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## This Guide

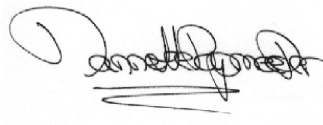
Working abroad sounds like an adventure to many people. However, without thorough preparation, starting with a successful application it is bound to fail. Therefore, Expertise in Labour Mobility (ELM) has prepared a set of country guides describing the main routes to employment in over 40 countries. Are you interested in working in India, Italy or Japan? Has your partner accepted a job in the United Kingdom, the United States of America, or the United Arab Emirates? Are you looking for an internship possibility in Spain, Singapore or Switzerland? The Looking for work in... guides from ELM will help you with accurate information and practical tips on working cultures and differences in job hunting in over 40 countries.

As an extra addition to the series – following many requests – ELM introduced a new guide: Looking for work in International Organisations which explains how to successfully look for work in for instance the institutes of the European Commission, UN institutions and NGOs.

This guide contains information on Russia. It tells you how to apply for a job in Russia and the cultural differences that you will come across when looking for a job in Russia. Do not underestimate those national differences. What is common in one country might be very unusual in another country. Despite globalisation, to find a job abroad you need to be aware that national differences manifest themselves not only in different languages, but also in different recruitment practices. Thus,

looking for work in another country involves more than writing your CV/resume in another language.

No matter the country in which you are looking for work, the key focus of your CV should be to persuade the employer to invite you for a job interview. Accordingly, your CV should be regarded as a marketing tool, adapted to the market in which you intend to use it. The information in this guide, together with the sample CV, will help you to adapt your application for the Russian job market. However, make sure your application remains a reflection of your personality. Working abroad is one thing, but having a job that does not suit you will definitely cause homesickness!

A handwritten signature in black ink, appearing to read 'Nannette Ripmeester', with a horizontal line underneath.

Nannette Ripmeester, MA

Managing Director

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## Country Profile

### Country

With a surface of 17,075,400 sq km (10,610,162 sq mi) the Russian Federation is the largest country in the world, stretching across the European and the Asian continent. Russia shares borders with Belarus, Ukraine, Latvia, Estonia, Poland and Lithuania (Kaliningrad region) in the West, Finland and Norway in the North, and Georgia (Abkhazia and South Ossetia are considered part of Georgia by most countries while Russia has officially acknowledged their independence), Kazakhstan, and Azerbaijan, Mongolia, North Korea and China in the South. Sea borders separate Russia and the United States of America and Japan in the East. Russia has access to the Arctic- and the Pacific Ocean, as well as the Baltic, the Black and the Caspian Sea.

Due to the country's immense size Russia covers eleven time zones, making it unique in this respect. Incorporating a vast range of environments and vegetation, the Russian landscape is characterised by large forest reserves and mountain ranges as well

as grassland and semi-desert. Forests cover about 40 percent of the whole territory. Russia's main river is the Volga. Lake Baikal located in the Southern part of Eastern Siberia is the largest freshwater reservoir and the deepest lake in the world.

The population density presents a diverse picture throughout the country. Out of a population of 141.9 million (2009 est.), about 73 percent have settled in rural areas. With a little over 10 million inhabitants, Moscow is the capital and at the same time the biggest city of Russia. Next to Moscow, there are 10 cities with a population exceeding 1 million people: St. Petersburg, Novosibirsk, Yekaterinburg, Nizhy, Novgorod, Samara, Omsk, Kazan, Chelyabinsk, Rostov on Don and Ufa.

The Russian Federation is divided into so-called federal subjects: 44 regions (oblasts), 21 republics, 9 territories (krais), 4 autonomous districts (autonomous okrugs), 1 autonomous region (autonomous oblast), and 2 federal cities (Moscow and St Petersburg).

Russia is a presidential republic. The President is the head of state elected by popular vote for a six-year term. He or she shares executive powers with the Prime minister who is the Chairman of the Government of the Russian Federation. Presidential elections are held every four years.

Alongside with the President, the Federal Assembly of Russia, consisting of the Federation Council and the State Duma, propose and consider legislation.

Russia is a permanent member of United Nations Security Council,

as well as a member of G8 (Group of eight), APEC (Asia-Pacific Economic Cooperation), the Council of Europe, OSCE (Organization for Security and Cooperation in Europe), CIS (the Commonwealth of Independent States), SCO (Shanghai Cooperation Organisation) and several more international organisations. The NATO-Russia Council was established in 2002, facilitating joint actions and decisions. Efforts to join the WTO, once a key priority of the Russian administration during Vladimir Putin's first legislative period, have wavered in the last couple of years.

### **Climate**

The Russian climate reflects the country's diversified landscape. While the northern part, generally speaking, has an Arctic and sub-Arctic climate with tundra in polar North. The climate that characterises most of the territory, however, is a continental climate with the southern parts of the country even being sub-tropical. Russian summers can be quite hot and humid, even in the region of Siberia, where temperatures in the winter easily fall to  $-25^{\circ}\text{C}$  ( $-13^{\circ}\text{F}$ ) and below.

### Average temperatures

City (Region)	January °C / °F	July °C / °F
Astrakhan (by the Caspian Sea)	-9 to -2 / 16 to 28	18 to 31 / 64 to 88
Irkutsk (near Lake Baikal)	-26 to -16 / -15 to 3	10 to 21 / 50 to 70
Yekaterinburg (central-eastern part of the Ural Mountains)	-21 to -14 / -6 to 7	12 to 21 / 54 to 70
Moscow (along river Moskva)	-16 to -9 / 3 to 16	13 to 23 / 55 to 73
Sochi (by the Black Sea)	3 to 10 / 37 to 50	19 to 26 / 66 to 79
St. Petersburg (by the Baltic Sea)	-13 to -7 / 9 to 19	13 to 21 / 55 to 70
Vladivostok (at the Pacific Ocean)	-18 to -11 / 0 to 12	16 to 22 / 61 to 72

### Population

Russia is a multi-ethnic state with a population of about 142 million people (2009 est.). While the majority of the population descends from Russian ancestors, more than a hundred minorities can be counted living in Russia. Among those, Tartars with about 4 percent and Ukrainians with about 3 percent, represent the largest ethnic minorities. Among other minorities in Russia, are the Chuvash People, Bashkirs, Belarusians, Germans, Armenians, Kazakhs, Mordvins and Jews.

The number of low-skilled migrant workers, particularly from Central Asia, living in Russia is estimated around 4 million. Although migrants contribute significantly to the national GDP, their rank within Russian society is considerably low. Recent

changes in legislation have been introduced in order to better accommodate these workers and to ensure their legal status.

Mostly due to continuously low birth rates, the population of Russia has begun to shrink since the 1990s. Additionally, the average life expectancy is considerably lower than that of for instance the US, France or Poland.

### **History**

At the beginning of Russia's modern history stand the East Slavs, a linguistic and ethnic branch of Indo-European peoples. Kievan Rus' was established in the 9th century. At the end of the 10th century Vladimir Svyatoslavich the Great (ruled in 978 – 1015) baptised Kievan Rus' and established Christianity as the official religion.

In the 30s of the 12th century Kievan Rus' disintegrated. This period which lasted until the beginning of the 13th century is traditionally called "the period of feudal fragmentation". The reason for disintegration was the struggle among the princely family that collectively possessed it and the rise of regional centers of power.

In the 12th century the Principality of Moscow (or Muscovy) was founded,. Gradually the Grand Duchy gained influence. Becoming the new centre of the Orthodox Church, parallel to the fall of the Greek Orthodox Christian Empire in Constantinople, further increased the principality's prestigious status. After Ivan IV's