send questions for the workshop to [info@labourforum.ru](mailto:info@labourforum.ru) with “Eduard Babushkin Workshop” in the subject line.

#### *Moderator:*

- Eduard Babushkin, independent HR consultant

**23 April 2021**

## #hrtech

### Building Hi-Tech HRM

**23 April 2021, Expoforum, A1-A2, 9:00-13:00, hybrid mode**

Innovations in product, technology and society are attributes of the modern age. New technologies are invading HRM, causing its transformation. Representatives of business and academic circles will participate in the discussion to debate on what is hi-tech HRM, what factors underlie the choice of new technologies, and what are the consequences of this choice; which changes in the legislation, corporate policies and practices, and management processes are brought about by the shift to hi-tech HRM.

#### *Moderator:*

- Elena Maslova, Associate Professor of St. Petersburg State University
- Vera Minina, Professor of St. Petersburg State University

#### *Participating invitees:*

- Tatyana Bondaruk, Head of the Department, Head of the Industry 4.0 Research Laboratory in the University of Twente, editor of the international journal for human resources management, editor of a book series on scientific research “Contemporary Management / Emerald”
- Vlad Vayman, Professor, Vice Dean of the School of Management in California Lutheran University
- Elena Zavyalova, Professor of St. Petersburg State University
- Andrey Zakharov, HR Director in Nexign
- Nikolay Zubanov, Professor of the University of Konstanz
- Natalia Zubenko, Area Manager for Recruitment and Onboarding of Personnel in Gazprom Neft Snabzhenie
- Natalia Lipchina, Chief Specialist for Recruitment and Onboarding of Personnel in Gazprom Neft Snabzhenie
- Violetta Khoreva, Associate Professor in Hanken School of Economics
- Ella Gimelberg, Managing Partner of Pragmatic Consulting Agency

## #hrtech

### Individual Professional Trajectories and Corporate Development

**23 April 2021, Expoforum, B3-B5, 10:00-11:30, Offline**

Contemporary conditions of the developing world define certain rules which need to be accounted for at the stage of building an individual professional trajectory. Our lives are invaded by new challenges and changing technologies, making the task of constructing an individual development trajectory within a corporation even more sophisticated. The term “development” itself in the new reality can have a completely unexpected meaning, different from its classical interpretation.

*Moderator:*

- Irina Kuzmenkova, Managing Partner of Upstep
- Olga Chernaus, Head of the Department for Professional Identity and Career Development in St. Petersburg Public Employment Centre

*Participating invitees:*

- Yulia Gradova, Director of International Institute of Developmental Transactional Analysis, Head of Da!TA
- Denis Roschin, founder of Higher School of Career Consulting
- Ulyana Sushinskaya, Internal Mobility Manager in Luxoft, a DXC Technology Company

**#hrtech**

### **Corporate Policy for Multicultural Companies**

**23 April 2021, Expoforum, B1-B2, 10:00-11:30, hybrid mode**

To take the most out of the interaction of an international team within a corporation, the management should observe certain rules and be aware of the mentality of various nations and cultures. How to build and ensure continuous high quality communication between the supervisor and subordinates working in different countries and time zones? How to plan their work taking into account the time difference? Do such companies need an “extra” staff of lawyers competent in handling business environments of different nations? How to build a team out of mentally diverse people and specialists? How to overcome differences in their understanding of corporate culture? What will be better in this case: to blindly follow orders or to question everything? What will give distant employees a feeling of confidence that they are a part of the team to the same extent as people working in the head office? Do they need a career development plan, and how to ensure its implementation? What is special about setting group and individual objectives for a team working from home, and about reviewing their performance?

*Moderator:*

- Karina Khabacheva, Executive Director of SPIBA

*Participating invitees:*

*Programme Element under development*

**#hrtech**

### **Employee Incentive in the Lean Manufacturing System**

**23 April 2021, Expoforum, A1-A2, 13:30-15:00, Offline**

Lean Manufacturing concept extends to all spheres of economy. Speakers will discuss ways to optimise HR function in the course of adoption of Lean Manufacturing tools. Experts will share lessons learned from building an HR management strategy in a large company, intended for the reduction of personnel investment payback period. Participants of the meeting will warn against potential pitfalls in Lean Manufacturing Concept implementation.

*Partners:*

- “Agency for Human Capital Development in the North-western Federal District”

*Moderator:*

- Yulia Gorokhova, Director of St. Petersburg Public Employment Centre
- Natalia Platonova, Head of the HR Management Department in Yusen Logistics Rus

*Participating invitees:*

- Natalia Dolnikova, HR Area Manager in BSH Bytovye Pribory
- Roman Elizarenko, Manufacturing System Coordinator in BSH Bosch und Siemens
- Oleg Ischenko, General Director, Expert in Operational and Strategic Purchasing in Trianglum Consulting Company

- Nikolay Nutrikhin, Lean Manufacturing Area Manager, Expert in Implementation of Lean Manufacturing tools in Trianglum Consulting Company
- Natalia Levkina, Director for Analytics and Communication, Trainer in Lean Manufacturing Programmes of St. Petersburg Regional Labour Productivity Excellence Centre
- Tatyana Ryabinina, Head of the Department for Labour and Environment in Jacobs Rus (Jacobs Douwe Egberts)  
Asya Kuzmina, Specialist for Administrative Support in Jacobs Rus (Jacobs Douwe Egberts)
- Olga Simakova, Director of Performance Management Service in Delovye Linii

**#hrtech**

### **HR Management in the Digitisation Era: Priorities and Redefinition of Objectives**

**23 April 2021, Expoforum, G22-G24, 15:00-18:00, hybrid mode**

What are the necessary skills and functions of an HR manager in the Digital Era? Digitisation of HR Management itself: automation of routine operations using digital tools, creative use of new opportunities for access to and processing of data. HR Management priorities in the era of pervasive digitisation: new problems and objectives in human relations and new understanding of traditional problems and objectives.

*Partner:*

- Institute of Psychology of the RAS

*Moderator:*

- Sergey Manichev, Head of the Department of Ergonomics and Engineering Psychology of St. Petersburg State University

*Participating invitees:*

- Anastasia Astrelina, HR Manager, Recruiting expert worldwide Hays
- Takhir Bazarov, Professor of Moscow State University
- Aleksandr Grachev, Professor, Chief Research Fellow of Institute of Psychology of the RAS
- Anatoly Zankovsky, Professor, Head of the Laboratory for Psychology of Labour, Ergonomics, Engineering and Organisation Psychology of Institute of Psychology of the RAS
- Denis Kazakov, T&D Manager in KEH eKommerts (Avito brand)
- Nikolay Lepekhin, Associate Professor of St. Petersburg State University
- Sergey Manichev, Head of the Department of Ergonomics and Engineering Psychology of St. Petersburg State University
- Evgeniy Astapenko, Assistant of St. Petersburg State University
- Timofey Nestik, Professor of the RAS, Head of the Laboratory for Social and Economic Psychology of Institute of Psychology of the RAS
- Aleksandr Oboznov, Professor, Senior Research Fellow of Institute of Psychology of the RAS
- Yulia Bessonova, Research Fellow of Institute of Psychology of the RAS
- Elena Rodionova, Associate Professor of St. Petersburg State University
- Elena Samuylovskaya, Director of KINEF Corporate Institute

**#hrtech**

### **Marathon “Development of Teams at Different Levels”**

**23 April 2021, Expoforum, D3, 15:00-16:30, hybrid mode**

*Partner:*

- Expert North-West Journal (“Expert Creative Group”)

*Participating invitees:*

- Anna Volobueva, Managing Partner of the Team Competencies Centre
- Maksim Dolgov, Managing Partner of the Team Competencies Centre
- Asya Klayman, Director General of Pirogovy Dvorik

- Maksim Korablev-Dyson, Managing Partner of Pkhali-Khinkali Oriental Cuisine Restaurant
- Andrey Korolikhin, Managing Partner of the Team Competencies Centre

## **#hrtech**

### **Digital Technology in New Remuneration Systems**

**23 April 2021, Expoforum, B1-B2, 15:00-18:00, hybrid mode**

Digital tools and technologies for building remuneration systems in contemporary organisations will be discussed at the round table. What is the impact of new management technologies on changing models and systems of personnel remuneration in economy digitisation era? Are technology-intensive companies more inclusive in terms of development of personnel remuneration systems, or does this entail growing diversity of tools for development of employee remuneration systems?

#### *Partner:*

- Association of Managers and Specialist for Human Resources Management

#### *Moderator:*

- Elena Kalabina, Professor of Ural State University of Economics
- Olesya Solovyova, Associate Professor of St. Petersburg State University

#### *Participating invitees:*

- Lilia Babynina, Professor of Plekhanov Russian University of Economics
- Elena Vankevich, Professor of Vitebsk State Technological University
- Irina Kalinovskaya, Associate Professor of Vitebsk State Technological University
- Tatyana Veselova, Chief External Expert for Occupational Medicine of the Public Health Committee of St. Petersburg
- Natalia Makovskaya, Professor, Prorector for research in the Mogilev State A. Kuleshov University
- Elena Pozolotina, Deputy Director General for HR Management in TMK, Director of TMK2U Corporate University
- Svetlana Smirnykh, Associate Professor of Ural State University of Economics
- Tatyana Stuken, Dean of the Department of Economics in Dostoevsky Omsk State University
- Olga Korzhova, Senior Lecturer in Dostoevsky Omsk State University
- Anna Fedchenko, Professor of Voronezh State University
- Ekaterina Dashkova, Associate Professor of Voronezh State University
- Valeria Yaryshina, Associate Professor of Voronezh State University

## **#hrtech**

### **Hackathon as HR tool: recruitment, brand, teambuilding and more**

**23 April 2021, Expoforum, D2, 16:30-18:00, hybrid mode**

Hackathon is a marathon for representatives of creative professions related to the digital industry: programmers, designers, marketers, testers, copywriters etc. How to integrate HR into Hackathon? Can Hackathon be an effective means of assessing people's potential? What are the new opportunities provided by online Hackathons in the period of the pandemic and remote work? Will the "Hackathon fashion" pass? What new formats will take their place?

#### *Moderator:*

- Anatoly Zheltov, Business Architecture Area Manager in X5 Retail Group

#### *Participating invitees:*

- Darya Zykina, founder and Director General of Online Platform for Automation and Recruitment of IT Specialists Codenrock and Zucker Studio
- Ivan Kluev, Chairman of the Digital Youth Supervisory Board
- Oleg Mansurov, founder and Director General of Actum
- Alexey Chistyakov, Director of the Labour Resources Centre

- Representatives of Hackathon requestor companies (Alfa Bank, Sberbank, MegaFon)

## #CHALLENGE

### SOCIAL CHALLENGES AND REGULATION MODELS

The track will discuss issues of labour relations regulation in the changing social reality, HR policy of the state and employer, public and private interests. It will consider transformation processes in state management, new requirements to stage civil service and state civil servants.

**21 April 2021**

#### #challenge

#### **Building a Mechanism for Search of Experts for Russian and Finnish Companies Under INCROBB Project**

**21 April 2021 Congress Centre of St. Petersburg Chamber of Commerce and Industry, 11:00–13:10, hybrid mode**

The round table is organised in scope of INCROBB Project under South-East Finland-Russia 2014–2020 Programme. The pending roundtable discussion is aimed, principally, at revising the issues of implementation of INCROBB Second Stage, specifically, the presentation of a mechanism for Russian and Finnish companies to directly contact necessary experts in multiple areas of operation.

#### *Moderator:*

- Ekaterina Lebedeva, Vice President of St. Petersburg Chamber of Commerce and Industry

#### *Participating invitees:*

- Igor Dyukov, INCROBB Project Manager from a leading project in Lappeenranta Technological University
- representatives of St. Petersburg Public Labour and Employment Committee
- representatives of Public Employment Authority of Finland TE Office
- representatives of South Karelia Labour Service Centre (TYP)

#### #challenge

#### **Annual Round Table of Labour Forum “Distant (Remote) Work as a New Reality”**

**21 April 2021 Tauride Palace, 15:00–17:30, Offline**

Invitees to the round table include representatives of trade unions, employers and state authorities from member countries of the Council of the Baltic Sea States: Germany, Denmark, Latvia, Lithuania, Norway, Poland, Finland, Estonia and the Russian Federation. Participants of the round table will discuss specific features, problems and urgent issues related to organisation of distant (remote) employment, e.g. during the pandemic. The round table will feature the existing legal practices in this area.

#### *Moderators:*

- Darya Akhutina, Senior Councillor, CBSS Priority Area Manager
- Hans Manzke, BTF NordMetal

#### *Participating invitees:*

- Denis Vasiliev, Deputy Head of Federal Service for Labour and Employment (Rostrud)
- Dmitry Cherneyko, Chairman of St. Petersburg Public Labour and Employment Committee
- representative of Russian Union of Industrialists and Entrepreneurs
- representative of Federation of Russian Independent Trade Unions (FNPR)
- representatives of public authorities of the Baltic Sea Region countries
- representatives of employer associations of the Baltic Sea Region countries
- representatives of trade unions of the Baltic Sea Region countries

**#challenge #conf**

**International Research and Practice Conference “HR Policy and Law” (9th Pashkov Readings)  
22–23 April 2021, hybrid mode**

Changing structure of the labour market and growing complexity of requirements to employee call for the search of new objectives and means of HR policy, both from the state and the employer. How to ensure balance of public and private interests? What is more important – human rights or public interest? How should an employer respond to an emergency? These topics will be discussed by the conference participants.

*Partner:*

- Educational Institution of Federation of Trade Unions of Belarus International University “MITSO”

**#challenge #conf**

**Key Events of the International Research and Practice Conference “HR Policy and Law” (9th Pashkov Readings):**

- Plenary Session
- Discussion Panel #1 “Public HR Policy: Balancing Private and Public Interests”
- Discussion Panel #2 “Employer HR Policy: Objectives and Means of Implementation”
- Discussion Panel #3 “HR Policy in Emergency: Human Rights and Public Interest”
- Discussion Panel #4 “HR Policy in the Digital Era: New Requirements to Employee and Employer”

**#challenge #conf**

**Plenary Session of the International Research and Practice Conference “HR Policy and Law” (9th Pashkov Readings) “HR Policy: Concept and Implementation Mechanisms”  
22 April 2021 10:00 – 12:00, hybrid mode**

New economic and social challenges require all stakeholders of the labour market to develop a knowledgeable behaviour strategy taking into account possible impacts on a variety of social aspects. Such a strategy calls for new conceptual approaches and new mechanisms accounting for the changing roles of the labour market participants.

*Moderator:*

- Evgeniy Khokhlov, Head of the Department of Labour and Social Law in St. Petersburg State University

*Participating invitees:*

- Svetlana Golovina, Head of the Department of Labour Law in Ural State Law University
- Matteo Corti, Professor of Catholic University of the Sacred Heart
- Aleksandr Kurennoy, Head of the Department of Labour Law of Lomonosov Moscow State University
- Andrey Lushnikov, Head of the Department of Labour Law of the Demidov Yaroslavl State University
- Nikita Lyutov, Head of the Department of Labour Law in Moscow State Law University
- Sergey Mavrin, Judge of the Constitutional Court of the Russian Federation
- Emanuele Menegatti, Professor of the University of Bologna
- Kirill Tomashevsky, Professor of International University “MITSO”

## **#challenge**

### **Labour Law: Regulations, Requirements and Opportunities Brought About by the Pandemic 22 April 2021, Expoforum, B1–B2, 10:00–11:30, hybrid mode**

The pandemic has altered HR processes in a blink of an eye; what seemed fundamental is now in the past. Around us is the new reality, and HR is armed with new tools. How can we use them? What regulatory changes support this transformation and what must be learned to be up in arms today? Remote communication poses questions of standard labour hours, employer's responsibility for safety and comfort of employee's workplace, use of electronic digital signature and document turnover, retaining and cutting on people in case of bankruptcy, and effective support measures for small and medium business to retain their personnel.

#### *Moderator:*

- Svetlana Vrublevskaya-Buga, HR Director for Russia, Ukraine, Kazakhstan, Belorussia in Ursa Eurasia
- Anna Ivanova, Labour Law Practice Manager in Egorov, Puginsky, Afanasiev and Partners Attorney Bureau

#### *Participating invitees:*

- Aleksandr Korkin, Labour Law Practice Manager, Baker McKenzie
- Artem Dmitriev, Technology and Data Security Practice Manager, PwC Legal
- Olga Chirkova, Councillor in Eversheds Sutherland
- Tatyana Kovtun, HR Manager in Marelli RUS
- Valentina Alexandrova, Head of Audit and Strategic Projects Department in ACSOUR

## **#challenge**

### **Conference of the Council of the Baltic Sea States (CBSS) “Future of Labour Industry and Lifelong Learning in the Context of Ageing Human Resources”**

**22 April 2021, Expoforum, A6–A7, 10:00–13:30, Offline**

The conference is held in the framework of the project “Baltic Labour Forum for Sustainable Working Life” and is dedicated to lifelong learning issues. Participants of the conference will discuss approaches to education in conditions of the changing world and its demographic, economic and ageing population, decline in birth rate in countries with developed economy, global digital transformation of professions and the society.

#### *Moderators:*

- Darya Akhutina, Senior Councilor, CBSS Priority Area Manager
- Olga Korchemkina, Deputy Head of Planning, Regional Relations and Supervision Administration, Head of the Department for International Labour and Employment Projects

#### *Participating invitees:*

- Denis Vasiliev, Deputy Head of Federal Service for Labour and Employment (Rostrud)
- Tatyana Razumova, Head of the Department for Labour and HR Economics in the Faculty of Economics of Lomonosov Moscow State University
- Dmitry Cherneyko, Chairman of St. Petersburg Public Labour and Employment Committee
- representative of Russian Union of Industrialists and Entrepreneurs
- representatives of public authorities, academic circles, employer and trade union associations of the Baltic Sea Region countries and constituent territories of the North-western Federal District of the Russian Federation
- representatives of the Agency for Proficiency Development (WorldSkills Russia)

## **#challenge**

### **Staffing of the Arctic Region**

**22 April 2021, Expoforum, B3-B5, 10:00-11:30, Offline**



The Arctic has become a zone of strategic interests of major global powers and a potential conflict zone. Claims in regard to these territories are raised not only by subarctic countries but also by major Asian states. The Northern Sea Route crossing the waters of the Russian Arctic seas is capable of globally redistributing the traffic flows. At the same time, Russian Regions of the Extreme North (except petroleum provinces) cannot solve the problem of out migration over the recent decades. In the end of October 2020, President of Russia signed the Strategy for the development of the Arctic Region of Russia and ensuring national security until 2035. According to the strategy, 200 thousand jobs will be created in the coming years in the region. What specialists are in demand with the Russian North and other subarctic territories of the country? On what base should they be prepared? How to build models of social and economic development of transpolar constituent territories of the Russian Federation, their staffing models and general model of the Arctic Zone resource base? How and who will develop the North's infrastructure? What assistance is the state expected to provide to businesses ready to open production facilities in the Arctic Zone? Who and how will take care of the social sphere in these regions? A broad range of questions concerning the Arctic development will be discussed by the session participants.

*Moderator:*

- Igor Pavlovsky, Editor-in-Chief of Delovoy Peterburg Newspaper, Director of the Information and Analytics Centre “Project Office for Arctic Development in St. Petersburg”

*Participating invitees:*

- German Shirokov – Chairman of St. Petersburg Committee for Arctic Affairs
- Aleksands Stotsky, Director General of the Project Office for Arctic Development
- Dmitry Mereshkin, Deputy Director of the North-West Institute of Management of the Russian Presidential Academy of National Economy and Public Administration
- Angelina Volkova, Professional Qualifications Development Area Manager in the Foundation for Infrastructural and Educational Programmes
- Irina Stepus, Head of the Department for Forecasting Economic Demand in Human Resources, Centre for Budget Monitoring of Petrozavodsk State University

**#challenge**

**Staffing of Congress and Exhibition Industry**

**22 April 2021, Expoforum, A1-A2, 10:00-11:30, hybrid mode**

Fair without ground and congress without hall. The pandemic has taken industry exhibitions and presentations, professional forums and trainings to the virtual realm. How does the congress and exhibition industry adjust to the new reality? What are the must-knows for the industry specialists? Will professional standards of training change? How to attract young people generating new ideas into the industry? How did the congress and exhibition activity change abroad and is this experience applicable in Russia? Will the industry restore to the pre-pandemic model or are the changes irreversible? The industry's labour market statistics, problems of continuing education in the industry, professional standards of the industry, attracting young people to the industry, RUEF career development centre, international experience.

*Moderator:*

- Sergey Voronkov, General Director of Expoforum International, President of Chinese Business Centre Association

*Participating invitees:*

- Sergey Selivanov, Director of the Department of Exhibition, Trade Fair and Congress Activities in the Chamber of Commerce and Industry of the Russian Federation
- Elena Vasilieva, Director of the Centre for International Research and Projects of St. Petersburg State University of Economics

- Oksana Kostryukova, Dean of the Faculty of Service, Tourism and Hospitality, Head of the Department of Service Congress and Exhibition Activities of St. Petersburg State University of Economics
- Eugen Alles, General Director of Messe Frankfurt RUS

Darya Ostrovskaya, Director General of Exhibition Research and Development Centre R&C

### **#challenge**

#### **Service Sector and Labour Market: Rehabilitation After Lockdown in Tourism, Hospitality and Sociocultural Sector**

**22 April 2021, Expoforum, A1-A2, 11:30-13:00, hybrid mode**

The pandemic has crashed the tourism industry market. What can help rescue it and how to reanimate it? Is it wise to make a bet on national tourism further into the future? Is it capable of replacing the volumes of foreign tourism in the short term? Will it withstand competition with traditional travelling destinations if borders are opened? How to make passenger transportation within the country affordable? What state support measures are required for the national tourism industry to quickly satisfy the demand of Russians in package holidays? What needs to be changed in training of personnel for hospitality industry? Will Internet make the profession of a travel agent redundant? How can the offline part of the business survive in the event of deep restrictions?

#### *Moderator:*

- Marina Morozova, Chairwoman of the Luxury Travel Association

#### *Participating invitees:*

- Sergey Kornev, Chairman of St. Petersburg Committee for Tourism Development
- Olga Rendino, Deputy General Director of the Congress and Exhibition Bureau of St. Petersburg Committee for Tourism Development
- Aleksei Kalachev, Director of the National Convention Bureau Association

### **#challenge**

#### **Human Resources for Culture**

**22 April 2021, Expoforum, D3, 12:00–13:30, hybrid mode**

In the period of bans and restrictions on mass cultural events, people have become aware of their importance. The value of live music and acting, limelight, and distinctive festive atmosphere appeared to be irreplaceable by TV stagings and streaming. Both eminent and minor event venues have encountered the impossibility to earn money and prepare new repertoire. Organising online exhibitions, performances and concerts only partially compensated for the losses suffered by creative companies. How did the pandemic alter the life of the traditional cultural community? What has to be changed in order to ensure social stability of personnel working in the museums, theatres, and concert halls? Was state support sufficient to preserve viability of creative organisations? How to make sure that “rare” culture professionals remain in the industry in the new reality? How to educate a young dancer, musician, or painter through online training, without the practice of contests and performances? Can online contests reveal true quality of preparation of young specialists in creative professions?

#### *Moderator:*

- Aleksandr Malich, General Producer of the New Stage of the Russian State Academic Pushkin drama Theatre (Alexandrinsky Theatre)

#### *Participating invitees:*

- Alla Manilova, State Secretary and Deputy Minister of Culture of the Russian Federation
- Valery Gergiev, Orchestra Conductor, Artistic Director, Director General of the Mariinsky Theatre
- Vadimir Kekhman, Artistic Director of the St. Petersburg Mussorgsky State Academic Opera and Ballet Theatre (Mikhailovsky Theatre)

- Mikhail Piotrovsky, Director of the State Hermitage Museum
- Boris Piotrovsky, Vice Governor of St. Petersburg
- Aleksey Vasiliev, Rector of the Rimsky-Korsakov St. Petersburg State Conservatory
- Fabio Mastrangelo, Orchestra Conductor and Artistic Director of the Music Hall Theater
- Nikolai Tsiskaridze, Rector of the Vaganova Ballet Academy
- Natalia Pakhomova, Rector of the Russian State Institute of Performing Arts
- Semen Mikhailovsky, Member of the Presidium of the Russian Academy of Arts
- Olga Skorokhodova, Deputy Director of the Department for Interaction with State Authorities in Google Russia

## #challenge

### Industry Teams 4.0

**22 April 2021, Expoforum, D2, 15:00–19:00, Offline**

Is the labour market prepared for Industry 4.0 transformation and how has the pandemic impacted this process? What hi-tech professions has it promoted? Has it increased the demand in hi-tech products and specialists capable of creating it? Accelerated by the pandemic, are the release of human resources and robotisation going to crash the market of traditional professions? Do specialists of knowledge-intensive enterprises meet the requirements to organisation of technological and business processes? How to keep pace with the demand fluctuations in professional qualifications in view of short lifecycle of hi-tech products? Is Higher School ready to quickly respond to the labour market demand in high technology? What does the labour market monitoring system say about nanoindustry and related hi-tech industries? Did the pandemic change the plans of replicating the model for innovative projects staffing by Foundation for Infrastructural and Educational Programmes? What is the interaction between the systems for independent assessment of qualification and education in conditions of the pandemic? St. Petersburg project for building engineering teams for hi-tech facilities by ROSNANO's Foundation for Infrastructural and Educational Programmes – what were the learnings, what is the novelty, distinguishing features and pitfalls, is the model ready for application in other regions?

#### *Moderator:*

- Angelina Volkova, Professional Qualifications Development Area Manager in the Foundation for Infrastructural and Educational Programmes (ROSNANO Group)

#### *Participating invitees:*

- Ella Gimelberg, Managing Partner of Pragmatic Consulting Agency
- Andrey Komissarov, Data-Based Development Area Manager in University 20.35
- Olga Samovarova, Director of the “Target” Multidisciplinary Qualifications Centre, Managing Partner of SPG Group
- Darya Zhdanova, Head of the Corporate Projects Department in St. Petersburg Electrotechnical University “LETI”
- Sergey Levashov, Director of GR RAMAKS Business Analysis Centre
- Viktor Luchinin, Director of Engineering Centre for Microtechnology and Diagnostics (IC CMID), Head of the Department of Micro- and Nanoelectronics (MNE) in St. Petersburg Electrotechnical University “LETI”
- Alla Faktorovich, Deputy General Director in National Agency for Qualifications Development
- Tatyana Loginova, Co-Chairperson in ASI Expert Group for Monitoring of Target Models for Investment Climate Evaluation in the Region “Digital models for staffing of industrial growth”
- Olga Chernaus, Head of the Department for Professional Identity and Career Development in St. Petersburg Public Employment Centre

**23 April 2021**

## #challenge

**Digitisation of Employment Authorities in the Context of Digital Transformation of St. Petersburg**

## **22 April 2021, Expoforum, G22-G24, 10:00-11:30, hybrid mode**

Presently the Public Employment Authority does not use the capabilities of the modern digital technologies to the full extent. This is true both in terms of electronic resources functionality and the servicing process. Employment Authority digitisation will help search for jobs in a more efficient way.

### *Moderator:*

- Nikolay Rogachev, First Deputy Chairman of St. Petersburg Public Labour and Employment Committee

### *Participating invitees:*

- Stanislav Kazarin, Vice Governor of St. Petersburg
- Vladimir Knyagin, Vice Governor of St. Petersburg
- Aleksandr Monosov, Director General in BTF
- Denis Vasiliev, Deputy Head of Federal Service for Labour and Employment
- Sergey Polyakov, Deputy Chairman of St. Petersburg Committee for Informatisation and Communications
- representatives of regional Public Employment Authorities
- representatives of HH.RU (Skillaz)
- representatives of Avito Work

## **#challenge**

### **New Formats for State Civil Servants' Labour Organisation**

#### **23 April 2021, Expoforum, D2, 10:00-11:30, hybrid mode**

The panel discussion is dedicated to models of state civil service in the new social, economic and political reality. Consideration will be given to possible models of state civil service adequate to the Russian reality; the extent to which it is reasonable to segregate state civil service into “political” and “administrative” positions; bottlenecks of state civil service development; social portrait of an official.

*Moderator:*

- Dmitry Basnak, Deputy Director of HR Department in the Government of the Russian Federation

*Participating invitees:*

- Aleksandr Orekhov, Deputy Head of the Presidential Administration of Russia for State Service and Staffing
- Aleksey Sukhanov, Director of the Department for Development of Human Capital, Accounts Chamber of the Russian Federation
- Aleksey Kolesnikov, Deputy Director of the Institute “Higher School of Public Administration” of the Russian Presidential Academy of National Economy and Public Administration
- Aleksey Shumkov, Director of the Department for Project Activities and State Policy in the Area of State and Municipal Service of the Ministry of Labour and Social Protection of the Russian Federation

**#challenge**

**Self-employment: who wins?**

**23 April 2021, Expoforum, D3, 12:00-13:30, hybrid mode**

According to the assessments by the business community, the number of self-employed people in Russia can reach up to one-quarter of working population (17–25 million people), however the number of those officially registered as such is times less. How to take the rest of them out of the tax shadow? How to help the self-employed people who had lost their income during the pandemic? What would be better: to employ those who became insolvent or help adjust their own micro-business? How to change the policy of banks that are reluctant to offer loans to the self-employed? What is eventually more profitable: self-employment or Individual Entrepreneurship, and can those statuses be combined? Life without pension, sick leave payments, vacation and social benefits: are they worth the status and low taxes? When will micro-business be confident about its future?

*Participating invitees:*

- Sergey Vostretsov, deputy of the State Duma of the Russian Federation
- Daniil Egorov, Head of the Federal Taxation Service
- Aleksey Sazanov, State Secretary, Deputy Minister of Finance of the Russian Federation
- Igor Gorsky, President of the Russian Guild of Realtors
- Marina Morozova, President of Luxury Travel Association

**#challenge**

**Digital Transformation of State Civil Service and its Social Consequences**

**23 April 2021, Expoforum, D2, 12:00-13:30, hybrid mode**

Digital transformation of state civil service forms a new agenda in informing organisational and staffing decisions. Central topics for discussion will be digitisation and proactive potential of public administration; influence of digital technology on organisational culture in the system of public administration authorities, on technology and practice of managing state civil servants, on the quality of state services rendering.

*Moderator:*

- Aleksandr Omelchenko, Deputy Director – Head of the Department for Infrastructural Projects and Technological Transformation of the Department of Informatisation Projects, Ministry for Digital Development, Communications and Mass Media of the Russian Federation

*Participating invitees:*

- Yulia Ablets, Deputy Director General in Dialogue Regions
- Dmitry Basnak, Deputy Director of HR Department in the Government of the Russian Federation
- Timofey Zaytsev, Executive Director, Head of the Centre for Digital GR Initiatives in Sberbank

- Stanislav Kazarin, Vice Governor of St. Petersburg

### **#challenge**

#### **State Civil Servant: Contemporary Models of Preparation and Professional Development**

**23 April 2021, Expoforum, D2, 15:00-16:30, hybrid mode**

Professional training and development of state civil servants is a key problem in improving public administration performance. The session will discuss such issues as the competency profile of a modern official: expectation vs reality; independent assessment of state civil servants qualification; self-development as the basis of success and career development; professional development and readiness to future challenges.

#### *Moderator:*

- Leonid Vakhnin, Deputy Director of the Department for Project Activities and State Policy in the Area of State and Municipal Service of the Ministry of Labour and Social Protection of the Russian Federation

#### *Participating invitees:*

- Olga Dergunova, Deputy President-Chairperson of VTB Bank Management Board, Director of the Higher School of Management of St. Petersburg State University
- Nikolay Klisch, Director of the Centre for Development of State Service of the National Research University Higher School of Economics
- Svetlana Simonenko, Managing Partner in DeTek
- Tatyana Tangisheva, Programme Director of the Corporate University Project of the Administration of St. Petersburg
- Vasilij Feveisky, Rector of Moscow Metropolitan Governance Yury Luzhkov University

**#PRODUCTIVITY**  
**PRODUCTIVE LABOUR AND LABOUR PRODUCTIVITY**

Labour productivity is a fundamental indicator reflecting the level of the economic development of an enterprise or a country. Labour productivity growth is a necessary prerequisite for improving competitiveness of Russian manufacturing at the global market and ensuring the growth of people's welfare.

**22 April 2021**

**#productivity**

**Technological Innovations for Disruptive Growth in Labour Productivity**

**22 April 2021, Expoforum, G25-G27, 10:00-11:30, Offline**

Development of the manufacturing system for optimisation of production processes is becoming an important advantage for ensuring a steady position and further development of an enterprise. What is the advantage of developing the manufacturing system? What are the existing modern technologies that can help ensure labour productivity growth, and how to benefit from digitisation of processes? Why is it important to monitor labour productivity at an enterprise and make effort to improve its growth?

*Partner:*

- Hi-Tech and Engineering Cluster “Creconomica” of the North-western Federal District of the Russian Federation

*Moderator:*

- Fedor Dmitriev, Director for Operational Performance of St. Petersburg Regional Labour Productivity Excellence Centre

*Participating invitees:*

- Aleksey Korablev, Chairman of the Board of Hi-Tech and Engineering Cluster “Creconomica” of the Northwestern Federal District of the Russian Federation
- Andrey Balyakin, Director General of HubEx
- Roman Timofeev, Gigonomica Area Manager in COMIN Project
- Sergey Salkutsan, Deputy Director for Innovations and Entrepreneurship of the Institute of Advanced Manufacturing Technology of Peter the Great St. Petersburg Polytechnic University

**#productivity**

**Implementation of the “Labour Productivity” National Project in St. Petersburg**

**22 April 2021, Expoforum, G25-G27, 12:00-13:30, Offline**

Removing unnecessary operation, reducing the distance from packaging to warehouse – lean manufacturing tools help achieve labour productivity growth without additional investment. Optimisation of production flows, professional retraining of management personnel, assistance in going international and elimination of administrative barriers: what measures of state financial and non-financial support actually contribute to labour productivity growth?

*Partner:*

- St. Petersburg Regional Labour Productivity Excellence Centre

*Moderator:*

- Dmitry Cherneyko, Chairman of St. Petersburg Public Labour and Employment Committee

*Participating invitees:*

- Aleksandr Molodtsov, Director of the Department for Productivity and Performance of the Ministry of Economic Development of the Russian Federation
- Nikolai Solomon, CEO of Federal Labour Productivity Excellence Centre
- Kirill Soloveychik, Chairman of St. Petersburg Committee for Industrial Policy, Innovations and Trade
- Ekaterina Grishina, Director of the Centre for Productivity Improvement of the Russian Foreign Trade Academy
- Viktoria Nesterova, Director General of Firma Isoterm

**#productivity**

**Strategic Planning Basics and Visual Management Tools**

**22 April 2021, Expoforum, G25-G27, 15:00-16:30, Offline**

Effective internal HR management through the use of strategic planning methods and visual management tools drastically improving personnel motivation is at the core of success of any business. How to start strategic planning correctly? What needs to be taken into account in the first place when implementing strategic planning? How to knowledgeably build specific mechanisms of virtual management, and can they be used by anyone?

*Moderator:*

- Elena Pashkova, Project Manager in St. Petersburg Regional Labour Productivity Excellence Centre

*Participating invitees:*

- Vadim Aprelkov, Director General of A FINANCE
- Maksim Zazulin, Quality Director in Europrom
- representative of Toyota Motor
- Yulia Orlova, People&Culture Manager in IKEA Rostov-on-Don
- Ella Gimelberg, Managing Partner of Pragmatic Consulting Agency

**23 April 2021**

**#productivity**

**Conference of Regional Labour Productivity Centres of Excellence (by invitation)**

**23 April 2021, Expoforum, G25-G27, 10:00-13:30, Offline**

The conference will feature a discussion between experts in the area of labour productivity dedicated to successful experience of labour productivity improvement project implementation in the constituent territories of the Russian Federation, development of lean manufacturing continuity systems and building excellence sites in the process of implementation of the federal project “Targeted support of labour improvement at the enterprises”. The event is aimed at sharing skills developed in the course of operation of Regional Centres of Labour Productivity Excellence and solving current problems in this area.

*Moderator:*

*Programme Element under development*

*Participating invitees:*

- German Prochniy, Head of Tyumen Oblast Regional Centre of Labour Productivity Excellence
- Oksana Lyubimova, Head of Ryazan Oblast Regional Centre of Labour Productivity Excellence
- representatives of Regional Centres of Labour Productivity Excellence
- representatives of Federal Centre of Labour Productivity Excellence



## #EDUCATION

### VECTORS AND TRAJECTORIES OF EDUCATION DEVELOPMENT

The social development background of educational institutions in the post-COVID period can be described by a wide variety of contradictions that transform educational systems at all levels. The track will feature an up-to-date expert evaluation of potentials and prospects for the digital education environment to meet the labour and employment market demands in the existing post-COVID reality.

**22 April 2021**

#### #education

##### Lifelong learning

**22 April 2021, Expoforum, D2, 10:00–13:30, hybrid mode**

Activities of further vocational education system in contemporary conditions demand possession of the newest knowledge. To what extent the existing practice for organising further vocational education system meets the new requirements of the labour market and professional needs of employees and employers?

##### *Moderator:*

- Robert Urazov, Director General of the Agency for Proficiency Development (WorldSkills Russia)

##### *Participating invitees:*

- Petr Kucherenko, Deputy Minister of Science and Higher Education of the Russian Federation
- Vladimir Mau, Rector of the Russian Presidential Academy of National Economy and Public Administration
- Eduard Galazhinsky, Rector of Tomsk State University
- Konstantin Abramov, Director General of VTsIOM Foundation
- Stanislav Nisimov, Director of the Department for Educational Programmes and Professional Qualifications

#### #education

##### Prospects of Implementation of National Project “Education” in the new Labour and Employment Paradigm

**22 April 2021, Expoforum, B3-B5, 12:00 – 14:00, Offline**

The new labour and employment paradigm changes the educational milestones, landscape and methodology of the educational process, which become increasingly individualized and digital-oriented (project 19-29-07443/19). Still debatable are the principles and technologies of ensuring global competitiveness of Russian education and inclusion of Russia into top 10 global countries in terms of quality of general education (National Project “Education”).

##### *Partner:*

- Russian Foundation for Basic Research

##### *Moderators:*

- Pavel Deryugin, Professor of St. Petersburg State University
- Sergey Ivanov, Head of the Laboratory for Studying Socioeconomic and Political Processes in Modern Society in St. Petersburg State University
- Lubov Lebedintseva, Associate Professor of St. Petersburg State University

##### *Participating invitees:*

- Irina Ganus, First Deputy of the Chairman of St. Petersburg Committee for Science and Higher School
- Evgeny Gorin, Vice President of St. Petersburg Union of Industrialists and Entrepreneurs

- Stepan Zholovan, Director of the Centre for Proactive Professional Education
- Gennadiy Kostin, Prorector for Research Work of St. Petersburg University of Management Technologies and Economics
- Aleksandr Kuryachiy, Director of the Centre for Applied Research and Development of the National Research University Higher School of Economics in St. Petersburg
- Marina Lavrikova, First Prorector for Academic and Methodological Work in St. Petersburg State University
- Nikolay Lobanov, Head of the Association for Continuing Education
- Vladislav Raskovalov, Professor of Peter the Great St. Petersburg Polytechnic University
- Aleksandr Fedorkov, Prorector for Quality of Education and Informatisation in St. Petersburg State Agrarian University
- Aleksandr Khodachek, President of the National Research University Higher School of Economics in St. Petersburg
- Vladimir Yudin, Associate Professor of Yaroslavl State Pedagogical University named after K.D. Ushinsky, Head of the Laboratory for Development of Vocational Education in Yaroslavl State Pedagogical University named after K.D. Ushinsky

## **#education**

### **Career guidance in the VUCA world**

**22 April 2021, Expoforum, B6-B9, 15:00-16:30, hybrid mode**

The issues of professional orientation of building a career path become especially relevant with the explosive growth of the rates of development of human civilization, science and technology, the speed of vertical mobility of society. What is preparing the complex and rapidly changing VUCA world for today's high school student? Should a fifth grader design his career track now? What are the most effective career guidance practices and techniques?

#### *Moderator:*

- Elena Kazakova, Deputy Director for Personnel Management and Organizational Design, FSUE SPbNIIVS FMBA of Russia

#### *Participating invitees:*

- Alexey Gorbachev, Deputy Head, Educational Foundation Talent and Success (EC Sirius), Head, Educational and Methodological Center
- Andrey Melnikov, Director of the Department of New Educational Technologies and Projects for Children and Youth, FIEP
- Petr Polozhevets, Executive Director, Sberbank Charitable Fund Contribution to the Future
- Irina Potekhina, Vice Governor of St. Petersburg
- Irina Serebryakova, Lead Psychologist, Human Resources and Labor Relations Department, Gazprom Transgaz Surgut
- Yuna Timirbaeva, Project Manager Mobile Quantorium, Quantotrak, Methodologist, Federal Children's Ecological and Biological Center
- Dmitry Cherneyko, Chairman, Committee on Labor and Employment of the Population of St. Petersburg

## #education

### **Artificial Intelligence for Labour Market: Projects in Digital HR from University 2035**

**23 April 2021, Expoforum, D3, 10:00-11:30, hybrid mode**

Artificial Intelligence is becoming an increasingly in-demand tool for solving a variety of social, business and industry tasks. At the current stage of development, artificial intelligence technologies enable diagnostics of employees, building a high-performing team, finding a specialist with the required competencies. In manufacturing, artificial intelligence is applied e.g. in modelling of objects and processes using digital twins, and specialists with Digital Twins competence are in demand as never before. In this session we will review the capabilities of artificial intelligence in the sphere of labour, implemented in diagnostic and educational services of University 2035.

#### *Participating invitees:*

- Andrey Komissarov, Head of Data-Based Development Services Directorate in University 20.35
- Eduard Khamaza, Head of the Educational Project “Digital Twins” in University 2035

## #education

### **Panel Discussion: “Coaching and Mentoring in State and Commercial Organisations. Theory, Practice, Results”**

**23 April 2021, Expoforum, E7, 10:00-13:00, hybrid mode**

St. Petersburg Department of ICF Russia Chapter organises the discussion and provides cases:

- “Dream Team or How Coaching Helped State Servants Find Inspiration”
- “Role of Coaching in Socioeconomic Development of the Territory: Case Study of Pecheng Municipal Okrug of Murmansk Oblast”
- “Team Coaching as a Tool for Creating Collective Leadership in a Management Team”

#### *Moderators:*

- Olga Parfenova, Executive Coach in PCC ICF, Head of ICF Regional Department in St. Petersburg and Leningrad Oblast
- Inna Gorbulyenko, Executive Coach in PCC ICF, System Team Coach

#### *Participating invitees:*

- Lubov Mazhorova, Honoured Social Security Employee of Yamalo-Nenets Autonomous Okrug, ACC Coach, Project and Team Coach, Coaching for Parents and Teenagers; Author of Trainings for Elderly People “New Age – New Opportunities”, Certified Business Trainer for Social Entrepreneurship
- Svetlana Kharchenko, PCC ICF Coach, Business Trainer, Supervisor of “Baltic Leasing” Mentorship Programme, Expert in Value Oriented Approach to Management, Leader of the Programmes of Smolny Corporate University in Non-Directive Disciplines (coaching, mentoring)
- Andrey Fomenko, Director of the Centre for Social Projects of Pecheng District “Second School”, Deputy of Murmansk Oblast Duma
- Denis Levitsky, Shareholder and Director General of Rodelen
- Inna Gorbulyenko, Executive Coach in PCC ICF, System Team Coach

## #education

### **Business Education in the Interests of Sustainable Economic Development**

**23 April 2021, Expoforum, A3-A5, 10:00-13:00, Offline**

Russian business education is about 35 years old: its role and importance for sustainable economic development is discussed. Features distinguishing business education from traditional higher school programmes. MBA programmes: decline or new stage of development? Digitisation of educational environment, COVID learnings for business education. Consulting as the basis for sustainable

development of a business school. Accreditation of business education programmes. Best practices for interaction between business schools and employers in the course of implementation of training programmes. Corporate universities and business schools: competition or cooperation?

*Partners:*

- Institute of Further Vocational Education Higher School of Economics of St. Petersburg State University of Economics
- Russian Association of Business Education (RABE)
- National Accreditation Board of Business and Management Education (NASDOBR)

*Moderators:*

- Valentin Galenko, Research Advisor in the Institute of Further Vocational Education Higher School of Economics, Enterprise Management EMBA Programme Director in St. Petersburg State University of Economics, member of RABE Board
- Natalia Evtikhieva, Director General of the Russian Association of Business Education (RABE) and National Accreditation Board of Business and Management Education (NASDOBR), Deputy Director of the Institute of State Service and Administration of the Russian Presidential Academy of National Economy and Public Administration (Russia, Moscow)

*Participating invitees:*

- Yulia Vertakova, Director of Kursk Branch of the Financial University under the Government of the Russian Federation
- Mikhail Ivanov, Operations Director of ProActor Solutions in ELMA Group
- Yana Klementovichus, Prorector of St. Petersburg State University of Economics, Director of Institute of Further Vocational Education Higher School of Economics
- Valentin Makarov, President of RUSSOFT (IT Cluster), Member of the Management Board of the Information & Computer Technologies Industry Association
- Sergey Myasoedov, President of RABE, Deputy Chairman of NASDOBR Presidium, Prorector of the Russian Presidential Academy of National Economy and Public Administration, Director of the Institute of Business and Business Administration, Deputy Chairman of the Council of Professional Qualifications in Management and Law
- Yaroslav Pavlov, Rector of the International Institute of Management
- Aleksandr Pechenkin, Director of Gazprom Corporate Institute
- Vladimir Rusinov, Deputy Director of the Institute of Further Vocational Education Higher School of Economics, Organisation Management Programme Director in St. Petersburg State University of Economics
- Sergey Khmelevskiy, Director General of HighPark Foundation of St. Petersburg ITMO University

**#education**

**Development of National Professional Qualifications System**

**23 April 2021, Expoforum, G22-G24, 12:00-13:30, Offline**

Post-COVID reality suggests elaboration of professional qualifications and standards ensuring achievement of diverse goals in the country's development. The round table will discuss up-to-date qualifications ensuring employment in the labour market. Coordination of activities of the system's participants, analysis of co-practice of implementation and evaluation of the national system of qualifications.

*Moderator:*

- Vladimir Blinov, Director of Research Centre for Vocational Education and Qualification Systems of the Federal Education Development Institute

*Participating invitees:*

- Irina Voloshina, Director for Development of Professional Qualifications System of the Research Institute of the Ministry of Labour
- Angelina Volkova, Professional Qualifications Development Area Manager in the Foundation for Infrastructural and Educational Programmes (ROSNANO Group)
- Irina Golubtsova, Deputy Director of St. Petersburg Public Employment Centre
- Evgeny Gorin, Vice President of St. Petersburg Union of Industrialists and Entrepreneurs
- Sergey Ivanov, Head of the Laboratory for Studying Socioeconomic and Political Processes in Modern Society in St. Petersburg State University
- Natalia Mashukova, Chief Expert of the Institute of HR Administration of the National Research Institute Higher School of Economics
- Aleksey Perevertailo, Head of the Department for Qualification Assessment Systems of the National Agency for Qualifications Development
- Vladislav Raskovalov, Professor of St. Petersburg Polytechnic University
- Viktor Smirnov, Chairman of the Board of Directors of Secondary Education Vocational Schools of St. Petersburg

**#education**

**Monitoring of In-demand Jobs: Regional Aspect**

**23 April 2021, Expoforum, D1-D4, 14:00-16:00, hybrid mode**

The round table will discuss such topics as monitoring of the demand of economic sectors and major employers of the RF constituent territory in professionals for implementation of federal and regional projects; approaches to building top-50 and top-region blue and white collar professions in demand in the labour market; development of partnership between the labour and employment sectors; vocational education systems on the basis of monitoring of the needs of the RF constituent territory in skilled personnel.

*Moderator:*

- Irina Voloshina, Director for Development of Professional Qualifications System of the Russian National Research Institute of the Ministry of Labour

*Participating invitees:*

- Irina Voloshina, Director for Development of Professional Qualifications System of the Russian National Research Institute of the Ministry of Labour
- Vadim Ivanchenko, Head of the Federal Centre for Coordination of Proactive Professional Education of the Institute of Vocational Education Development of the Ministry of Education of Russia
- Elena Pokhodaeva, Acting Head of the Labour and Employment Administration of Lipetsk Oblast
- Zulfia Ismagilova, Director of Krasnoyarsk Kray Centre for Career Guidance and Qualifications Development
- Ludmila Shapovalova, Head of the Administration for Professional Education of the Department of Education of Belgorod Oblast
- Vladimir Dzhuma, Director for Digital Technology of the Russian National Research Institute of the Ministry of Labour

**#education**

**Discussion club of young teachers, postgraduate students, and master's students "Educational Migration in New Labour Paradigm: Possibilities, Prospects and Risks"**

**23 April 2021 12:00–14:00, Online**

Nowadays educational migration of students acquires new paths, dynamics and strategies. These trends reflect the nature of changes in the labour market and employment to which students have to adapt. Forecasts for shaping migration strategies of students for the short- and medium term.

*Moderator:*

- Olga Nikiforova, Associate Professor of St. Petersburg State University

*Participating invitees:*

- Viktoria Matykina, master's student of the 2nd year in St. Petersburg State University
- Ekaterina Strashko, teacher in the Sevastopol and Crimea State Universities

**#education**

**Strategies of university adaptation to post-pandemic conditions: evolution, reforms, reboot**

**23 April 2021, Expoforum, 12:00–14:00, Online**

Strategies for university adaptation to post-pandemic conditions have become a test for the capability to adapt to new conditions of educational activity. Attitude to remote education is ambiguous. Organisational, informational and pedagogical aspects of education call for innovative approach. The experience of educational activity aimed at preparation of graduates to employment in the new labour paradigm is negligible and requires new conclusions.

*Moderators:*

- Olga Yarmak, Head of the Department of Social Communications in Sevastopol State University
- Maria Yashina, Associate Professor of St. Petersburg State University

*Participating invitees:*

- Irina Vetrenko, Professor, Head of the Social Technology Department of North-West Institute of Management of the Russian Presidential Academy of National Economy and Public Administration
- Ludmila Garas, Associate Professor of Sevastopol State University
- Igor Groshev, Professor of Tyumen Higher Military Engineering Command School named after A.I. Proshlyakov
- Irina Grosheva, Associate Professor, Head of the Department of Theory and History of State and Law, Sciences and Humanities of the Business Career Institute
- Evgeniy Kremnev, Associate Professor, Head of the Department for Asia-Pacific Region Oriental and Regional Studies of Irkutsk State University
- Olga Kuznetsova, Dean of the Faculty of Foreign Languages in Irkutsk State University
- Natalia Minkova, Prorector for Educational Activity in Sevastopol State University
- Zoya Proshkova, Senior Fellow of Sociological Institute

## #GENERATION GENERATION OF CHANGE

Young people at the start of their career: fear, success and reality. Business, university, state and young people are mutually apprehensive when they first meet face to face. What fears are typical of young employees and what scares employers? How do young people measure their own success and who is “young and successful”, in the opinion of the university and employers? How do these views transform as young people become involved in actual work: the question is to be discussed within the youth track.

21 April 2021

### #generation

#### **5th St. Petersburg International Youth Labour Forum**

**21 April 2021, Mikhailovskaya Dacha campus of St. Petersburg State University, Offline**

The first Russian international venue for representatives of the younger generation to discuss the whole spectrum of current issues and challenges in labour, employment, human capital, human resources management, and for building dialogue with all stakeholders – government, business, trade unions, non-profit organisations and the academic community. The Forum’s objective is to give the younger generation an opportunity to share their opinion in discussions dedicated to current labour-related problems and new challenges.

### #generation

#### **Key Events of the 5th St. Petersburg International Youth Labour Forum:**

- Lecture Hall
- Research Conference “Life-Work Balance of the Young in the Era of Changes”
- Trajectory “Self-Management in Science for Life”
- Trajectory “Global Opportunities Matrix”
- Trajectory “Challenge Accepted”
- Career Day
- Exhibition

### #generation

#### **Plenary Session “Era of Changes: Labour Market for Generation Z”**

**21 April 2021, Mikhailovskaya Dacha campus of St. Petersburg State University, Conference Hall, auditorium 1301, 10:15–11:45, Offline**

In scope of the plenary session, speakers – representatives of politics, science, business and culture – will have a discussion with the young people about what changes expect them in the labour market in the short term; what competencies will be in highest demand: professional or digital; whether young people are ready to the new requirements of the labour market; whether it is possible to maintain the work-life balance in conditions of digitalisation of labour and the society.

#### *Moderator:*

- Roman Gerasimov, Journalist, TV Host in Channel 78

#### *Welcome address:*

- Nikolay Kropachev, Rector of St. Petersburg State University
- Dmitry Cherneyko, Chairman of St. Petersburg Public Labour and Employment Committee

#### *Invited speakers:*

- Yulia Aray, Associate Professor, Academic Head of the Programme “Master in Management” of St. Petersburg State University, Regional Representative of “Our Future” Foundation
- Bogdan Zastavny, Chairman of the Committee for Youth Policy and Interaction with Public Organisations
- Vera Minina, Professor, Head of the Master’s Programme “Human Resources Management” in St. Petersburg State University

- Aleksey Mironov, Vice President for Operational Management in ANCOR
- Igor Murashev, Deputy Chairman of the Committee for State Service and HR Policy of the Administration of the Governor of St. Petersburg – Head of the Department for Assessment and Talent Pool
- Elena Shevchenko, Vice President and Co-Owner of Sever-Metropol Chain Store
- representative of Rosatom

## **#generation**

### **Piñata Party**

**21 April 2021, Mikhailovskaya Dacha, 17:00–18:30, Offline**

Throughout the entire youth forum, young people, employers and other representatives of the labour market describe their fears and put them inside a piñata. The party is centred around actual “beating of fears” out of the piñata. In scope of the event, young people and employers will share their fears and find ways to overcome them.

#### *Partners:*

- St. Petersburg State University Alumni Association
- Agency for Human Capital Development in the North-western Federal District
- St. Petersburg Centre for Entrepreneurship Development and Support

#### *Moderator:*

- Maya Rusakova, Head of the Sociological Clinic of Applied Studies of St. Petersburg State University

#### *Participating invitees:*

- Elina Bondar, talent acquisition VEEAM
- Vakhtang Vakhtangishvili, V-event Director General
- Elina Chernyavskaya, CEO, Mentor of Elita APP IT Company

## **22 April 2021**

## **#generation**

### **Meeting of the Association of Youth Governments of the Russian Federation**

**22 April 2021, Expoforum, E7, 10:00–11:30, hybrid mode**

Youth Government is a social association established under the governor (government) of the constituent territory of the Russian Federation for training and promotion of young professionals for careers in state civil service. In the Youth Government, project participants are studying operations of ministries and agencies acting as “shadows” of ministers.

Topic of the meeting: “Youth governments as a tool for state authorities staffing”.

#### *Moderator:*

- Andrey Khodykov, Area Manager of the Department for Relations with Authorities in Sinergy University

#### *Participating invitees:*

- Dina Gaizatullina, Chairwoman of the Association of Youth Governments of the Russian Federation
- Sergey Stepanov, Councillor of the Head of Federal Agency for Youth Affairs
- Aleksandr Belsky, Vice Governor of St. Petersburg
- Andrey Mikhailov, Chairman of the Committee of State Service and HR Policy of St. Petersburg
- Bogdan Zastavny, Chairman of the Committee for Youth Policy and Interaction with Public Organisations of St. Petersburg
- Grigory Grenaderov, Chairman of Youth Government of Sverdlovsk Oblast



- Vladimir Shamakhov, Director of North-West Institute of Management of the Russian Presidential Academy of National Economy and Public Administration

## **#generation**

### **Best Practices of Career Lifts for Young Government Officials**

**22 April 2021, Expoforum, E7, 12:00–13:30, hybrid mode**

The section will present best practices and successful cases of interaction with state authorities, as well as the results of implementation of the Russian National Project “ProKadry”, Leaders of Russia and others.

#### *Moderator:*

- Regina Kryuchkova, Head of HR Department in Energomash Group

#### *Participating invitees:*

- Sergey Zhuravlev, Winner of Leaders of Russia 2020 Contest
- Nikita Tretyakov, Finalist of Leaders of Russia 2020 Contest
- Luka Gorubin, Project Manager in ANO Rossiya Strana Vozmozhnostey
- Nikolay Dolgov, Director for Development of Professionals 4.0 Platform
- Aleksey Agafonov, Deputy Director General of ANO Rossiya Strana Vozmozhnostey

## **#generation**

### **Party and Award Ceremony (Oscar Party)**

**22 April 2021, Expoforum, A1–A2, 15:00–16:30, hybrid mode**

Awarding the best HR brands in the labour market from the point of view of young specialists in the best traditions of the Oscars. We present the most attractive HR brands from the viewpoint of the youth and experts, along with the most effective practices and technologies of personnel onboarding. The best will receive an HR-Oscar. The event will be complemented with a battle of laureates dedicated to various HR practices of working with young specialists.

#### *Partners:*

- St. Petersburg State University Alumni Association
- Agency for Human Capital Development in the North-western Federal District
- St. Petersburg Centre for Entrepreneurship Development and Support

#### *Moderator:*

- Kamilla Nigmatullina, Head of the Department of Digital Media Communications of St. Petersburg State University

## **#generation**

### **Private Pajama Party**

**22 April 2021, Expoforum, A1–A2, 16:30–18:00, hybrid mode**

Discussion on the topic: “Work-life balance”: how to quit the scheme “business before pleasure” and learn to rebuild resources? Probably, to defend your point, you will have to win a pillow battle. Four speakers will share their experience and effective practices, and “throw a pillow” of questions to the audience. Entrance by invitation only, dress code is pajama.

#### *Partners:*

- St. Petersburg State University Alumni Association
- Agency for Human Capital Development in the North-western Federal District
- St. Petersburg Centre for Entrepreneurship Development and Support

#### *Moderator:*

- Ilmira Malikova, Director for Public Relations of Galaxy Charity Fund

*Participating invitees:*

- Elina Chernyavskaya, CEO, Mentor of Elita APP IT Company

**# EMPLOYMENT**  
**RUSSIAN PUBLIC EMPLOYMENT AUTHORITY**  
(by invitation)

A new stage of work for modernisation of the Public Employment Authority (PEA) will be announced during the conference. Discussion of approaches and mechanisms of PEA transformation into state-of-the-art HR centres with participation of representatives of PEA, experts and target audiences will help engage them as supporters and effective partners of the project for PEA modernisation, develop agreed positions and mechanisms of transformation, and set tasks for the nearest future. Public recognition will be announced to the representatives of constituent territories of the Russian Federation – leaders in Public Employment Authority 2.0 model implementation. Discussion of approaches to PEA modernisation and best regional practice is currently aimed at ensuring social support of transformations as a necessary tool for improvement of citizens' welfare and implementation of state policy in the labour and employment market.

**19 April 2021**

**#employment**  
**Russian Public Employment Authority Officer Day**  
**Awarding the officers of St. Petersburg Public Employment Authority**  
**19 April 2021, Smolny, Offline**

**21 April 2021**

**#employment**  
**Travelling seminar and tour “Opportunities for partners of St. Petersburg Public Employment Authority supporting employment of people with disabilities”**  
**21 April 2021, Residential Complex New Okhta, 10:00–13:00, Offline**  
(5 Korneya Chukovskogo St., building 4; 3 Korneya Chukovskogo St., building 2; 51 Murinskaya Road, building 2)

*Moderators:*

- Margarita Urmancheeva, President of GAOORDI St. Petersburg Association of social unions of parents of children with disabilities
- Irina Kuznetsova, Head of the Department for Employment of Citizens with Special Needs of St. Petersburg Public Labour and Employment Committee

*Participating invitees:*

- representatives of employment authorities of regions of the Russian Federation, associations of parents of children with disabilities of regions of the Russian Federation

**22–23 April 2021**

**#employment #conf**  
**10th International Conference for Employment “Russian Public Employment Authority. New Reality. Development Trends”**  
**22–23 April 2021, hybrid mode**

The conference will consider modernisation of Public Employment Authority (PEA), approaches and PEA transformation mechanisms into state-of-the-art HR centres will be discussed with PEA representatives and experts. A mutually agreed stance on the project of Public Employment Authority modernisation needs to be developed. Public recognition will be announced to the representatives of constituent territories of the Russian Federation – leaders in Public Employment Authority 2.0 model implementation.

22 April 2021

**#employment #conf**

**Opening of the Conference**

**22 April 2021, Expoforum, D1–D4, 10:00–10:30, hybrid mode**

Welcome speech by representatives of the Ministry of Labour and Social Protection of the Russian Federation.

Welcome speech by the representatives of St. Petersburg Administration.

**#employment #conf**

**Work in Streams – Part 1**

**22 April 2021, Expoforum, Press Centre, D1–D4, A3–A5, 10:30–13:30, hybrid mode**

In scope of the session, experts and representatives of the Ministry of Labour and Social Protection of the Russian Federation will introduce to the participants the main approaches to modernisation of the Public Employment Authority and organise work in groups for development of proposals for modernisation of the Public Employment Authority.

*Subgroups:*

- “Public Employment Authority for Citizens”
- “Public Employment Authority for Employers”
- “Public Employment Authority as a Public Administration Tool”

**#employment #conf**

**Work in Streams – Part 2**

**22 April 2021, Expoforum, Press Centre, D1–D4, A3–A5, 14:30–16:30, hybrid mode**

The second part of group work will be dedicated to development of proposals for specific stages of modernisation of the Public Employment Authority, including legal procedures, development of calendar plans, development of guidelines for communication with clients etc.

*Subgroups:*

- “Public Employment Authority for Citizens”
- “Public Employment Authority for Employers”
- “Public Employment Authority as a Public Administration Tool”

**#employment #conf**

**Work in Streams – Part 3**

**22 April 2021, Expoforum, Press Centre, D1–D4, A3–A5, 17:00–19:00, hybrid mode**

During the third part of the session day, experts and participants will discuss certain aspects of work of the Public Employment Authority – labour available to all (employment for people with disabilities) and labour adaptation of people released from penitentiary institutions.

*Subgroups:*

- “Public Employment Authority for Citizens”
- “Public Employment Authority for Employers”
- “Public Employment Authority as a Public Administration Tool”

23 April 2021

**#employment #conf**

**Plenary Session**

**23 April 2021, Expoforum, D1–D4, 10:00–12:00, hybrid mode**

The plenary session will include presentation of the results of the first day of work of the conference participants and objectives of the Public Employment Authority for the short term, and an award ceremony for representatives of constituent territories-leaders in modernisation of the Public Employment Authority.

*Participating invitees:*

- Anton Kotyakov, Minister of Labour and Social Protection
- representatives of the Ministry of Labour and Social Protection
- representatives of Public Employment Authorities of constituent territories of the Russian Federation

## # MIGRATION

### MIGRATION POLICY AND LABOUR MIGRATION: CHALLENGES OF THE PANDEMIC

Labour of migrants was put under stress by border crossing restrictions during the pandemic. The experience of the pandemic revealed “pressure points” of regulating labour of migrants and raised awareness of their importance for economies. The track is dedicated to analysis of the position of migrants at the labour market, development of proposals to simplify the procedure for engagement of foreign employees for jobs in Russia, and effective interaction of the migration process participants.

21 April 2021

#### #migration

#### Meeting of the Permanent Commission of IPA CIS on Social Policy and Human Rights

21 April 2021, Tauride Palace, Offline

The meeting will discuss the role of parliaments in statutory regulation of labour migration processes in the period of the pandemic and the project for Joint Statement of Interparliamentary Assembly of Member Nations of the Commonwealth of Independent States, Regional Office of the International Organisation for Migration in Vienna and European Regional Bureau of the World Health Organisation “Concerning Measures of Statutory Support of Labour Migration in the Period of the Pandemic”.

#### *Participating invitees:*

- Anatoliy Rafailov, Member of Milli Meclis Committee of the Republic of Azerbaijan for Health
- Nizami Abdulla oglu Safarov, Member of Milli Meclis Committee of the Republic of Azerbaijan for Legal Policy and State Construction, Member of Milli Meclis Committee of the Republic of Azerbaijan for Defence, Security and Combatting Corruption
- Narek Zeynalyan, Chairman of the Permanent Commission of the National Assembly of the Republic of Armenia for Health and Social Affairs
- Lena Nazaryan, Deputy Chairperson of the National Assembly of the Republic of Armenia
- Aleksandr Karpitsky, Member of the Permanent Commission of the Council of the Republic of the National Assembly of the Republic of Belarus for Foreign Affairs and National Security)
- Tamara Dolgoshey, Member of the Permanent Commission of the House of Representatives of the National Assembly of the Republic of Belarus for Environment, Nature Management and Chernobyl Accident
- Zhanna Stativko, Deputy Chairperson of the House of Representatives of the National Assembly of the Republic of Belarus for Labour and Social Affairs
- Murat Baktiyaruly, Chairman of the Senate Committee of the Parliament of the Republic of Kazakhstan for Sociocultural Development and Science
- Arman Kozhakhmetov, Member of the Mazhilis Committee of the Parliament of the Republic of Kazakhstan for Legislation and Judicial and Legal Reform
- Karibay Musyrman, Member of the Mazhilis Committee of the Parliament of the Republic of Kazakhstan for Sociocultural Development
- Almazbek Toktorov, Deputy Chairman of Zhogorku Kenesha Committee of the Kyrgyz Republic in Social Issues, Education, Science, Culture and Health
- Liviu Vovk, Secretary of the Commission of the Parliament of the Republic of Moldova for Social Protection, Health and Family
- Vladimir Odnostalko, Deputy Chairman of the Commission of the Parliament of the Republic of Moldova for Social Protection, Health and Family
- Aleksandr Varfolomeev, First Deputy of the Chairman of the Committee of the Federation Council of the Federal Assembly of the Russian Federation for Social Policy
- Sergey Leonov, Member of the Committee of the Federation Council of the Federal Assembly of the Russian Federation for Social Policy
- Lenar Safin, First Deputy of the Chairman of the Committee of the Federation Council of the Federal Assembly of the Russian Federation for Economic Policy

- Yury Berezutsky, Member of the Committee of The State Duma of the Federal Assembly of the Russian Federation for Information Policy, Information Technology and Communications
- Nina Chernyaeva, Member of the Committee of The State Duma of the Federal Assembly of the Russian Federation for Health
- Makhmadshokh Kurbonali Gulzoda, Chairman of the Committee of Majlisi Mili Majlisi Oly of the Republic of Tajikistan for Social Affairs, Health, Science, Education, Culture and Politics of Youth and Women
- Sumangul Said Tagoizoda, Chairman of the Committee of Majlisi Namoyandagon Majlisi Oly of the Republic of Tajikistan for Social Affairs, Family and Health
- Dmitry Cherneyko, Chairman of St. Petersburg Public Labour and Employment Committee
- Abdusattor Esoev, Director of the Bureau of the International Organisation for Migration in Moscow

## **#migration**

### **Regulation of Migration Processes in the Period of Covid-19 Pandemic in CIS member states**

**21 April 2021, Tauride Palace, Offline**

Ways of reforming the law of CIS member states in the sphere of migration and stimulation of processes for engagement of in-demand foreign labour resources; monitoring of the demand of the market of CIS countries in foreign employees; prospects of extending the National Qualification System onto foreign employees in Russia; state of traditionally migrant-employing industry sectors; IT as a tool for legal and quick entry of migrants to the labour market.

#### *Moderators:*

- Dmitry Cherneyko, Chairman of St. Petersburg Public Labour and Employment Committee
- Sergey Kalashnikov, First Deputy Chairman of the Committee of the State Duma of the Federal Assembly of the Russian Federation for Economical Policy, Industry, Innovational Development and Entrepreneurship

#### *Participating invitees:*

- Ravshan Atabaev, Head of the Administration for Foreign Labour Migration and Programmes for Reintegration of Returning Labour Migrants of the Ministry of Employment and Labour Relations of the Republic of Uzbekistan
- Yury Gertsy, Chairman of the Council for Professional Qualifications in Labour Safety, Social Protection and Employment
- Vladimir Volokh, Professor of the State University of Management
- Andrey Kolesnikov, Head of the Migration Administration of the Main Directorate of the Ministry of the Interior of Russia in St. Petersburg and Leningrad Oblast
- Dmitry Kostykin, Director General of the Unified Centre of Documentation
- Nikolai Kurdyumov, President of the Association of Labour Migration Experts and Consultants International Alliance “Labour Migration”
- Igor Muraviev, Executive Director of the Chamber of Commerce and Industry of Leningrad Oblast
- Dmitry Nikiforov, First Deputy Chairman of the Public Labour and Employment Committee of Leningrad Oblast
- Aslambek Paskachev, Chairman of the Commission for Migration Affairs and Sociocultural Adaptation of Foreign Citizens of the Council for Interethnic Relations under the Russian President
- Aliza Soltonbekova, First Deputy Minister of the Ministry of Health of Kyrgyz Republic
- Andrey Khudoleev, Secretary in Charge of the Commission on Information Support of the Governmental National Policy of the Council for Interethnic Relations under the President of Russia
- Alexey Chistyakov, Director of the Labour Resources Centre
- Valery Shinkarenko, Head of the Committee of the Chamber of Commerce and Industry of Leningrad Oblast for Support of Employment and Labour Productivity

- Robert Urazov, Director General of the Agency for Proficiency Development (WorldSkills Russia)
- Alina Doskanova, Director for International Affairs, Deputy Director General of the Agency for Proficiency Development (WorldSkills Russia)

## #migration

### **Professional Recognition Award “Expert of the Year in Labour Migration”**

**21 April 2021 IPA CIS, Tauride Palace, Offline**

#### *Award Founders:*

- St. Petersburg Public Labour and Employment Committee
- Public Labour and Employment Committee of Leningrad Oblast
- Chamber of Commerce and Industry of Leningrad Oblast
- Association of Labour Migration Experts and Consultants International Alliance “Labour Migration”
- Council for Professional Qualifications in Labour Safety, Social Protection and Employment

**22 April 2021**

## #migration

### **Labour and Employment of Highly Skilled Specialists Working Abroad: Are There New Contradictions? Is New Privileged Class Pending?**

**22 April 2021 12:00–15:30, Online**

Participants will discuss global national and local trends in labour and employment of specialists working abroad, including highly qualified professionals. The scope of issues under discussion also includes migration regulations and rules, mechanisms of recruitment and employment in developed and developing countries, and social aspects of labour in the context of interdisciplinary approach.

#### *Moderator:*

- Aleksandr Kuteinikov, Associate Professor of St. Petersburg State University

#### *Participating invitees:*

- Tatyana Artemieva, Professor of Herzen Russian State Pedagogical University
- Jan Bzhozowski, Professor of Cracow University of Economics
- Andreas Vasilache, Professor of Bielefeld University, Director of the Centre for German and European Research (CGES / ZDES)
- Rustem Davletgildev, Director of the Research and Education Centre for Human Rights, International Law and Integration Problems, Head of the Department of Theory and History of State and Law in Kazan Federal University, Doctor of Law
- Aleksandr Kuteinikov, Associate Professor of St. Petersburg State University
- Galina Menshikova, Associate Professor of St. Petersburg State University
- Olga Potemkina, Head of the Department for Research of European Integration of the Institute of Europe of the Russian Academy of Sciences
- Thomas Faist, Sociology Professor, Bielefeld University, Member of the Academy of Humanities and Arts of North Rhine-Westphalia Area
- Representative of the International Organisation for Migration
- Representative of the United Nations High Commissioner for Refugees
- Representative of the International Federation of Red Cross and Red Crescent Societies

**23 April 2021**

## #migration

### **Impact of the Pandemic on Migrant Labour**

**23 April 2021, Expoforum, Virtual Studio, 11:00–13:30, Offline**



The subject to be discussed at the interdisciplinary round table is influence of the pandemic on migrant labour. It will consider regulation of labour migration specific to the period of the pandemic, interdisciplinary problems of foreign workforce deficit and social protection of migrants in the period of the pandemic, and contribution of non-profit organisations to social support of migrants. Results of the analysis of challenges arising during implementation of programmes for organised recruitment of foreign workers based on the learnings of the Centre for Labour Resources will be presented.

*Moderator:*

- Elena Sychenko, Associate Professor of St. Petersburg State University

*Participating invitees:*

- Natalia Popova, Labour Economist of the International Labour Organisation
- Jozef Bartowicz, Specialist of the WHO Regional Office for Europe
- Natalia Zaybert, Director of the Information Centre for Migration Law of St. Petersburg Department of the Russian Red Cross
- Vladimir Mukomel, Head of the Sector for Research of Migration and Integration Processes in the Institute of Sociology of the Federal Research Sociology Centre of the Russian Academy of Sciences
- Dmitry Poletaev, Director of the Centre for Migration Research, Chief Research Fellow of the Laboratory for Analysis and Prediction of Migration of the Institute for National Economic Forecasts of the Russian Academy of Sciences
- Kristine Trifonova, Associate Professor of the Crimean Branch of the Russian State University of Justice
- Alexey Chistyakov, Director of the Labour Resources Centre
- Andrey Yakimov, Expert of the Charity Fund for Support and Development of Educational and Social Projects PSP Fund

**#SAFETY**  
**HEALTH AND SAFETY**

Automation of production processes and implementation of state-of-the-art technology reduce the number of jobs where personnel can become injured. The pace of today's work processes brings about other challenges: stress, exhaustion, occupational diseases etc. Safety and health issues remain the priority for employees of hazard-intensive industries as well as for office workers: one's life and health depends on taking them seriously.

**22 April 2021**

**#safety**

**Implementation of State Policy Aimed at Preserving Life and Health of Workers in the Situation of a Comprehensive Change of Legal Framework**

**22 April 2021, Expoforum, E13, 10:00–11:30, Offline**

In 2020–2021, hundreds of regulations in the field of safety that had been audited for compliance by supervisory bodies have been annulled in the territory of the Russian Federation. The regulatory framework for state supervision and monitoring is undergoing changes. The conference will discuss evolution of approaches to implementation of state policy directed at preserving life and health of workers in the situation of changing safety regulations.

*Moderator:*

- Elena Zamyshlyeva, Deputy Chairwoman of St. Petersburg Public Labour and Employment Committee

*Participating invitees:*

- Igor Belyaev, Head of St. Petersburg State Labour Inspectorate
- Natalia Bashketova, Head of the Federal Service Administration for Monitoring Consumer Rights and Human Welfare
- Konstantin Ostrovsky, Manager of St. Petersburg Regional Branch of the Social Insurance Fund of the Russian Federation
- Alla Astratova, Chairwoman of the Public Labour and Employment Committee of Leningrad Oblast
- Igor Solovyov, Head of the State Labour Inspectorate in Leningrad Oblast
- Vladimir Kotov, President of the Association of Developers, Manufacturers and Suppliers of Personal Protective Equipment

**#safety**

**Panel Discussion “Procedures for Management of Occupational Risks while Building a Safety Management System”**

**22 April 2021, Expoforum, E13, 12:00–13:30, Offline**

Implementation of the procedures for managing occupational risks remains widely discussed in the professional community. In scope of the panel discussion, experts will look into the methodology of approaches that help employers ensure functionality of the safety management system through occupational risk management activities.

*Moderator:*

- Elena Zamyshlyeva, Deputy Chairwoman of St. Petersburg Public Labour and Employment Committee

*Participating invitees:*

- Igor Belyaev, Head of St. Petersburg State Labour Inspectorate
- Alla Astratova, Chairwoman of the Public Labour and Employment Committee of Leningrad Oblast
- Igor Solovyov, Head of the State Labour Inspectorate in Leningrad Oblast

- Dmitry Platygin, Director General of the Russian National Research Institute of the Ministry of Labour
- Maria Nasedkina, Chairwoman of the Council of Association “United Safety Officers Centre”
- Andrey Lubimov, Director General of the Centre for Engineering Safe Working Environment

### **#safety**

#### **Sanitary and Epidemiology Requirements after Use of Regulatory Guillotine Mechanism**

**22 April 2021, Expoforum, E13, 15:00–16:30, Offline**

In scope of implementation of the “regulatory guillotine”, sanitary and hygiene regulations keep being updated; in April 2021, a new procedure for medical examinations has been enacted. The round table discussion will try to determine how the production and business processes of employers will have to transform in the light of changes of the regulatory framework.

#### *Moderator:*

- Elena Zamyshlyeva, Deputy Chairwoman of St. Petersburg Public Labour and Employment Committee

#### *Participating invitees:*

- Natalia Bashketova, Head of the Federal Service Administration for Monitoring Consumer Rights and Human Welfare
- Roman Fridman, Chief Medical Officer of St. Petersburg Centre for Hygiene and Epidemiology
- Tatyana Vasilieva, Head of the Municipal Centre for Occupational Pathology
- Sergey Saiganov, Rector of the North-Western State Medical University named after I.I. Mechnikov
- Sergey Gorbanev, Director of the North-Western Research Centre of Hygiene and Public Health

### **#safety**

#### **Public Discussions of Compliance Practices by St. Petersburg Labour Inspectorate**

**22 April 2021, Expoforum, E7, 15:00–16:30, Offline**

Public discussion of compliance practices by St. Petersburg Labour Inspectorate in regard to mandatory requirements of labour law and other regulations containing labour requirements, as of the end of Q1 2021.

#### *Moderator:*

- Igor Belyaev, Head of St. Petersburg State Labour Inspectorate

#### *Participating invitees:*

*Programme Element under development*

### **#safety**

#### **Cycle of Mini Seminars “Change in the Safety Rules”**

**22 April 2021 15:00–18:00, Online**

In 2021, 40 Safety Rules have been enacted, mandatory for the employers who are legal entities, regardless of their form of incorporation, and for the employers who are individual entrepreneurs. In the scope of mini seminars, participants will discuss questions of changing state regulatory requirements to the procedure of organisation and performance of related types of work.

#### *Moderator:*

- Konstantin Dzhenzherukha, Head of the Department for Safety and State Expertise of Working Environment of St. Petersburg Public Labour and Employment Committee

*Participating invitees:*

- Andrey Nikulin, Deputy Chairman of the Industrial Safety Department of St. Petersburg Mining University
- Vitaliy Tsaplin, Head of the Technosphere Safety Department of St. Petersburg State University of Architecture and Civil Engineering
- Natalia Zanko, Head of Life Safety Department of St. Petersburg State Forestry University
- Sergey Faustov, Associate Professor of Peter the Great St. Petersburg Polytechnic University
- Vladimir Osipov, Deputy Director of the Institute for Industrial Safety, Occupational Health and Social Partnership
- Svetlana Averianova, Director of OT&DO

**23 April 2021**

**#safety**

**Professional Burnout – Lessons of the Pandemic**

**23 April 2021, Expoforum, B1–B2, 10:00–11:30, hybrid mode**

In 2020, the number of people encountering professional burnout has increased up to 25 %. This growth is directly related to the pandemic. The population has provisionally split into several categories: people on self-isolation, people who work remotely and people who keep going to their workplaces. Shift to “work from home” blurred the workday timeframe, created workplace organisation problems, and decreased diversity of active recreation. How to overcome these problems? How to combat professional burnout risks? Will the employer be able to “bring back on track” an employee who is experiencing professional burnout and how can this be done? How can the team and supervisor help, and how to overcome the professional burnout syndrome on one’s own? How to embrace the new reality and remain productive?

*Partner:*

- St. Petersburg International Business Association

*Moderator:*

- Veronika Voynovyan, Executive MBA Programmes Director in Stockholm School of Economics Russia

*Speakers:*

- Natalia Bekhtereva, Coaching Area Manager in BIOCAD
- Timur Komarov, Talent Development RUBUKKA Area Manager in PepsiCo
- Irina Stepanova, Gestalt Coach, HR Director in Nordfelt
- Aleksandr Orlov, Stratoplan Managing Partner
- Pavel Filippov, Vice President for Corporate Affairs in RBI

**#safety**

**Occupational Health Checks – What Did the Pandemic Change?**

**23 April 2021, Expoforum, A3–A5, 15:00–16:30, Offline**

Medical professionals are presently in highest demand with the labour market that has drastically changed during the pandemic. Agglomerations have mass-recruited specialists from the province. How to get back on track with the scheduled medicine and periodic health checks? Is the neuro- or cardiac surgeon that necessary in the red zone? Must every doctor be an epidemiologist now? Unprecedented surge of interest to the profession in the young – how many medical professionals will be required in the future? Will 60+ professionals become a resource to liquidate the deficit in the industry labour market? What needs to be changes in the practice of material incentive for medical professionals? Human resources as the key link in the chain of healthcare system – how to prepare it to life after the pandemic? How to make an occupational health check not formal but actually life and health saving?

*Moderator:*

- Igor Pavlovsky, Editor-in-Chief of Delovoy Peterburg website

*Participating invitees:*

*Programme Element under development*

**#safety**

**Cycle of Mini Seminars “Change in the Safety Rules” Continued**

**23 April 2021 12:00–18:00, Online**

In 2021, 40 Safety Rules have been enacted, mandatory for the employers who are legal entities, regardless of their form of incorporation, and for the employers who are individual entrepreneurs. In the scope of mini seminars, participants will discuss questions of changing state regulatory requirements to the procedure of organisation and performance of related types of work.

*Moderator:*

- Konstantin Dzhenzherukha, Head of the Department for Safety and State Expertise of Working Environment of St. Petersburg Public Labour and Employment Committee

*Participating invitees:*

- Andrey Nikulin, Deputy Chairman of the Industrial Safety Department of St. Petersburg Mining University
- Vitaliy Tsaplin, Head of the Technosphere Safety Department of St. Petersburg State University of Architecture and Civil Engineering
- Natalia Zanko, Head of Life Safety Department of St. Petersburg State Forestry University
- Sergey Faustov, Associate Professor of Peter the Great St. Petersburg Polytechnic University
- Vladimir Osipov, Deputy Director of the Institute for Industrial Safety, Occupational Health and Social Partnership
- Svetlana Averianova, Director of OT&DO

## #MACRO

### LABOUR AND EMPLOYMENT IN THE NEW SOCIAL AND ECONOMIC REALITY

The track will focus on labour industry transformation. It will discuss impact of digitisation and automation on the labour market in general and its individual sectors (including insurance); fundamental changes in the sphere of labour relations due to emergence of non-standard employment; taxation effects of changes in the labour industry; global experience of regulating the labour market and minimising negative consequences of digitisation; outlook into the future of the labour industry.

22–23 April 2021

#### #macro

##### Meeting between Heads of St. Petersburg State University Clinics and Employers

23 April 2021, Expoforum, A1–A2, 15:00–17:00, hybrid mode

*Programme Element under development*

#### #macro #conf

##### International Research and Practice Conference “Labour Transformation in (De)globalising Society”

22–23 April 2021, hybrid mode

The conference promotes exchange of experience and research results between specialists in fundamental and applied problems of labour to determine development vectors and consequences of transformation of the labour industry in the deglobalising society.

#### *Partners:*

- Institute for Labour and Qualification (IAQ)
- Federal State Budgetary Institution Russian National Research Institute of the Ministry of Labour
- North-West Institute of Management – branch of the Russian Presidential Academy of National Economy and Public Administration

#### #macro #conf

##### Key Events of the International Research and Practice Conference “Labour Transformation in (De)globalising Society”

- Plenary Session
- Section “Systemically important professions and industries in nerve-shattering times: old customs, new realities”
- Section “Labour and chronic uncertainty of anthropocene: contradictions of environmentalisation, medicalisation, financialisation, and digitisation”
- Section “Digitisation as the trigger of labour industry transformation”
- Section “Decorporatisation of labour: prospects of the trend in Russia”
- Section “Work and employment in older age”
- Round table “Deviant behaviour in labour and leisure: transformation in conditions of digitisation”
- Section “Foreign workforce in the labour market: new research problems and ways to address them in the periods of social crisis”
- Session “Labour and workforce in the cascade of capitalism glocalisation”
- Round table “Impact of science and technology progress on labour market transformation and employment dynamics in knowledge-intensive economy”
- Section “Labour and the young in the changing reality”
- Section “Psychological aspects of contemporary labour relations”
- Section “Gender inequality phenomenon as a factor of women’s career development”

22 April 2021

**#macro #conf**

**Plenary Session of the International Research and Practice Conference “Labour Transformation in (De)globalising Society”**

**22 April 2021, Expoforum, A8–A9, 10:00–13:00, hybrid mode**

The contemporary world is at the threshold of a socioeconomic paradigm shift, transformation of the “political landscape” and activation of deglobalisation trends. Under the influence of today’s conditions, including the spread of COVID-19 pandemic, international integration processes slow down and, simultaneously, informatisation of the society and labour accelerates as an increasingly central aspect of contemporary labour. In this environment, there is an acute shortage of scientific theories and practical data determining possible ways of developing the labour industry.

*Moderators:*

- Nikolay Skvortsov, Dean of the Faculty of Sociology of St. Petersburg State University
- Ruben Karapetyan, Associate Professor of St. Petersburg State University

*Participating invitees:*

- Yulia Zubok, Chief Research Fellow of the Institute of Socio-Political Research of the Federal Center of Theoretical and Applied Sociology of the RAS
- Evgeniy Makarov, Deputy Chairman of the Federation of Russian Independent Trade Unions
- Valeriy Mansurov, President of the Russian Society of Sociologists
- Jan Toschenko, Corresponding Member of the RAS, Professor of the Russian State University for the Humanities

**#macro**

**Foresight session “Taxation Consequences of Labour Market Transformation in Conditions of Radical Uncertainty of the 2020s”**

**22 April 2021 10:00–12:30, Online**

As the global economy enters the era of radical uncertainty in the midst of the COVID-19 pandemic, the situation causes a transformation in the tax regulation of labour relations and further digitisation of taxation, bringing about a shift in priorities of fiscal policy. Excessive load on national healthcare systems calls for taxation support measures for the industry, including expansion of medical insurance programmes for population and incentives for medical professionals. The foresight session will be dedicated to discussion of these problems.

*Moderators:*

- Sergey Belozarov, Professor of St. Petersburg State University
- Aleksandr Pogorletskiy, Professor of St. Petersburg State University

*Participating invitees:*

- Evgeniy Balatskiy, Director of the Centre for Macroeconomic Research of the Financial University under the Government of the Russian Federation
- Valentin Vishnevsky, Deputy Director of the Institute of Industrial Economics of the National Academy of Sciences of Ukraine
- Elena Vylkova, Professor of the North-West Institute of Management of the Russian Presidential Academy of National Economy and Public Administration
- Viktor Ivanov, Professor of St. Petersburg State University
- Yury Ivanov, Acting Director of the Research Centre for Industrial Development Problems of the National Academy of Sciences of Ukraine
- Igor Mayburov, Professor of Ural Federal University named after the first President of Russia B.N. Yeltsin
- Konstantin Novoselov, Deputy Head of the Control Directorate of the Federal Taxation Service of Russia, Associate Professor of the Financial University under the Government of the Russian Federation

**#macro**

**Gender Inequality phenomenon as a Factor of Women's Career Development**

**22 April 2021 10:30–14:00, Online**

The main purpose of discussion is to study the factors influencing achievement of success and career development of a person in an organisation, environment factors internal and external to the corporation which limit the possibility of uncapping the potential of a person, potential of personal decisions leading to success or, vice versa, career deadlock (Project 19-013-00686A). The discussion seeks to determine what facilitates or impedes the development, productivity and success of companies and people.

*Partner:*

- Russian Foundation for Basic Research

*Moderator:*

- Svetlana Gurieva, Professor of St. Petersburg State University

*Participating invitees:*

- Ekaterina Aleksandrova, master's student of St. Petersburg State University
- Tatyana Kazantseva, Associate Professor of St. Petersburg State University
- Olga Gundelakh, master's student of St. Petersburg State University
- Larisa Mararitsa, Associate Professor of St. Petersburg State University
- Elizaveta Osmak, master's student of St. Petersburg State University
- Uliana Udavikhina, Assistant of St. Petersburg State University

**#macro**

**Foreign Workforce in the Labour Market: New Research Problems and Ways to Address Them in the Periods of Social Crisis**

**22 April 2021 12:00–15:00, Online**

Speakers at the section will be offered an opportunity to present results of the research requiring analysis of labour migrants' activity in the periods of social crisis throughout the recent 6 years in Russia and the European Union: 1) Migration Crisis (2015 until present) for European countries; 2) Escalation of "frozen" conflicts in the territory of former Soviet Union (2014 until present) for Russia; 3) COVID-19 pandemic (2020 until present) for Russia.

*Moderator:*

- Pavel Lisitsyn, Associate Professor of St. Petersburg State University

*Participating invitees:*

- Islam Aydarkanov, postgraduate student of St. Petersburg State University
- Anastasiya Ivanova, postgraduate student of St. Petersburg State University
- Maksim Ni, postgraduate student of St. Petersburg State University
- Aleksandr Stepanov, Assistant of St. Petersburg State University
- Natalia Tregubova, Assistant of St. Petersburg State University
- Irina Fedorova, postgraduate student of St. Petersburg State University of Economics

**#macro**

**Work and Employment in Older Age**

**22 April 2021 13:00–15:00, Online**

Population ageing entails the need to include elderly people in social and labour activities. In Russia, becoming retired stops being equal to leisurely pastime. In the same context we witness retirement age increase. The COVID-19 pandemic affected both traditional employment and daily lives of the elderly. Today digital literacy is viewed as a resource for adaptation to new realities of labour market and the possibility to change daily routines.



*Partner:*

- Sociological Institute of the RAS – Branch of the Federal Centre of Theoretical and Applied Sociology of the RAS

*Moderator:*

- Irina Grigorieva, Professor of St. Petersburg State University, Chief Research Fellow of Sociological Institute of the RAS

*Participating invitees:*

- Konstantin Galkin, Senior Research Fellow of Sociological Institute of the RAS
- Irina Grigorieva, Professor of St. Petersburg State University, Chief Research Fellow of Sociological Institute of the RAS
- Tatyana Kupriyanova, independent expert
- Irina Sizova, Professor of St. Petersburg State University
- Oksana Parfenova, Senior Research Fellow of Sociological Institute of the RAS

**#macro**

**Digital Transformations of Labour Market: Worldwide Experience of Countries and Opportunities for Russia**

**22 April 2021 15:00–17:00, Online**

Digitisation affects the labour market in diverse ways: apart from its impact on the employment structure, it has an effect on the structure of added product in the economy and its distribution among the industries. Digital transformations influence the labour market in various areas, first of all, due to the inequality of development of economies. Studying foreign experience can be important to minimise negative consequences of digitisation on the Russian labour market. The round table is dedicated to discussion of these issues.

*Moderators:*

- Sergey Belozеров, Professor of St. Petersburg State University
- Elena Sokolovskaya, Associate Professor of St. Petersburg State University

*Participating invitees:*

- Evgeniy Avdokushin, Professor of Moscow Pedagogical State University, Chief Research Fellow of St. Petersburg State University
- Keith Nurse, President of Sir Arthur Lewis Community College
- Meril Tiel, Associate Professor of the Federal University of Maranhão
- Jamie Frueh, Professor of Bridgewater College
- Nadezhda Kharlampieva, Associate Professor of St. Petersburg State University

**23 April 2021**

**#macro**

**Labour and the Young in the Changing Reality**

**23 April 2021, Expoforum, A6–A7, 10:00–17:00, Offline**

The section is dedicated to discussion of change in the youth as the subject of labour relations, and transformation of the meaning of labour in the changing reality.

*Partner:*

- Institute of Socio-Political Research of the Federal Centre of Theoretical and Applied Sociology of the RAS
- Sotsiologicheskie Issledovaniya Journal

*Moderators:*

- Yulia Zubok, Professor of the Institute of Socio-Political Research of the Federal Centre of Theoretical and Applied Sociology of the RAS
- Svetlana Demidenko, Senior Lecturer of the State Academic University for the Humanities, Executive Secretary of Sotsiologicheskie Issledovaniya Journal

*Participating invitees:*

- Olga Aleksandrova, Professor of the Financial University under the Government of the Russian Federation
- Yulia Andreeva, Associate Professor of Ulyanovsk State University
- Galina Bessokirnaya, Senior Research Fellow of the Institute of Sociology of the Federal Centre of Theoretical and Applied Sociology of the RAS
- Marina Bulanova, Professor of the Russian State University for the Humanities
- Yulia Goliusova, Chief Research Fellow of the Centre for Research of Social Structure and Social Stratification of the Institute of Sociology of the Federal Centre of Theoretical and Applied Sociology of the RAS
- Tatyana Guzhavina, Chief Research Fellow of Vologda Research Centre of the RAS
- Svetlana Demidenko, Senior Lecturer of the State Academic University for the Humanities
- Yana Didkovskaya, Professor of Ural Federal University named after the first President of Russia B.N. Yeltsin
- Yana Krupets, Deputy Director of the Centre for Youth Research of the National Research University Higher School of Economics in St. Petersburg
- Yulia Epanova, Researcher of the Centre for Youth Research of the National Research University Higher School of Economics in St. Petersburg
- Artem Lukianets, Associate Professor of the Moscow State Institute of International Relations of the Ministry of Foreign Affairs of Russia
- Evgeniya Lukianova, Senior Lecturer of Ulyanovsk State University
- Elena Nedoseka, Senior Research Fellow of the Institute of Sociology of the Federal Centre of Theoretical and Applied Sociology of the RAS
- Ekaterina Sharova, Associate Professor of Murmansk Arctic State University
- Natalia Prokazina, Head of the Department of Management Psychology and Sociology in Altay Branch of the Russian Presidential Academy of National Economy and Public Administration
- Aleksandr Teminitsky, Associate Professor of the Moscow State Institute of International Relations of the Ministry of Foreign Affairs of Russia
- Galina Cherednichenko, Chief Research Fellow of the Centre for Sociology of Education, Science and Culture of the Institute of Sociology of the Federal Centre of Theoretical and Applied Sociology of the RAS
- Irina Shushpanova, Chief Research Fellow of the Centre for Strategic, Social and Socio-Political Research of the Institute of Sociology of the Federal Centre of Theoretical and Applied Sociology of the RAS

**#macro**

**Impact of Science and Technology Progress on Labour Market Transformation and Employment Dynamics in Knowledge-Intensive Economy**

**23 April 2021, Expoforum, Press Centre, 10:00–12:30, Offline**

The round table is dedicated to issues of labour and employment market transformation in conditions of accelerating scientific and technological progress. Relevance of the topic is determined by the increasing value of research achievements and technological potential for social and economic development of the country. Significance of these aspects is emphasized by the fact that 2021 in Russia is declared to be the Year of Science and Technology. New professions and approaches to training of personnel, required competencies – these are the basic questions for implementation of the science and technology breakthrough and building a proactive response to major challenges.

*Moderators:*

- Olga Korableva, Professor of St. Petersburg State University

*Participating invitees:*

- Aleksandr Barsukov, CDBO SberX
- Evgeny Gorin, Executive Vice President of St. Petersburg Union of Industrialists and Entrepreneurs
- Yury Guzov, First Deputy Dean of the Department of Economics of St. Petersburg State University
- Sergey Kuznetsov, Head of Research Group in the Institute for Problems of Regional Economics of the RAS
- Viktor Tupik, Professor of St. Petersburg Electrotechnical University “LETI”
- Aleksandr Kurdin, Deputy Dean for Research Work of the Faculty of Economics of Lomonosov Moscow State University
- Eduard Khamaza, Head of the Educational Project “Digital Models and Twins” in University 2035

**#macro**

**Systemically Important Professions and Industries in Nerve-Shattering Times: Old Customs, New Realities**

**23 April 2021, Expoforum, B3–B5, 13:30–18:30, Offline**

The section will discuss problems in activities of professional groups and industries whose importance rose over the recent years. Special focus will be made on contradictions between the existing routines and new challenges, among which the most important are development of remote labour, cardinal shift in work-rest schedules, implementation of new professional requirements to certain categories of employees, new forms of labour and employment, and assessment of professional conduct.

*Moderators:*

- Irina Sizova, Professor of St. Petersburg State University
- Larisa Titarenko, Professor of Belarusian State University

*Participating invitees:*

- Maksim Bakaev, Associate Professor of Novosibirsk State Technical University
- Irina Grigorieva, Professor of St. Petersburg State University
- Svetlana Klimova, Chief Research Fellow of the Federal Centre of Theoretical and Applied Sociology of the RAS
- Ivan Klimov, Senior Research Fellow of the National Research University Higher School of Economics
- Yulia Leevik, Associate Professor of the National Research University Higher School of Economics
- Iya Churakova, Associate Professor of the National Research University Higher School of Economics
- Irina Leonova, Associate Professor of Nizhny Novgorod Lobachevsky State University
- Natalia Orlova, postgraduate student of St. Petersburg State University
- Evgeniya Korekhova, Head of the Testing and Development Centre “Humanitarian Technologies”

**#macro**

**Digitisation as the Trigger of Labour Industry Transformation**

**23 April 2021, Expoforum, B6–B9, 13:00–17:00, Offline**

Digitisation as the system of technologies has become a social phenomenon. Changes in daily routines, social life, labour industry have diverse manifestations, causes, nature and consequences. The section is aimed at their investigation. The discussion will involve a wide circle of questions concerning the impact of digitisation on labour industry; the purpose is to identify contradictions emerging in the new conditions between various social groups in the labour industry, and to exchange the experience of analytical research of labour.

*Moderators:*

- Evgeniy Evseev, Associate Professor of St. Petersburg State University
- Tatyana Malinina, Associate Professor of St. Petersburg State University
- Anna Maltseva, Associate Professor of St. Petersburg State University
- Aleksandr Soshnev, Associate Professor of St. Petersburg State University

*Participating invitees:*

- Olga Zabelina, Head of the Department for Labour Market Monitoring of the Russian National Research Institute of the Ministry of Labour
- Farida Mirzabalaeva, Chief Research Fellow of the Russian National Research Institute of the Ministry of Labour
- Svetlana Ilyinykh, Professor of Novosibirsk State University of Economics and Management
- Anna Maltseva, Associate Professor of St. Petersburg State University
- Olesya Makhnytkina, Ordinary Associate Professor of St. Petersburg ITMO University
- Valentin Nemirovsky, Professor of Tyumen State University
- Larisa Sankova, Professor of Saratov Yuri Gagarin State Technical University
- Andrey Popov, Senior Research Fellow of Vologda Research Centre of the Russian Academy of Sciences
- Larisa Sankova, Professor of Saratov Yuri Gagarin State Technical University
- Farida Mirzabalaeva, Chief Research Fellow of the Russian National Research Institute of the Ministry of Labour
- Vladimir Sibirev, Associate Professor of St. Petersburg State University Ekaterina Smirnova, Associate Professor of Plekhanov Russian University of Economics
- Aleksandr Stepanov, Assistant of St. Petersburg State University

**#macro**

**Employment in Insurance in Conditions of Digitisation**

**23 April 2021 10:00–12:30, Online**

Actively developing modern technologies are winning over the insurance industry. For a customer, automation of insurance services means the possibility to communicate with the company bypassing the insurance agent and skipping the office visit. The reverse side of the coin in these conditions is reduction in insurance jobs and a change in the industry structure. The academic foresight is dedicated to shaping the conditions for balancing the interests of the process participants in the labour market.

*Partner:*

- Russian Foundation for Basic Research

*Moderators:*

- Sergey Belozеров, Professor of St. Petersburg State University
- Elena Sokolovskaya, Associate Professor of St. Petersburg State University

*Participating invitees:*

- Vladimir Khrabrykh, Director of the Branch of IPJSC Ingosstrakh in St. Petersburg
- Aleksandr Schelkanov, Associate Professor of St. Petersburg State University of Economics
- Olga Medyanik, Research Fellow of the Laboratory for Studying Socioeconomic and Political Processes in Modern Society in St. Petersburg State University
- Janna Pisarenko, Associate Professor of the Department for Risk Management and Insurance in St. Petersburg State University
- Galina Vladelschikova, Deputy Director for Corporate Business of IPJSC Ingosstrakh Branch in St. Petersburg

**#macro**

## **Academic Foresight “Digitisation in Insurance: Challenges and Opportunities for the Labour Market”**

**23 April 2021 10:00–12:30, Online**

Actively developing modern technologies are winning over the insurance industry. For a customer, automation of insurance services means the possibility to communicate with the company bypassing the insurance agent and skipping the office visit. The reverse side of the coin in these conditions is reduction in insurance jobs and a change in the industry structure. The academic foresight is dedicated to shaping the conditions for balancing the interests of the process participants in the labour market.

*Moderators:*

- Sergey Belozarov, Professor of St. Petersburg State University
- Elena Sokolovskaya, Associate Professor of St. Petersburg State University

*Participating invitees:*

### ***Session “Digitisation in Insurance: Challenges and Opportunities for the Labour Market”***

- Vladimir Khrabrykh, Director of the Branch of IPJSC Ingosstrakh in St. Petersburg
- Olga Medyanik, Research Fellow of St. Petersburg State University
- Aleksandr Schelkanov, Associate Professor of St. Petersburg State University of Economics

### ***Session “Employment in Insurance Sector: Transformation under the Influence of Advanced Technologies”***

- Sergey Belozarov, Professor of St. Petersburg State University
- Galina Vladelschikova, Deputy Director for Corporate Business of IPJSC Ingosstrakh Branch in St. Petersburg
- Janna Pisarenko, Associate Professor of St. Petersburg State University

**#macro**

## **Psychological Aspects of Contemporary Labour Relations**

**23 April 2021 12:00–15:00, Online**

Such problems as ensuring high quality of work in remote format, introduction of flexible working hours, maintaining well-being and safety of employees in order to retain them become priorities for many business managers. In the contemporary labour relations, topical issues include the phenomenon of “home office”; ensuring a safe environment in the situation of hazardous manufacturing and external risks; maintaining productivity and incentive for employees in the conditions of increasing requirements to the content of professional functions.

*Moderators:*

- Vladislav Dominyak, Associate Professor of St. Petersburg State University
- Aleksandr Kozlov, Professor of Peter the Great St. Petersburg Polytechnic University
- Elena Rodionova, Associate Professor of St. Petersburg State University

*Participating invitees:*

- Petr Vlasov, Consultant for Organisational Design, Head of Research and Publishing Projects of the Institute of Applied Psychology
- Ashish Gupta, Associate Professor of the Indian Institute of Foreign Trade
- Wilmar Schaufeli, Professor of Utrecht University

**#macro**

## **Academic Discussion “Employment and Labour Market: Destandardisation Contours”**

**23 April 2021 12:30–15:30, Online**

Participants of the academic discussion will talk about fundamental transformations in the area of labour relations due to emergence of non-standard employment: causes and forms of these processes, their consequences and regulation, as well as possible ways of adaptation of international and Russian labour markets.

*Partners:*

- Institute of Socio-Economic Studies of Population, Federal Centre of Theoretical and Applied Sociology of the RAS
- Research Centre for Labour Economics of Plekhanov Russian University of Economics

*Moderators:*

- Vyacheslav Bobkov, Head of the Laboratory, Federal Centre of Theoretical and Applied Sociology of the RAS, Director of the Research Centre of Plekhanov Russian University of Economics
- Olesya Veredyuk, Associate Professor of St. Petersburg State University
- Marco Ricceri, Professor, General Secretary of the Institute for Economical, Social and Political Research

*Participating invitees:*

- Ludmila Berestova, Professor, Research Advisor of the Programmes of the Russian Presidential Academy of National Economy and Public Administration
- Elena Odintsova, Chief Research Fellow of the Institute of Socio-Economic Studies of Population of the Federal Centre of Theoretical and Applied Sociology of the RAS
- Tatyana Lukicheva, Associate Professor of St. Petersburg State University
- Aleksandr Zolotov, Head of the Department for Theory of Economics and Methodology of Nizhny Novgorod Lobachevsky State National Research University
- Natalia Loktyukhina, Professor of the Academy of Labour and Social Relations
- Ekaterina Chernykh, Senior Research Fellow of the Institute of Socio-Economic Studies of Population of the Federal Centre of Theoretical and Applied Sociology of the RAS
- Tatyana Razumova, Head of the Department for Labour and HR Economics of Lomonosov Moscow State University
- Irina Burak, Associate Professor of the Moscow State University
- Irina Soboleva, Head of the Centre for Employment Policy and Social Labour Relations of the Institute of Economics of the RAS
- Larisa Sudas, Professor of Moscow State University
- Maria Yudina, Research Fellow of the Institute of Socio-Economic Studies of Population of the Federal Centre of Theoretical and Applied Sociology of the RAS
- Renato Fontana, Professor of La Sapienza University of Rome
- Ernesto Calò, PhD of La Sapienza University of Rome

**#macro**

**Deviant Behaviour in Labour and Leisure: Transformation in Conditions of Digitisation**

**23 April 2021 12:00–13:30, Online**

Over the recent years, insight into the problems of deviant behaviour at a workplace has been related to such problems as bullying and harassment. However, deviation boiled down to such manifestations narrows the understanding of the phenomenon. For instance, can the concept of deviation be extended to include such behaviours as workaholism or procrastination, or are they a new kind of normal? The round table will discuss the relationship between norm and deviation in labour and leisure and evaluate the role of digitisation in this transformation.

*Moderator:*

- Anna Gurinskaya, Associate Professor of St. Petersburg State University

*Participating invitees:*

- Yakov Gilinskiy, Professor of Herzen Russian State Pedagogical University
- Yury Komlev, Professor of Kazan Law Institute of the Ministry of Internal Affairs of Russia
- Danila Raskov, Associate Professor of St. Petersburg State University
- Ilya Sidorchuk, Associate Professor of Peter the Great St. Petersburg Polytechnic University

**#macro**

## **Decorporatisation of Labour: Prospects of the Trend in Russia**

**23 April 2021 14:00–16:00, Online**

Nowadays, labour relations increasingly tend to become internet-based, informal and horizontal; hybrid forms of employment proliferate, such as part-time employment, freelance and work under civil law contracts. This tendency has become apparent during the pandemic. The section will consider whether these innovations are temporary or long-term, and how their implementation impacts labour relations in Russia.

### *Moderator:*

- Elena Vasilieva, Professor of the North-West Institute of Management of the Russian Presidential Academy of National Economy and Public Administration

### *Participating invitees:*

- Revecca Vulfovich, Professor of the North-West Institute of Management of the Russian Presidential Academy of National Economy and Public Administration
- Elena Rodionova, Associate Professor of St. Petersburg State University
- Ludmila Rykman, Associate Professor of the North-West Institute of Management of the Russian Presidential Academy of National Economy and Public Administration
- Tatyana Tulupieva, Associate Professor of the North-West Institute of Management of the Russian Presidential Academy of National Economy and Public Administration Anton Barabanov, Associate Professor of the North-West Institute of Management of the Russian Presidential Academy of National Economy and Public Administration
- Galina Velichko, Associate Professor of the North-West Institute of Management of the Russian Presidential Academy of National Economy and Public Administration
- Almira Muftakhova, Senior Lecturer of the North-West Institute of Management of the Russian Presidential Academy of National Economy and Public Administration
- Ludmila Rykman, Associate Professor of the North-West Institute of Management of the Russian Presidential Academy of National Economy and Public Administration

## **#macro**

### **Labour and Workforce in the Cascade of Capitalism Glocalisation**

**23 April 2021 14:00–16:00, Online**

In the conditions of glocalisation (a merge between globalisation and localisation) privileges, richness and poverty are being redistributed. The modern world undergoes re-stratification, whereas the problems of inequality, employment, welfare and social strain aggravate. Under the influence of COVID-19 pandemic, glocalisation is growing, and its social aftermath in the sphere of labour becomes more acute. These and other problems will be discussed in the session.

### *Moderators:*

- Galina Eremicheva, Chief Research Fellow in the Sociology Institute of the RAS
- Ludmila Lipatova, Professor of Saransk Branch of the Russian Presidential Academy of National Economy and Public Administration
- Nikolay Pruel, Professor of St. Petersburg State University

### *Participating invitees:*

- Aleksandr Borisov, Professor of Herzen Russian State Pedagogical University
- Valentina Gradusova, Associate Professor of the North-West Institute of Management of the Russian Presidential Academy of National Economy and Public Administration
- Elena Tarando, Professor of St. Petersburg State University
- Dmitriy Ivanov, Professor of St. Petersburg State University
- Ludmila Lipatova, Professor of Saransk Branch of the Russian Presidential Academy of National Economy and Public Administration
- Galina Menshikova, Associate Professor of St. Petersburg State University

**#macro**

**Labour and Chronic Uncertainty of Anthropocene: Contradictions of Environmentalisation, Medicalisation, Financialisation, and Digitisation**

**23 April 2021 15:00–18:00, Online**

Uncertainty of human living conditions on the Earth has become chronic. Social nature of human relations is also under threat; social controversies and challenges of human development aggravate. The most significant trends of the 21st century expressed in environmentalisation, medicalisation, financialisation and digitisation are revealed through the nature of the contemporary controversial capitalistic labour. The section will discuss the aforementioned problems.

*Moderators:*

- Aleksandr Gonashvili, postgraduate student of St. Petersburg State University
- Mikhail Sinyutin, Professor of St. Petersburg State University

*Participating invitees:*

- Robert J. Antonio, Professor of the University of Kansas
- Balkrishna Bhosale, Professor of the University of Mumbai
- Yuri Veselov, Professor of St. Petersburg State University
- Sun Jia-Ting, Researcher of Jiaotong National University



**#PUBLIC**  
**PUBLIC EVENT FLOW**

Every year the Forum prepares a programme for participants and guests in scope of the Public Event Flow. Participants of the track can visit open lectures, presentations, trainings and workshops, take part in discussions and meetings with experts, and get acquainted with the most bright, interesting and important publications in the Forum's library.

**22–23 April 2021**

**#public#uni**

**Exhibition and Display “University as Opportunity Space: Education, Science, Career”**

**22–23 April 2021, hybrid mode**

St. Petersburg State University today is a space of innovative research and active implementation of clinical, practice-oriented approach to learning on the basis of state-of-the-art information technology. In the exhibition stand (with online streaming) St. Petersburg State University will present its projects in the format of an interactive dialogue.

*Moderators:*

- Alyona Barabanova, Head of the Exhibitions Management Service of St. Petersburg State University
- Sergey Savin, Associate Professor, Chairman of the Education and Method Commission of St. Petersburg State University

**#public#uni**

**Interactive Dialogue with an Audience**

**22-23 April 2021, hybrid mode**

**Consultations** on the basic and supplementary educational programmes, online courses, entry rules and specifics of the academic process. Educational and methodological **workshops**, trainings of leading scientists and students of St. Petersburg State University, presentations of new academic programmes. **Sociological research, thematic games, tests. Career Guidance Testing:** express testing for professional burnout. Online testing “Choice of Profession – Successful Choice”. **Career coaching.** Audit of social media. Blitz session with an image maker. Blitz photo shoot. Online tours. **Display** of a meteorite – exhibit from the Mineralogical Museum of St. Petersburg State University. **Photo zone.**

**#public#uni**

**Presentation of clinics of St. Petersburg State University**

**22–23 April 2021, hybrid mode**

Clinical approach to education, interaction with employers in scope of educational programmes. Clinics of St. Petersburg State University: sociological, psychological, social, legal, social centre of translations, conflict resolution, ecological, pedagogical, communication projects, centre for financial literacy, museum and architecture clinic. Formal opening ceremony of the communication projects clinic. Signing a partnership agreement with Concern Rosenergoatom. Workshop of the Director of Communications Department of Concern Rosenergoatom on communications technology.

**#public#uni**

**Cooperation of St. Petersburg State University with Employers**

**22–23 April 2021, hybrid mode**

Signing cooperation agreements with employers. Reports of partner employers on practices, development of joint educational programmes, and other forms of cooperation.

**#public#uni**

**Presentations, workshops, trainings and webinars with leading scientists, specialists and students of St. Petersburg State University**

**22–23 April 2021, hybrid mode**

*Moderator:*

- Sergey Savin, Associate Professor, Chairman of the Educational and Methodological Commission, St. Petersburg State University

**22 April 2021 10:00–18:00, hybrid mode**

*Participating invitees:*

- Natalia Akishina, stylist and image maker, psychologist, marketer, businesswoman
- Darya Aminova, Head of the Department for Relations with Foreign Students, Communication Projects Clinic
- Ksenia Anisimova, Director of the Centre for Further Training of Translators – School of Translation and Foreign Languages
- Leonid Vasiliev, Director of the Directorate of Further Vocational Education Programmes in Management
- Evgenia Vaskova, Director of Mediation Centre
- Vladimir Gritskov, Assistant of the Department for Ergonomics and Engineering Psychology
- Svetlana Gurieva, Head of the Department of Social Psychology
- Larisa Darinskaya, Associate Professor of the Department of Psychology of Education and Pedagogy
- Elena Ivanova, Director of the Conflict Resolution Clinic
- Elena Zinovieva, Director of the Psychological Clinic
- Andrey Zyatchin, Associate Professor of the Department of Operational Management, Academic Director of MBA Programmes
- Evgeniy Kalinin, Senior Lecturer of the Department of Radiochemistry
- Boris Kovalenko, Associate Professor of the Department of Russian Languages for Faculties of Humanities and Natural Sciences
- Marina Kruglova, Lead specialist of the Centre for Further Training of Translators – School of Translation and Foreign Languages
- Sergey Manichev, Head of the Department of Ergonomics and Engineering Psychology
- Dmitriy Mayatsky, Associate Professor of the Department of Chinese Philology
- Natalia Medina Brakamonte, Associate Professor of the Department of Pedagogy and Pedagogical Psychology
- Irina Pisarenko, Pedagogy Clinic, Associate Professor of the Department of Pedagogy
- Ekaterina Polnikova, Chief Librarian of M. Gorky Scientific Library
- Andrey Timonov, Director of the Department of Communications of Concern Rosenergoatom
- Ekaterina Sharkova, Associate Professor, Director of the Communicational Projects Clinic
- Alla Shaboltas, Dean of the Faculty of Psychology

**23 April 2021 10:00–18:00, hybrid mode**

*Participating invitees:*

- Karina Bogatyreva, Senior Lecturer of the Department of Strategic and International Management, Director of the Entrepreneurship Centre of the Higher School of Management
- Anna Vasilieva, Associate Professor of the Department of Constitutional Law
- Vadim Glinsky, Head of the Department of Natural Science Collections
- Ekaterina Dmitrikova, Associate Professor of the Department of Administrative and Financial Law
- Natalya Duppey, Councillor of the First Prorector
- Inna Erofeeva, Associate Professor of the Department of the Russian as Foreign Language and Teaching Methods
- Svetlana Gurieva, Head of the Department of Social Psychology
- Vyacheslav Zhigalov, Associate Professor of the Department of Management and Planning of Socioeconomic Processes
- Elena Zinovieva, Director of the Psychological Clinic
- Aleksandra Lovyagina, Head of the Department of General Psychology

- Margarita Lysenko, specialist of Kontora Digital CEO company
- Olga Nikiforova, Associate Professor, Head of the Master's European Societies Programme
- Elena Parilina, Professor of the Department of Mathematical Theory of Games and Statistic Solutions
- Kristina Semenovich, Director of the Research Centre of Energy Law
- Tatyana Terentieva, Associate Professor of the Department of Accounting and Audit Statistics
- Mikhail Khodyakov, Head of the Department for Recent History of Russia
- Dmitriy Shiryayev, psychologist of the Psychological Clinic

**#public**

**Forum Library**

**#public**

**Open talk “International HR Cases: Insights from Top Managers”, 22 April, 12:00–14:00**

In scope of the Forum, Open talk virtual studio will premiere to assemble leading international experts in human resources management. Microsoft HR Director Morten Dal will share his experience in overcoming the challenges of the pandemic; Vodafone HR Director Navid Nazemian will speak about Development of innovative leadership strategies; Soumyasanto Sen, founder of People Conscience Research and Consulting Agency will list the modern trends and strategies for HR processes digitisation; Ben Whitter, Executive Director in HEX Organisation, will explain the value of ensuring happiness of employees for success of the company; Ade McCormack will join the section “Support and incentive system in conditions of crisis. How to retain employees?” and compare the international and Russian experience in this area; Max Hunter, founder of Motivators@Work, will deliver a workshop on building stable and flexible companies.

### **Development of Innovative Leadership Strategies and Prospects for Overcoming the Pandemic Crisis**

Navid Nazemian, Global HR Director, Vodafone

*For more than 6 years, Navid has been working in the position of the Global HR Director in the international telecommunications company Vodafone. Navid is also a founder of [Navid Nazemian Executive Coaching](#), a company providing coaching to large international companies in regard to leadership and building high-performing teams. Navid has more than 20 years of experience in HR with a variety of industries: sports goods, FMCG, pharmaceuticals, biotechnology, telecommunications, consulting, and has cooperated with the companies: Adidas, GE, BAT, Roche, Vodafone, Huhtamaki and KPMG. His inter-ethnic experience of work in regional and global companies, in developing and developed economies is a guarantee of value of his expert advice and supports all proposals with practical cases.*

### **Experience of Microsoft in Overcoming Challenges of the Pandemic and Workplace Transformation**

Morten Dal, Director for Customer Experience Management in Microsoft Denmark

*Morten Dal is an acknowledged expert in corporate communications and is certified as a change manager by Prosci ADKAR. He has 15 years of experience of working with customers in international companies. His knowledge belong to the following sectors: jewels, IT technology, biotechnology, FMCG, development and civil construction, insurance and finance. Morten develops corporate culture in the following areas: communications, productivity and welfare, talent management, knowledge and skills management inside the organisation. He also supervises the processes of employee adaptation to remote work and digital workspace. Morten has managed the process of creating a “Global Virtual Workplace” for 21,500 employees of PANDORA.*

## **Contemporary Strategies for Digitisation of HR Processes and International Labour Market Development Trends**

Soumyasanto Sen, founder of People Conscience, research and consulting agency

*Soumya Sen (Soumyasanto Sen) is an expert in HR digitisation and HR analytics. Over more than 18 years he has been engaged in consulting on transformation and automation of organisational processes of many companies of the US, Europe and Asia. Soumya is also the author of the book “Digital HR Strategy” and founder of [People Conscience](#), a research agency for mentorship and consulting of start-ups, entrepreneurs and HR directors on innovations and sustainable development. The area of his expertise includes application of such technologies as SAP SuccessFactors, Workday, SAP HR, Mobile solutions and other analytical tools. Soumya has more than 5 years of experience in Hyundai, where he managed the digital transformation of HR IT (SAP) systems in 29+ branches of Hyundai and Kia in 13 European countries, and more than 5 years in IBM in the position of SAP Services Project Director. In his presentation, Soumya will share his experience in building the strategy of HR processes digitisation and forecasts concerning development trends in the international labour market.*

## **Value of Ensuring Happiness of Employees for Success of the Company**

Ben Whitter, Executive Director, HEX Organisation

*Ben Whitter is a leading expert in building the career path of employees in a company and corporate culture, according to Thinkers50, and an Executive Director of HEX Organisation and founder of World Employee Experience Institute (WEEI). Ben has developed the HEX model (holistic shaping of employee experience at workplace) and is an author of a globally renowned book Employee Experience, has been published in The Economist, The Telegraph, Forbes, People Management, Deloitte University Press, Hays Journal, Thomson Reuters and MIT Sloan. Ben often delivers presentations and public talks on HR transformation and his programmes have helped global companies to develop a holistic, human-oriented approach to business. At the Forum he will present insights from his new book “Human Experience at Work” and talk about the value of making people happy in order to make the company successful.*

## **Building Stable and Flexible Companies as the Basis for Overcoming Economical Transformations**

Max Hunter, founder, Motivators@Work

*Max Hunter has more than 15 years of invaluable experience of marketing and management in a variety of business areas. Prior to establishing his own company Motivators@Work, Max has worked as Chief Joy Officer in Loylogic, a company specialising in development of solutions for e-trade support. Motivators@Work is organising events and consulting companies and project teams in order to build intrinsic motivation at the workplace. Max will deliver a presentation on building stable and flexible companies and on importance of these qualities to successfully overcome economical transformations.*

## **CUB EXPO EXHIBITION EVENT PROGRAMME “HUMAN RESOURCES. MANAGEMENT. SAFETY”**

### **Panel Discussion “Law in Safety 2021”**

**23 April 2021, Expoforum, E13, 10:00–11:30, Offline**

The year of 2021 brought about global changes in safety. New safety rules and update of an order for medical examinations, procedure for production control and assessment of occupational risks, unscheduled training – all these novelties are still not completely understood by safety officers. In the course of the panel discussion we will try to find out what to do, how to build the work, and what documents need to be revised.

*Partner:*

- EcoStandard group

*Moderator:*

- Nikolay Krivozertsev, Member of the Public Council under the Federal Labour and Employment Service, Member of the General Council of Delovaya Rossia public organisation, President of the Safety Union Association of Safety Organisations and Specialists, Director General of EcoStandard group
- Participating invitees:
- Representative of the Ministry of Labour and Social Protection of Russia (TBC)
- Paul Kuzubov, Director for Development, Head of the Department of Safety in EcoStandard group
- Maria Konovalova, Deputy Head of the Department of Safety in EcoStandard group
- Konstantin Kirillov, Deputy Head of the Department for Special Assessment of Labour Environment, Head of the Technical Control Department in EcoStandard group

**Panel Discussion “Digitisation: What Will Happen to Safety?”**

**23 April 2021, Expoforum, E13, 11:40–13:10, Offline**

Accelerated digital transformation spurred by the pandemic has become one of the priority national targets of development until 2030 and appeared to be an important driver of overcoming the existing crisis.

In the course of the panel discussion between representatives of state authorities, consulting, large and medium business, digitisation in safety will be considered. Together with the participants, speakers will analyse cases from real companies who are already implementing digital technology in safety and health, for training and assessment of occupational risks.

*Partner:*

- EcoStandard group

*Moderator:*

- Nikolay Krivozertsev, Member of the Public Council under the Federal Labour and Employment Service, Member of the General Council of Delovaya Rossia public organisation, President of the Safety Union Association of Safety Organisations and Specialists, Director General of EcoStandard group

*Participating invitees:*

- Representative of the Ministry of Labour and Social Protection of Russia (TBC)
- Natalia Ermakova, Managing Director, Head of the Department for Industry Customer Relations in Sberbank
- Boris Bobrovnikov, Director General of CROC IT Company
- Mikhail Serov, Managing Partner, Deputy Director General in EcoStandard group
- Paul Kuzubov, Managing Partner, Head of the Department of Business Development and Department for Safety in EcoStandard group
- Maria Konovalova, Deputy Head of the Department of Safety in EcoStandard group

**Seminar “Applied Tools for Safety Leader”**

**23 April 2021, Expoforum, E13, 13:30–14:30, Offline**

Participants of the seminar will share their best practices and successful cases of using leadership tools for ensuring safety and assessment of occupational risks. The discussion will concern the most effective methods of informal training for transformation of a regular employee into a Safety Top Manager. The participants will learn about the “safety ambassadors” and how to become a leader while working from home, and have a chance to practice their new knowledge in interactive leadership training.

*Partner:*

- EcoStandard group

*Moderator:*

- Vera Kuzubov, Managing Partner, Director for HR Management and Corporate Social Responsibility in EcoStandard group, President of the Foundation for Support of “Green Brush” School Professional Organisation

*Participating invitees:*

- Representative of Russian Copper Company (TBC)
- Anna Rumyantseva, Head of Safety Department in Leroy Merlin Vostok
- Ariadna Cherkasova, Editor-in-Chief of Protrud portal, Vision Zero trainer
- Irina Katkova, Head of EcoStandard group Training Centre

**Workshop “Injury in Safety”**

**23 April 2021, Expoforum, E13, 14:40–15:50, Offline**

The workshop will help identify the target groups of employees who are most susceptible to micro injuries; provide best practices for collection of information about an incident, analysis and processing of the obtained data. It will take a close look on the methods of risk-oriented approach, analyse annual dynamics of accidents through a case study of a real enterprise, and build a template of a flash safety report for quick generation of an incident report.

*Partner:*

- EcoStandard group

*Moderator:*

- Nikolay Krivozertsev, Member of the Public Council under the Federal Labour and Employment Service, Member of the General Council of Delovaya Rossia public organisation, President of the Safety Union Association of Safety Organisations and Specialists, Director General of EcoStandard group

*Participating invitees:*

- Paul Kuzubov, Director for Development, Head of the Department of Safety in EcoStandard group
- Maria Konovalova, Deputy Head of the Department of Safety in EcoStandard group

**Safety Business Game “Safety Investigators”**

**23 April 2021, Expoforum, E13, 16:00–17:30, Offline**

The players will act as detectives to investigate an incident from the point of view of a Safety Officer. Participants will have to rely on a developed standard, logic and professional experience to solve the case. In the interactive format they will practice a new method of investigating an incident and learn how to find a root cause.

After the event, the participants will be able to classify incidents, perform investigations, identify root causes and develop corrective actions for prevention of incident recurrence.

*Partners:*

- Safety Union – Association of organisations and specialists working in occupational safety and health

*Moderators:*

- Nikolay Krivozertsev, President of the Safety Union Association of Safety Organisations and Specialists, Director General of EcoStandard group
- Participating invitees:

- Dmitry Porochkin, Chairman of the Public Council of the Safety Union Association of Safety Organisations and Specialists, Director General of NSS Consult
- Nikita Sukhanov, Head of the Club of Safety Specialists of the Safety Union Association of Safety Organisations and Specialists, Director General of OkhraPro
- Maria Konovalova, Deputy Head of the Department of Safety in EcoStandard group
- Ivan Shevchenko, Head of the Safety Department in OkhraPro
- Diana Solopova, Head of the Group for Development of Safety Documentation of NSS Consult Safety Centre

*The event programme is under development.*

5th St. Petersburg International Labour Forum

“New Labour Paradigm and Employment Promotion: Risks and Opportunities”

16 April 2021

*The Programme of the Forum is still under development. We are waiting for your remarks, comments, suggestions on topics, speakers, materials that will be interesting and useful to the participants and delegates of the Forum, via e-mail: [info@labourforum.ru](mailto:info@labourforum.ru).*