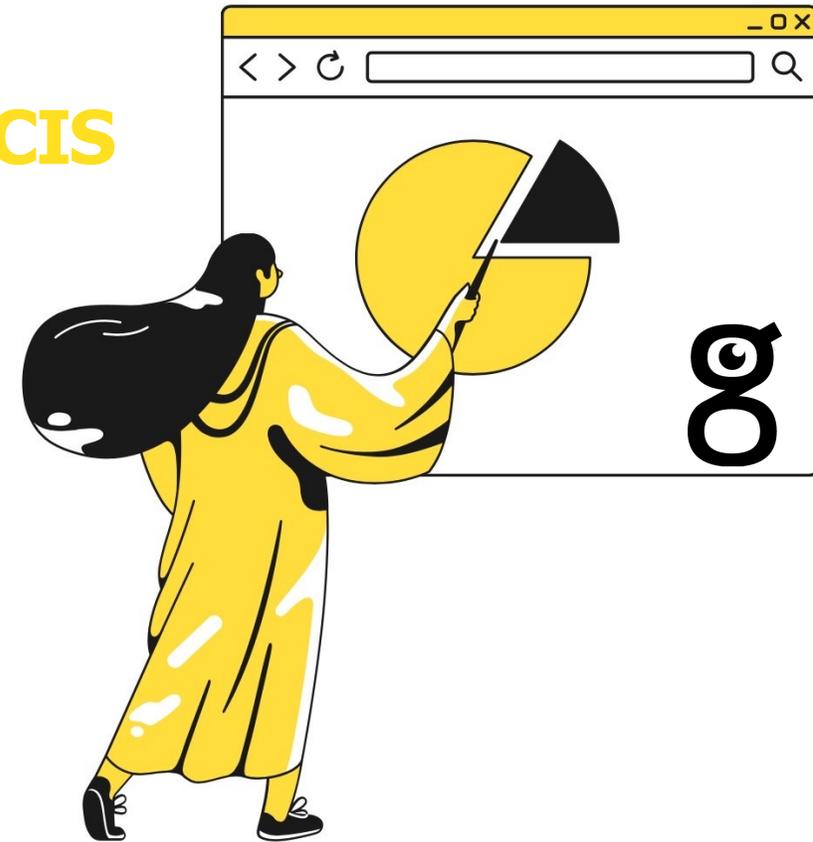


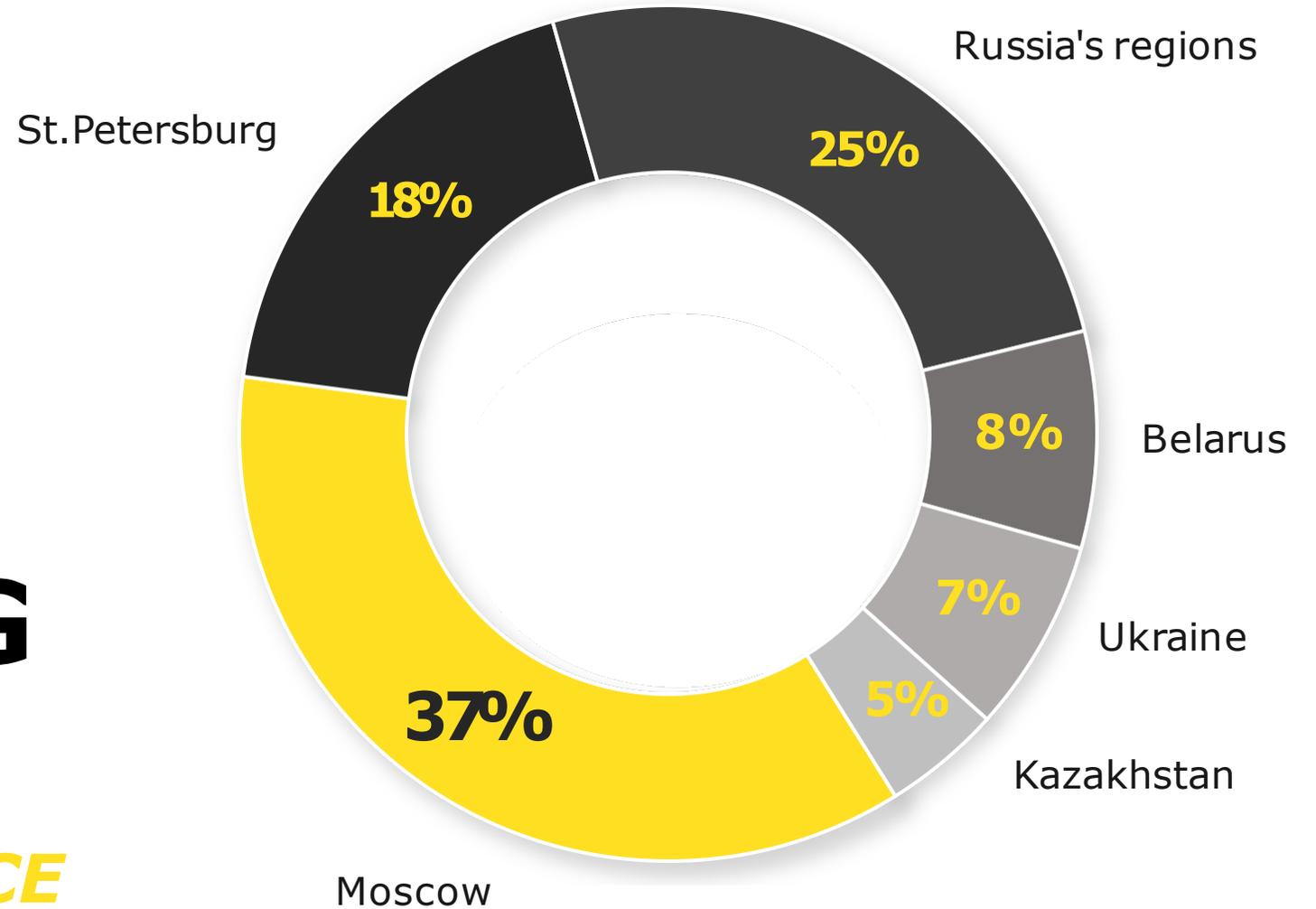
# RESEARCH TO IDENTIFY WILLINGNESS OF DEVELOPERS

FOR RELOCATION FROM RUSSIA AND THE CIS



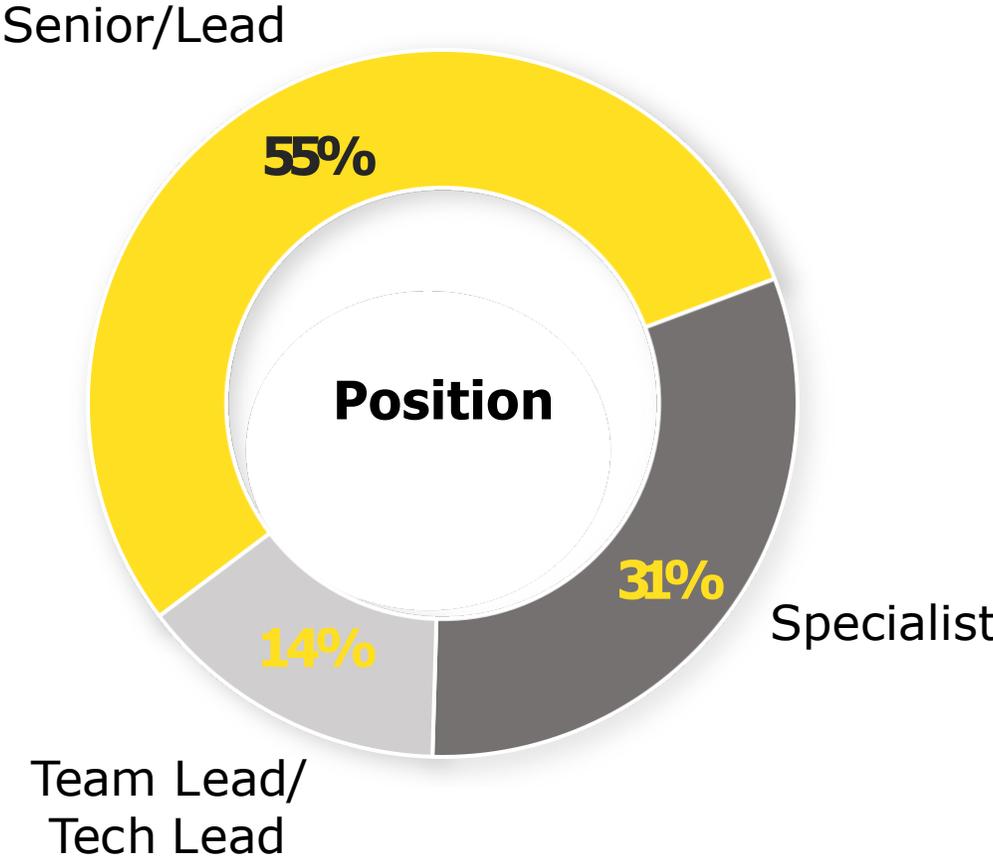
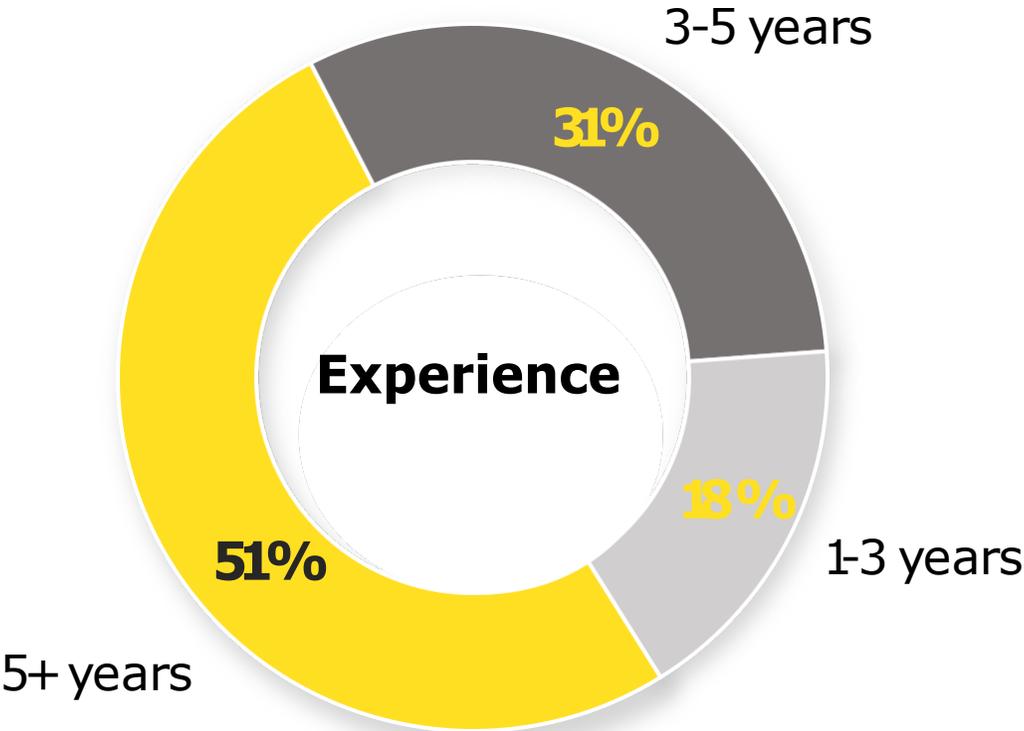
# DISTRIBUTING RESPONSES

*BY PLACE OF RESIDENCE*



# DISTRIBUTING RESPONSES

## BY HANDS-ON EXPERIENCE AND CURRENT POSITION

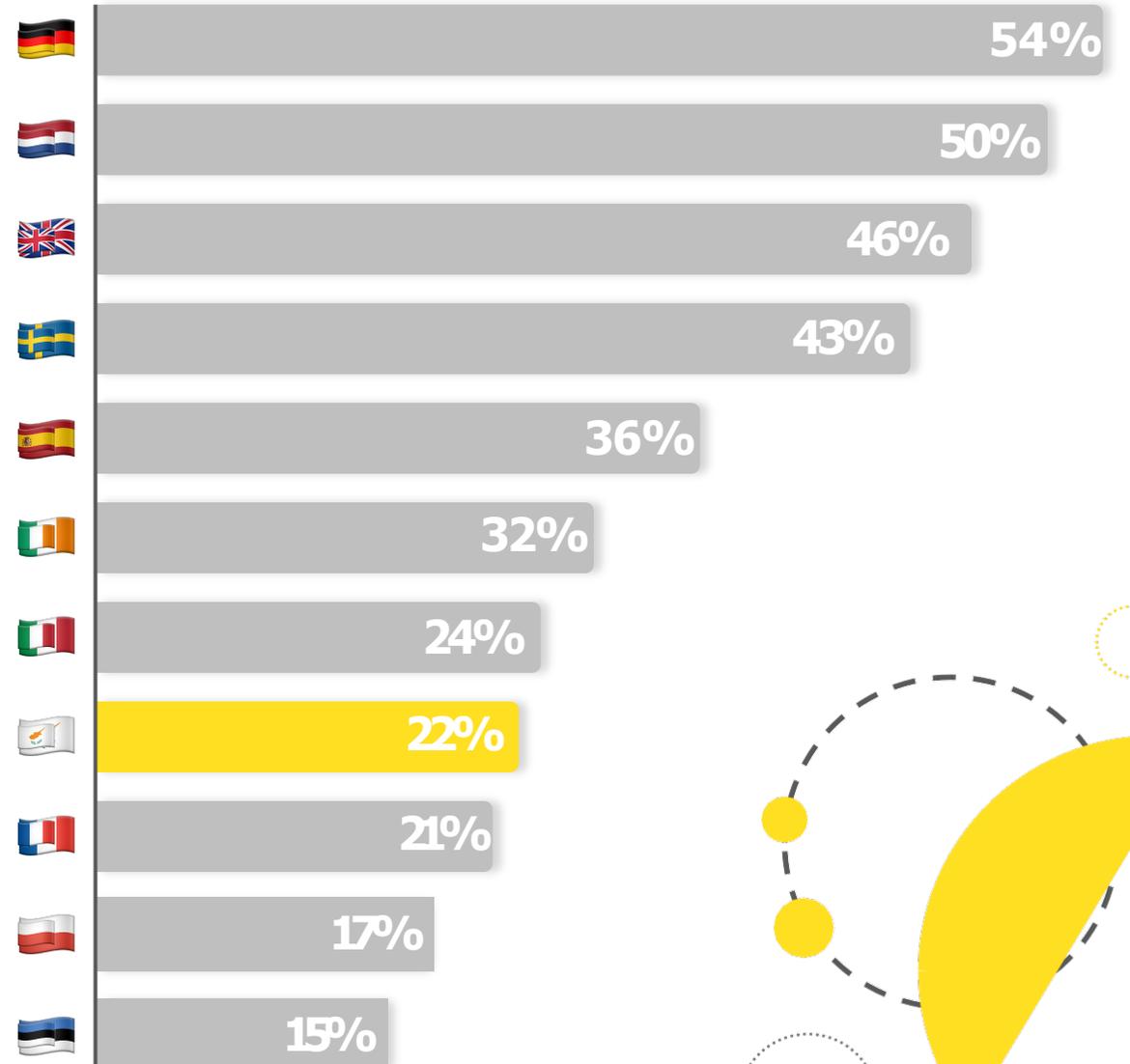


# RESPONDENT ATTITUDE TO RELOCATION

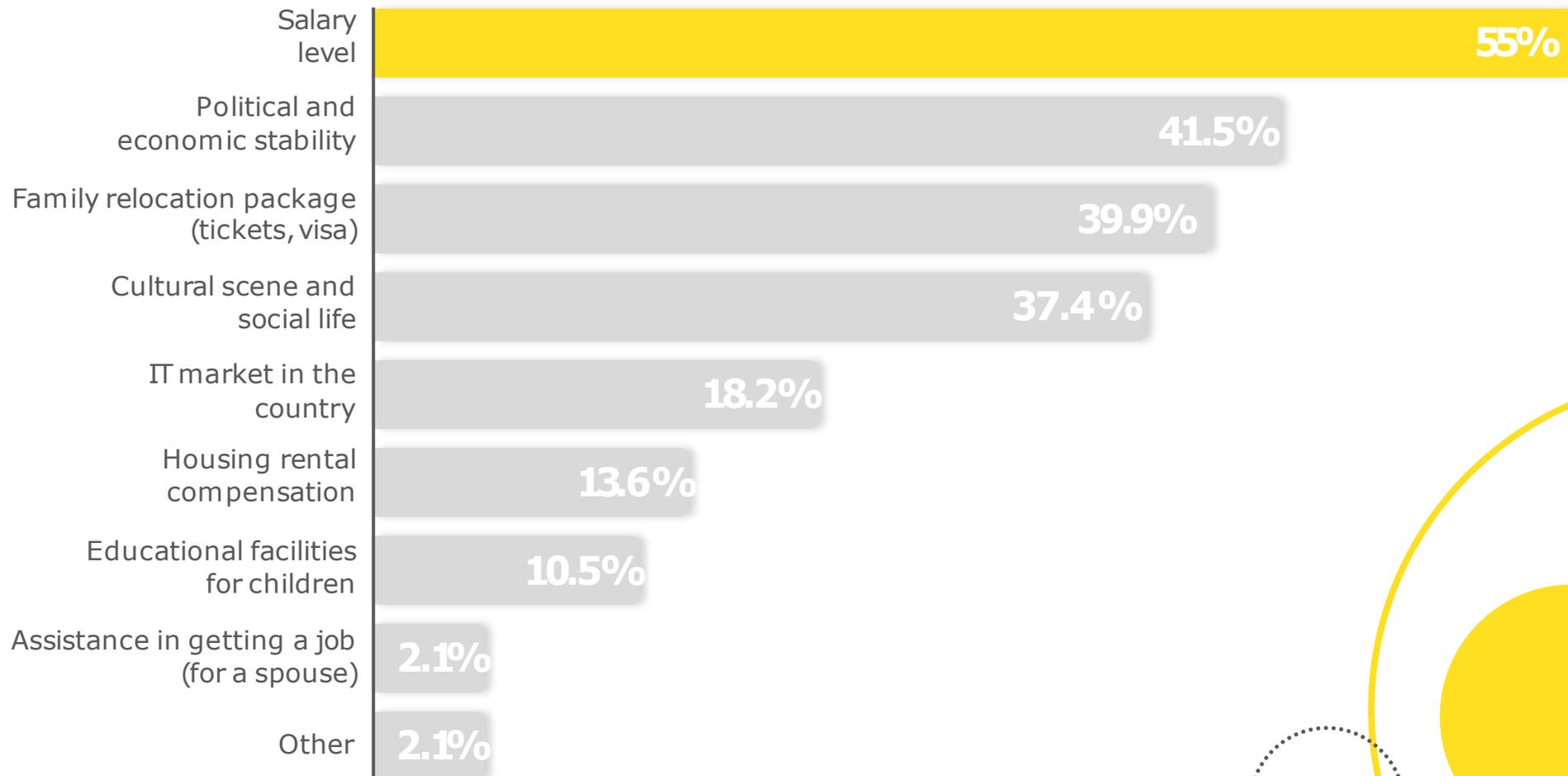


- 81 % of the respondents are ready to relocate to one of the proposed countries.
- The three most attractive countries for relocation are Germany, the United Kingdom, and the Netherlands.

## Preferred relocation destinations:



# THE **MAIN CRITERIA** THAT FACTOR INTO THE DECISION TO RELOCATE



# RELOCATION *STOP* FACTORS

54.2%

Familial reasons

42.4%

Concerns about living standards in a new country

36.4%

Difference in mentality in a new country

20.3%

Other (satisfied with living standards in Russia, salary to cost of living ratio, fear of change, family and friends)

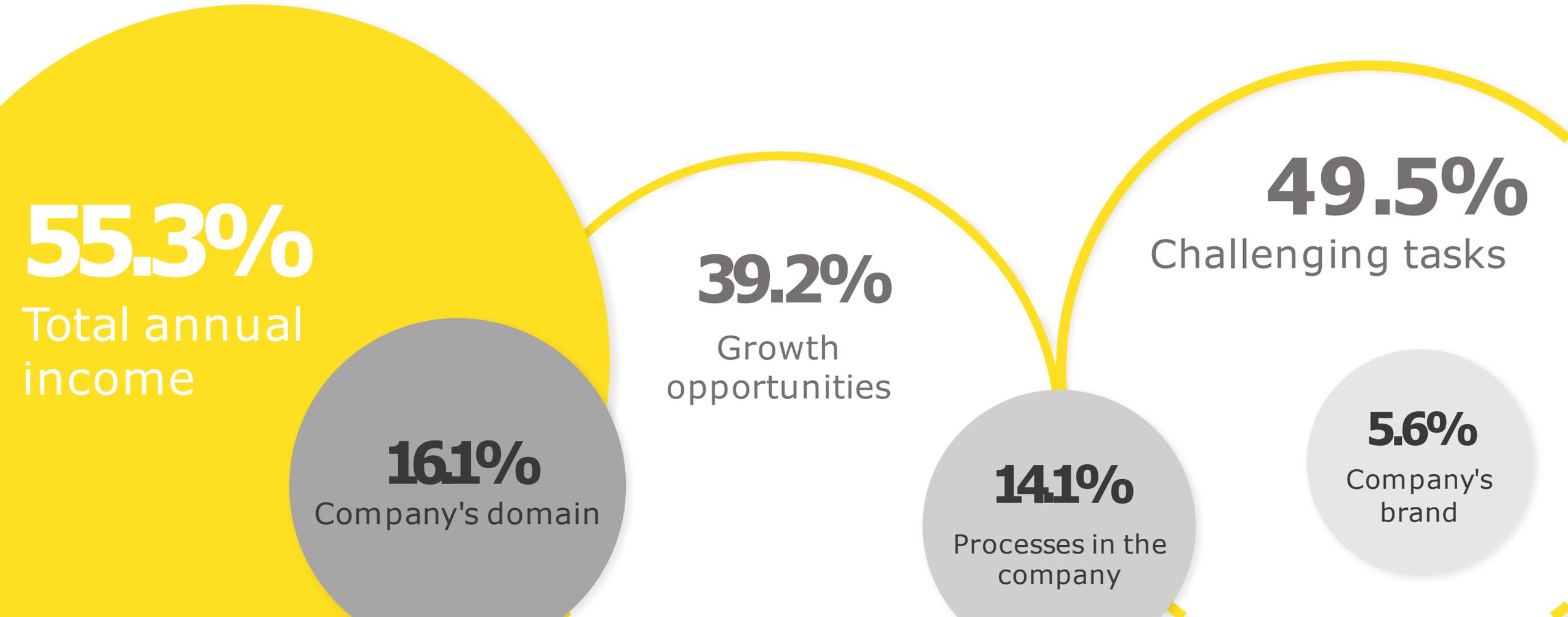
16.1%

Lack of fluent English

17%

Long-term contract

# THE THREE *MOST/LEAST* IMPORTANT CRITERIA WHEN CONSIDERING AN OFFER:



**55.3%**

Total annual income

**16.1%**

Company's domain

**39.2%**

Growth opportunities

**14.1%**

Processes in the company

**49.5%**

Challenging tasks

**5.6%**

Company's brand

# KEY TAKEAWAYS



1

**81%** of respondents are potentially ready to relocate to one of the European countries.

2

The **three most attractive** countries for relocation are Germany, the United Kingdom, and the Netherlands. The **least attractive** are France, Poland, and Estonia.

3

**Top 3 criteria** that factor into the decision to relocate: salary level, political and economic stability, relocation package for the family (tickets, visa).

gms