



2025

# ALABUGA START

FOR PEOPLE FROM ALL  
OVER THE WORLD





# SEZ "ALABUGA" KEY INDICATORS



**\$ 4 bln**

actually invested by residents



**25 322**

employees



**\$ 2.6 bln**

residents revenue in 2024



**43** functioning manufacture enterprises



# FULL CYCLE INFRASTRUCTURE PARTNER



## INDUSTRIAL INFRASTRUCTURE



## SOCIAL INFRASTRUCTURE



## BUILDING INFRASTRUCTURE



## HR INFRASTRUCTURE



## CUSTOMS ZONE

## POWER GRID INFRASTRUCTURE

## DISTRICT WASTEWATER TREATMENT PLANT

## GAS AND HEAT SUPPLY INFRASTRUCTURE

## MEDICAL CENTER

## ALABUGA INTERNATIONAL SCHOOL

## ALABUGA POLYTECH HEADQUARTERS

## RESIDENTIAL COMPLEX "SOUTH PARK"

## RECREATIONAL AREAS



FINANCIAL TIMES

HOME WORLD UK COMPANIES TECH MARKETS CLIMATE OPINION LEX WORK & CAREERS LIFE & ARTS HTSI

Chris Cook in London, Max Seddon and Anastasia Stognei in Riga, Felicia Schwartz in Washington and Nikolaj Houmann Mortensen in Copenhagen JULY 6 2023

336

New factory inside the Alabuga special economic zone in Tatarstan

X

f

in

Share

Save

A map of Russia with an inset showing its global location. The main map highlights Tatarstan in orange and marks the 'Alabuga site' with a red star. Other labels include 'RUSSIA', 'Moscow', and 'KAZAKHSTAN'. An inset map shows Russia's position relative to Europe and Asia.

WSJ Barron's MarketWatch IBID Buy Side from WSJ

THE WALL STREET JOURNAL.

By [Benoit Faucon](#) [Follow](#), [Nicholas Bariyo](#) [Follow](#) and [Matthew Luxmoore](#) [Follow](#)

Updated May 28, 2024 12:19 am ET

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The salary for students at the Alabuga Special Economic Zone is nearly \$1,000 a month, almost double the average Russian wage.



# ALABUGA START PROGRAMME



**Opportunity  
to earn money**



**Opportunity  
to see the world**



**Opportunity  
for career growth**



**Opportunity  
for a new start**

# ALABUGA START RESULTS



**2023**



**1** field



**7** countries



**22** participants

**2024**

**4** fields

**44** countries

**327** participants

**2025**

**7** fields

**77** countries

**8498** participants\*

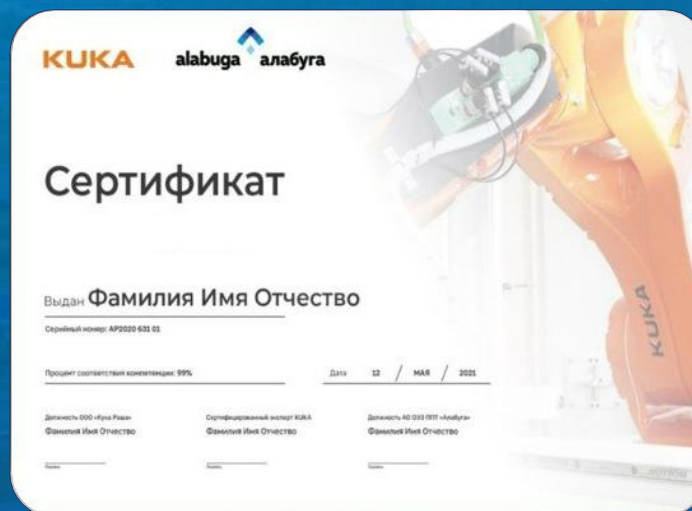
\*Number of quotas allocated by the Ministry of Labour of the Russian Federation for SEZ "Alabuga"



# DUAL SCHEME



**WORK  
EXPERIENCE**



**PROFESSIONAL  
TRAINING**



**RUSSIAN  
LANGUAGE**

# PROGRAMME BENEFITS



**FREE  
AIRTICKETS  
TO RUSSIA  
AND VHI\***



**MONTHLY SALARY  
\$ 541-1783\*\***



**PROFESSIONAL  
TRAINING**



**ACCOMMODATION  
IN HOSTEL  
\$ 44 per month**



**TRANSFER**

**\*VHI - voluntary health insurance for foreign participants**

**\*\*after tax / 1 USD = 100 RUB**



# CAREER LADDER



**\$ 1348-  
1783**

**STAGE 4**  
SENIOR SPECIALIST

**\$ 1261-1609**

**STAGE 3**  
LEADING SPECIALIST

**\$ 849-1110**

**STAGE 2**  
SPECIALIST

**\$ 541-681**

**STAGE 1**  
JUNIOR SPECIALIST





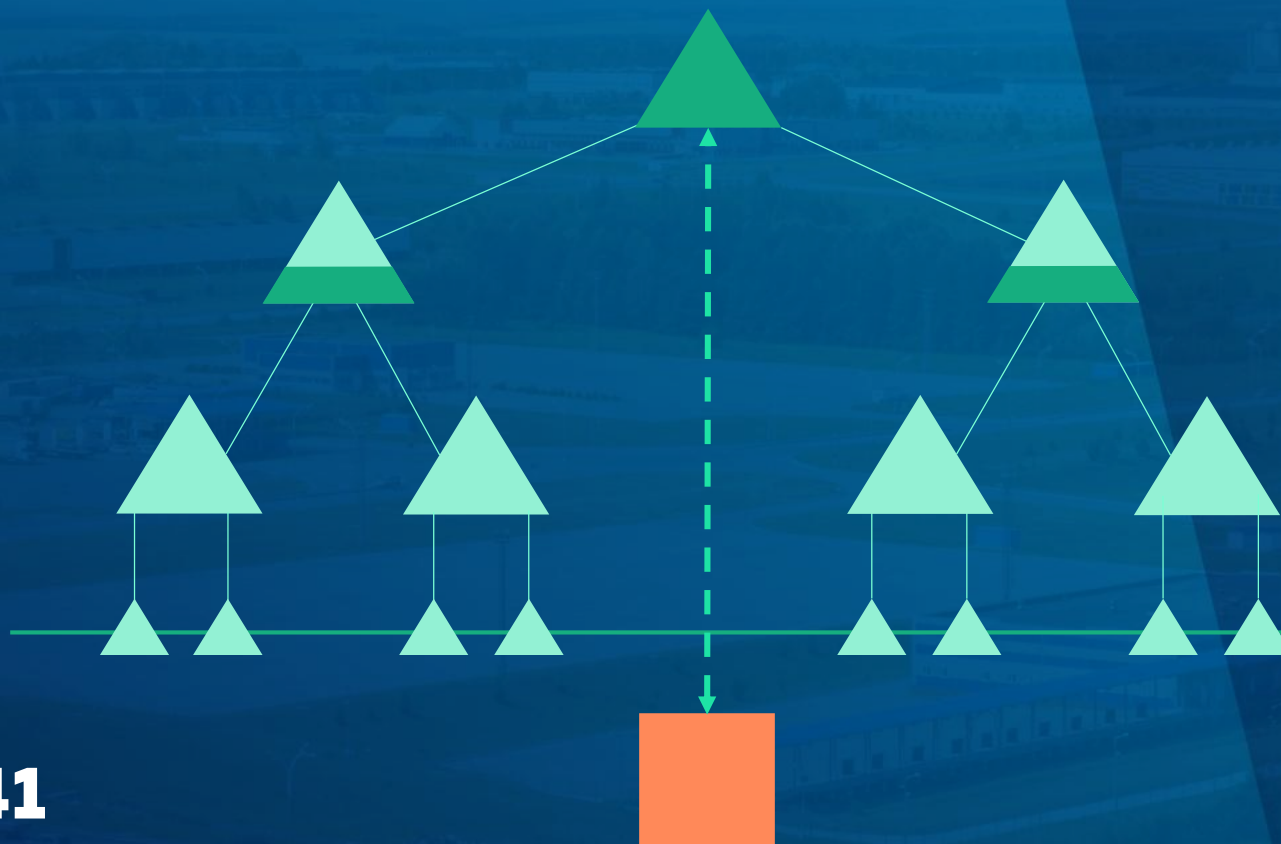
# CAREER TRACK (CATERING)

## CYCLE 1



KITCHEN WORKER

**MONTHLY  
SALARY – \$ 541**



**UNDER THE GUIDANCE OF AN EXPERIENCED MENTOR**

**1 USD = 100 RUB**



# CAREER TRACK (CATERING)

## CYCLE 2



WAITRESS

MONTHLY  
SALARY – \$ 849



1 USD = 100 RUB



# CAREER TRACK (CATERING)

## CYCLE 3



BARISTA/  
BARMAN

MONTHLY  
SALARY – \$ 1261



1 USD = 100 RUB



# CAREER TRACK (CATERING)

## CYCLE 4



CHEF/ADMINISTRATOR

MONTHLY  
SALARY – \$ 1348



1 USD = 100 RUB



# CATERING

## FINAL RESULT:

- ✓ Russian language proficiency certificate
- ✓ Certificate of professional training



**CHEF/  
ADMINISTRATOR** **\$ 1348**

- Calculating and ordering products
- Cooking
- Developing new recipes
- Organizing the production process in the kitchen



**BARISTA/  
BARMAN** **\$ 1261**

- Selecting and preparing ingredients for drinks
- Making drinks
- Decorating drinks



**WAITRESS** **\$ 849**

- Serving
- Knowing the menu
- Helping a customer in selecting dishes
- Accepting orders and checking out a customer



**KITCHEN WORKER** **\$ 541**

- Assisting in cooking dishes and helping around a kitchen

**6 MONTHS**

**1 YEAR**

**1,5 YEARS**

**2 YEARS**

**1 USD = 100 RUB**



# Monthly salary

(total after deductions, "take-home pay")



Catering			
Cycle	Fixed part	Bonus part	Total monthly salary
1	\$ 135	\$ 406	\$ 541
2	\$ 212	\$ 637	\$ 849
3	\$ 315	\$ 946	\$ 1261
4	\$ 337	\$ 1011	\$ 1348

1 USD = 100 RUB

Accommodation is provided for 1 year

# PRODUCTION OPERATOR

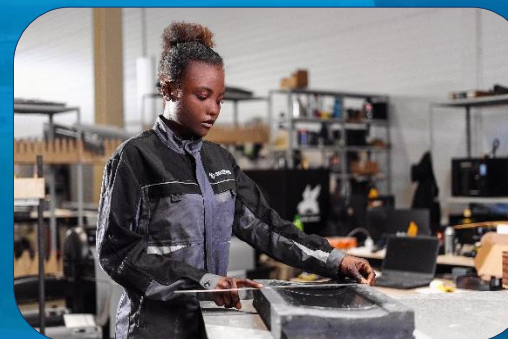
## FINAL RESULT:

- ✓ Russian language proficiency certificate
- ✓ Certificate of professional training



**SENIOR  
TECHNICIAN** **\$ 1783**

- Ensuring compliance with the technical process and industrial safety requirements
- Reading drawings and technological documentation



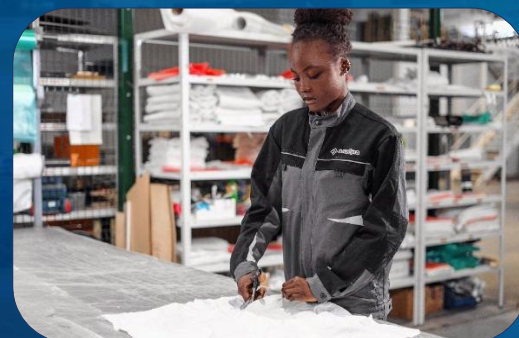
**LEADING  
TECHNICIAN** **\$ 1609**

- Size control of finished and semi-finished products



**TECHNICIAN** **\$ 1110**

- Performing simple operation for service and repair of process equipment



**CUTTER** **\$ 681**

- Performing technological operations for cutting materials

**6 MONTHS**

**1 YEAR**

**1,5 YEARS**

**2 YEARS**

**1 USD = 100 RUB**



# FINISHING WORKS

## FINAL RESULT:

- ✓ Russian language proficiency certificate
- ✓ Certificate of professional training



### HANDYMAN

**\$ 681**

- Transportation of construction materials
- Removal of construction debris
- Dismantling
- Assisting specialists



### PLASTERER

**\$ 1110**

- Wall finishing with cement mortar
- Preparing walls for painting
- Wallpapering



### FINISHER

**\$ 1609**

- Cosmetic and major repairs
- European-standard renovations
- Plastering
- Painting
- Bricklaying



### TILER

**\$ 1783**

- Performing work on tiled flooring
- Tiling interior wall surfaces

**6 MONTHS**

**1 YEAR**

**1,5 YEARS**

**2 YEARS**

**1 USD = 100 RUB**

# INSTALLATION WORKS

## FINAL RESULT:

- ✓ Russian language proficiency certificate
- ✓ Certificate of professional training



### HANDYMAN

**\$ 681**

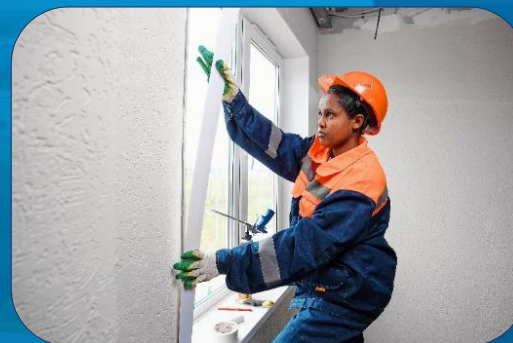
- Transportation of construction materials
- Removal of construction debris
- Dismantling
- Assisting specialists



### FURNITURE ASSEMBLER

**\$ 1110**

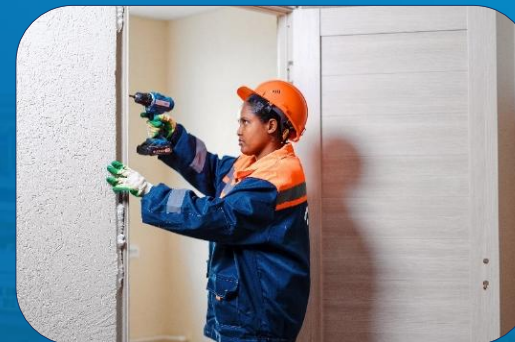
- Checking the parts completeness
- Product manufacturing
- Inspection of parts for defects



### WINDOW INSTALLER

**\$ 1609**

- Dismantling or installing
- Assembling
- Repairing window frames



### DOOR INSTALLER **\$ 1783**

- Installing doors
- Preparing door openings for installation
- Assembling and securing

**6 MONTHS**

**1 YEAR**

**1,5 YEARS**

**2 YEARS**

**1 USD = 100 RUB**



# Monthly salary

(total after deductions, "take-home pay")



## Production operator, finishing works, installation works

Cycle	Fixed part	Bonus part	Total monthly salary
1	\$ 170	\$ 511	\$ 681
2	\$ 277	\$ 833	\$ 1110
3	\$ 402	\$ 1207	\$ 1609
4	\$ 445	\$ 1338	\$ 1783

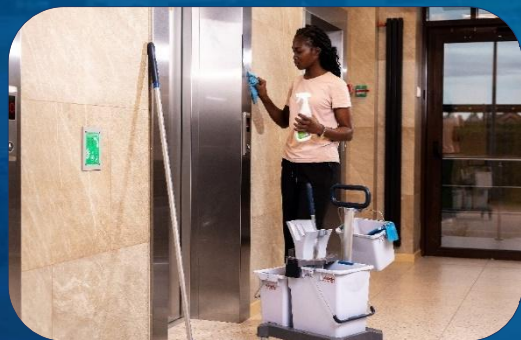
1 USD = 100 RUB

Accommodation is provided for 1 year

# SERVICE AND HOSPITALITY

## FINAL RESULT:

- ✓ Russian language proficiency certificate
- ✓ Certificate of professional training



**CLEANER**

**\$ 611**

- Cleaning and disinfection of public and industrial premises



**HOUSEMAID**

**\$ 936**

- Timely and quality cleaning of residential facilities



**SUPERVISOR**

**\$ 1348**

- Receiving and processing applications from tenants
- Coordinating and controlling the effective interaction of services



**ADMINISTRATOR**

**\$ 1435**

- Organizing the work of the supervised facility
- Collecting the results of the block's activities
- Coordinating the tasks set

**6 MONTHS**

**1 YEAR**

**1,5 YEARS**

**2 YEARS**

**1 USD = 100 RUB**



# ROAD TRANSPORT SHOP (DRIVER)

## FINAL RESULT:

- ✓ Russian language proficiency certificate
- ✓ Certificate of professional training
- ✓ Driving license category B, C, D, E



### HANDYMAN

**\$ 611**

- Road works
- Snow removal
- Landscaping
- Garage cleaning
- Cleaning of equipment



### DRIVER CATEG. B, C

**\$ 936**

- Driving a passenger car and a truck
- Transportation of laborer crews (driver 5th category)



### LEADING SPECIALIST B, C, D, E

**\$ 1348**

- Driving car/truck/a bus
- Car (B) – transportation of laborer crews and staff at the territory of SEZ
- Machine operator (B,C) – operating a forklift and a tractor
- Truck (CE) – transportation of cargo
- Bus (D) – transportation of the staff (city/SEZ)

### SENIOR SPECIALIST B, C, D, E

**\$ 1435**

- Driving car/truck/bus
- Car (B) – intercity transportation of the staff
- Truck (CE) – trailer cargo transportation (container truck)
- Bus (D) – transportation of the staff/kids/students
- Machine operator (B,C,D,E) – driving a forklift/tractor/graders and other special equipment

**6 MONTHS**

**1 YEAR**

**1,5 YEARS**

**2 YEARS**

**1 USD = 100 RUB**

# LOGISTICS

## FINAL RESULT:

- ✓ Russian language proficiency certificate
- ✓ Certificate of professional training
- ✓ Driving license category for special machinery



### SORTER

**\$ 611**

- Receiving goods
- Placing goods at storage sites using warehouse equipment



### FORKLIFT DRIVER

**\$ 936**

- Loading and unloading
- Placing goods at a warehouse



### CONTAINER TRUCK DRIVER

**\$ 1348**

- Safe placement
- Load securing
- Transportation of various cargoes



### CONTAINER CRANE OPERATOR

**\$ 1435**

- Gantry crane control for loading and unloading

**6 MONTHS**

**1 YEAR**

**1,5 YEARS**

**2 YEARS**

**1 USD = 100 RUB**



# Monthly salary

(total after deductions, "take-home pay")



Logistics, service and hospitality, road transport shop			
Cycle	Fixed part	Bonus part	Total monthly salary
1	\$ 153	\$ 458	\$ 611
2	\$ 234	\$ 702	\$ 936
3	\$ 337	\$ 1011	\$ 1348
4	\$ 359	\$ 1076	\$ 1435

1 USD = 100 RUB

Accommodation is provided for 1 year

# PAYROLL DEDUCTIONS



1

**PIT FOR  
FOREIGNERS**



**30%**

**THE FIRST 183 DAYS**



# PAYROLL DEDUCTIONS



1

**PIT FOR  
FOREIGNERS**



**30%**

**THE FIRST 183 DAYS**



**APPLY TO THE FTS**



**13%**

**AFTER 183 DAYS**

# PAYROLL DEDUCTIONS

1

**PIT FOR  
FOREIGNERS**



**30%**

**THE FIRST 183 DAYS**



**APPLY TO THE FTS**



**13%**

**AFTER 183 DAYS**



**REFUND OF 17%  
WITHHELD TAX**



# PAYROLL DEDUCTIONS

1

**PIT FOR  
FOREIGNERS**



**30%**

**THE FIRST 183 DAYS**



**APPLY TO THE FTS**



**13%**

**AFTER 183 DAYS**

**+**

**REFUND OF 17%  
WITHHELD TAX**

2

**CORPORATE  
ACCOMMODATION**



**\$44**

**PER MONTH**

# PAYROLL DEDUCTIONS

1

**PIT FOR  
FOREIGNERS**



**30%**

**THE FIRST 183 DAYS**



**APPLY TO THE FTS**



**13%**

**AFTER 183 DAYS**

**+**

**REFUND OF 17%  
WITHHELD TAX**

2

**CORPORATE  
ACCOMMODATION**



**\$44**

**PER MONTH**

3

**RUSSIAN LANGUAGE  
COURSE**



**\$325**

**PER MONTH**



**FREE**

**AFTER 1 YEAR  
IN THE PROGRAMME**



# PAYROLL DEDUCTIONS



## SALARY CALCULATION EXAMPLE

PRODUCTION OPERATOR 1 CYCLE			
№	CALCULATION TITLE	TYPE	TOTAL AMOUNT
1	FIXED PART	INCOME	\$375
2	BONUS PART*	INCOME	\$1125

\*upon full (100%) achievement of monthly goals

# PAYROLL DEDUCTIONS



## SALARY CALCULATION EXAMPLE

PRODUCTION OPERATOR 1 CYCLE			
№	CALCULATION TITLE	TYPE	TOTAL AMOUNT
1	FIXED PART	INCOME	\$375
2	BONUS PART*	INCOME	\$1125
3	PIT 30% (6 MONTHS)	DEDUCTION	- \$450

\*upon full (100%) achievement of monthly goals



# PAYROLL DEDUCTIONS



## SALARY CALCULATION EXAMPLE

PRODUCTION OPERATOR 1 CYCLE			
№	CALCULATION TITLE	TYPE	TOTAL AMOUNT
1	FIXED PART	INCOME	\$375
2	BONUS PART*	INCOME	\$1125
3	PIT 30% (6 MONTHS)	DEDUCTION	- \$450
4	CORPORATE ACCOMMODATION	DEDUCTION	- \$44

\*upon full (100%) achievement of monthly goals

# PAYROLL DEDUCTIONS



## SALARY CALCULATION EXAMPLE

PRODUCTION OPERATOR 1 CYCLE			
№	CALCULATION TITLE	TYPE	TOTAL AMOUNT
1	FIXED PART	INCOME	\$375
2	BONUS PART*	INCOME	\$1125
3	PIT 30% (6 MONTHS)	DEDUCTION	- \$450
4	CORPORATE ACCOMMODATION	DEDUCTION	- \$44
5	RUSSIAN LANGUAGE COURSE	DEDUCTION	- \$325
TAKE-HOME PAY			\$681

\*upon full (100%) achievement of monthly goals



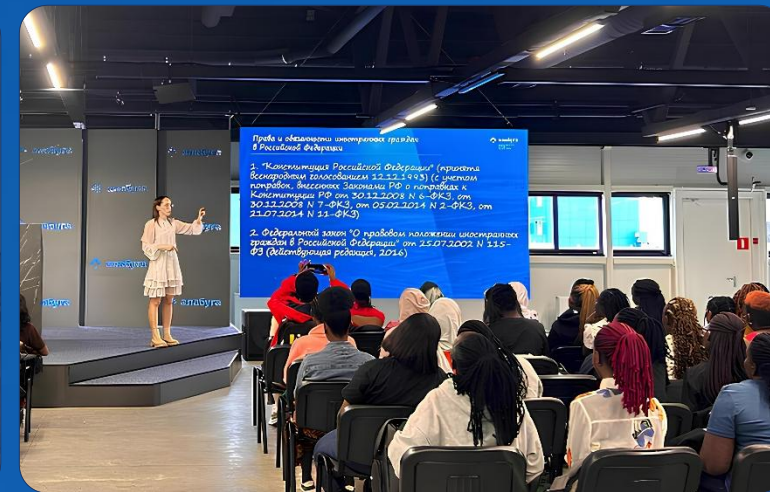
# INTEGRATION INTO RUSSIAN SOCIETY



ENGAGING IN NATIONAL HOLIDAYS



STUDYING RUSSIAN LANGUAGE AND HISTORY



LEARNING THE RUSSIAN LEGISLATION



TOURING THE PRODUCTION FACILITIES



CORPORATE EVENTS



LEADERSHIP DEVELOPMENT



# ALABUGA HOSTEL

- ✓ **8 persons in two-bedroom apartment, no more than one representative from each country**
- ✓ **Fully equipped with furniture and household appliances**

**Housing – \$ 44/month**

**Fines for smoking and alcohol – \$ 50**

**Fines for the unsatisfactory sanitary condition  
of an apartment – \$ 50**





# WORK SCHEDULE (5/2)



Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

Sunday

08:00  
-  
17:00

Work

Work

Work

Work

Work

Day off

18:00  
-  
20:00

Russian language or Extra classes

Activities  
for integration  
into Russian  
society

# WORK SCHEDULE (2/2)



Day 1

Day 2

Day 3

Day 4

Day 5

Day 6

Day 7

Day 8

08:00  
-  
13:00

Work

Work

Russian  
language  
or  
Extra  
classes

Russian  
language  
or  
Extra  
classes

Work

Work

Russian  
language  
or  
Extra  
classes

14:00  
-  
20:00

Work

Work

Activities  
for  
integration  
into  
Russian  
society

Activities  
for  
integration  
into  
Russian  
society

Work

Work

Activities  
for  
integration  
into  
Russian  
society

Day off



# EXCLUSION FROM THE PROGRAMME

- ////////////////////
- 1 When certain medical issues are identified
  - 2 In case of receiving 3 strict reprimands from SEZ "Alabuga"

**Light violation** – when Russian language lessons are missed, using foul language

**Medium violation** – unsatisfactory sanitary condition of an apartment, being late at work

**Serious violation** – being drunk, fighting, missing work

- 3 In case of violation of the Russian Federation legislation
- 4 In case of failure to pass the Russian language exam (3 attempts)
- 5 In case of a bad feedback from an employer

**EXCLUSION FROM THE PROGRAMME, CANCELLATION OF A WORK VISA  
AND SENDING HOME AT THE EXPENSE OF THE PARTICIPANT**

# HEALTH CONDITION

**Russian legislation makes it impossible for people with the following medical contraindications to enter for employment:**

**HIV/AIDS**

**Syphilis**

**Tuberculosis**

**Hepatitis A, B, C, D, E\***

**Pregnancy\***

**\*prohibited by the terms of the Alabuga Start programme**

**IF THESE CONTRAINDICATIONS ARE FOUND IN RUSSIA, THE PARTICIPANT IS DISMISSED FROM THE PROGRAMME AND GOES HOME AT OWN EXPENSE**



# HOW PARTICIPANTS ARE SELECTED



**SCHOOL  
EDUCATION**



**18 – 22 Y.O.  
FEMALES**



**NO MEDICAL  
CONTRAINDICATIONS**

- 1. WEBSITE REGISTRATION**
- 2. SELECTION OF CANDIDATES**
- 3. PASSING A SIMULATION GAME**
- 4. INTERVIEW WITH HR,  
CHECKING 100 WORDS IN RUSSIAN**
- 5. PROVISION OF A PASSPORT  
AND MEDICAL PAPERS**
- 6. NOTIFICATION OF EMBASSIES**

# OPPORTUNITIES AFTER THE PROGRAMME

//////////



**Work in SEZ "Alabuga"  
on a permanent basis**



**Employment at one  
of the resident factories**



**Enrollment at "Alabuga Polytech"**



**Returning to a home country**





# STAFF REQUIREMENTS

**To become a manager  
in Alabuga you need to:**

- ✓ **Develop skills to achieve the goals**
- ✓ **Take responsibility for the lack of results**
- ✓ **Control team's performance and, in case of non-fulfillment of tasks, to cut a salary**
- ✓ **Comply with the rules of behavior in Russia**
- ✓ **Go through elementary technical work first to obtain a management position**



# Join now!

Register online to submit  
an application



Follow our Telegram-channel



Register on HR-platform  
and fill in the form



**Telegram: @AlabugaStart**



**Phone number:  
+7 (987) 272 37 39**



**Alabuga Start:  
<https://startworld.alabuga.ru>**



**HR-platform:  
<https://hr.alabuga.ru>**



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