



**Ministry of Science and Higher Education of the Russian Federation
Federal State Budgetary Educational Institution
higher education
"Ural State University of Economics"
(USUE)**

"APPROVED"
Rector of USUE

Y.P. Silin

« » 2025 г.

REGULATIONS

on the International Competition of employers' cases "HR-GROWTH"

Yekaterinburg
2025 г.



REGULATIONS **on the International Competition of employers' cases "HR-GROWTH"**

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1. General provisions

1.1. These Regulations (hereinafter referred to as the Regulations) regulate the procedure for organizing and holding the International Competition of Employers' Cases "HR-GROWTH" (hereinafter referred to as the Competition).

1.2. The competition is held within the framework of the Congress of Management and Law of the Eurasian Economic Youth Forum (hereinafter referred to as the EEYF) and is implemented at the EEYF head office – at the Ural State University of Economics (further on, the USUE site), as well as on foreign/regional sites that have chosen this Competition.

The list of foreign and regional sites that have chosen this Competition is indicated on the Competition page of the EEYF website, as well as on the pages of the foreign/regional sites themselves of the EEYF website.

1.3. The Internet address of the EEYF website: www.eurasia-forum.ru.

1.4. The organizers of the Contest:

Department of Labor Economics and Personnel Management, Ural State University of Economics (USUE);

SROO "Association of Managers and Specialists in Human Resource Management";

HR-mnenie Employers' Club.

1.5. Co-organizers of the Competition:

Educational organizations are the organizers of foreign and regional EEYF sites that have chosen this competition to be implemented on their sites.

1.6. Partners of the Contest:

Council for Professional Qualifications in the field of Personnel Management;

Ural Branch of the Free Economic Society of Russia,

NGO "Sverdlovsk Regional Union of Industrialists and Entrepreneurs";


enterprises and organizations whose representatives are members of the HR-mnenie Employers' Club, the Association of Managers and Specialists in Human Resource Management, and the Association of Recruiting Agencies.

1.7. The purpose of the competition is to create a tool to improve the quality of interaction between promising personnel management and labor economics specialists and their future employers, and to develop competencies in developing and presenting effective HR solutions.

2. Directions of the Competition

The competition is aimed at developing professional competencies among young professionals, as well as assistance in finding internships, internships, and employment opportunities for students and young professionals in organizations and enterprises that submit their cases to the competition.

The partner employers of the competition will offer cases, the topics of which are aimed at solving applied problems in the field of human resource management and labor economics, including in the areas of: modern technologies and solutions in recruitment, adaptation, evaluation, certification, personnel development, organization of labor and remuneration of personnel, formation and development of corporate social policy, organization of work with talents, formation and organization of internal corporate communications, etc.

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3. Terms of participation in the Competition

3.1. Students, postgraduates, and young HR specialists of enterprises and organizations under the age of 35 are invited to participate in the Competition (hereinafter referred to as Participants).

3.2. Case solutions are sent to the Competition from individual authors and teams of up to 3 people.

3.3. One participant or team has the right to submit only one work to the Competition.

3.4. The prize can be distributed among several participants.

3.5. The competition includes two tracks for the correct distribution of cases among participants, assessment and support of competitiveness of solutions.:

3.5.1. Student track – for students enrolled in Bachelor's, specialist's, and Master's degree programs (without work experience or with up to 2 years of experience in personnel management, labor economics, and related fields);

3.5.2. The Specialist track is for students of Master's degree programs, postgraduates, as well as young professionals with more than 2 years of experience in the field of personnel management, labor economics, and related fields.

3.6. There is no registration fee for participation in the contest. The costs of accommodation for nonresident participants, meals and transportation costs for participation in the face-to-face stage of the competition are paid by the participants themselves or by the sending organizations. The exception is the winners of the foreign (regional) Competition sites.

4. Stages and dates of the Competition

4.1. The final dates of the Competition, as well as its main stages, are established by order of the Rector of the Ural State University of Economics and posted on the Competition page of the EEYF website.

4.2. The competition is held in three stages.

4.2.1. The first stage (formative):

4.2.1.1. registration of the application for participation in the competition (until March 01, 2026 inclusive);


4.2.1.2. sending a set of cases to the registered participant for selection and notification of the organizers about the preparation of a decision on a specific case (within a week after registration of the application on the website);

4.2.1.3. acceptance and registration of competitive works (case solutions); verification of works for compliance with the requirements put forward for the work.

The first stage is conducted by the organizing committee of the Competition within the time limits set by the Directorate of the Eurasian Economic Youth Forum.

4.2.2. The second stage (qualifying) (from March 21 to March 31, 2026) is the examination of competitive works (case solutions) registered and admitted to the Competition based on the results of the first stage; determination of the finalists of the Competition.

4.2.2.1. Conducting the qualifying stage at the USUE site

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The examination of the competitive works received through the USUE site is carried out by the expert commission of the USUE Site Competition. The Commission selects from 15 to 20 finalists in absentia. The final number of finalists from the USUE site depends on the actual number of finalists from foreign/regional Competition sites. The lists of finalists who qualified for the final of the Competition are published on the page of the Congress of Management and Law Competition on the EEYF website.

4.2.2.2. Conducting qualifying stages at foreign/regional Competition venues

The examination of competitive works at the sites of the EEYF is carried out by expert commissions of foreign / regional Competition sites. Expert commissions select 5-10 best participants of the national/regional round of the Competition. From March 21 to March 31, 2026, the organizing Committee and the expert commission of the foreign/regional Competition site will conduct an in-person defense of the selected works and determine the winner and prize-winners of the national/regional round of the Competition.

The winner (first place) of the national/regional round of the Competition becomes a finalist in the international final of the Competition. He is given the opportunity to participate in the final of the Competition and other final events of the XVI EEYF on April 22-23, 2026 in person. The main organizer of the EEYF, USUE, provides payment for travel and accommodation.

On April 23, 2026, diplomas and memorable gifts will be solemnly presented to the participants who took the 2nd and 3rd places at the foreign/regional venue.

The general list of finalists of the international final of the Competition is formed from the finalists from the USUE site and the winners of the foreign/regional sites that selected this Competition. The general list of finalists of the Competition is published on the EEYF website, on the page of the Congress of Management and Law Competition from April 1 to April 10, 2026.

4.2.3. The third stage (final) (April 22, 2026) is the defense of the competitive works (case solutions) of the finalists; the determination of the winners and prize-winners of the Competition.

The third stage is held between the finalists of the Competition through face-to-face public defense of the competition works. The protection of projects remotely using online communication is carried out by the decision of the organizing committee of the Competition.

5. Registration of participants, requirements for submitted documentation and rules for registration of competitive works

5.1. The works are submitted to the Organizing Committee of the Competition in electronic form through a special registration form on the EEYF website.

www.eurasia-forum.ru 5.1.1. The participants of the main site of the Competition choose during registration:

the USUE site – the Congress of Management and Law – the competition "Assessment of regulatory Impact in state and Municipal Administration";

5.1.2. Participants of foreign/regional sites of the Competition choose during registration:

the name of the relevant site is the competition "Assessment of regulatory impact in State and municipal management".

5.2. Research papers and projects are submitted to the Competition in one of the 3 scientific areas:



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- 1) Regulatory impact assessment - a two-way road.
- 2) Strategic partnership of authorities, business and NGOs in the public discussion of draft laws;
- 3) Evidence-based policy and evaluation of the effectiveness of state and municipal projects.

5.3. The following set of documents must be submitted to participate in the Competition::

- 1) the author's application for participation in the Competition (Appendix 1) is submitted by filling out the participant registration form on the EEYF website;
- 2) the competition paper (with the title page in the form of appendix 2) is attached as an independent file to the participant's registration form.;
- 3) abstracts reflecting the main provisions and results of the work (the requirements for the design of abstracts are specified in Appendix 3) — be attached as an independent file to the registration form of the participant.

5.4. The competitive work must meet the following requirements:

- 1) the work must be submitted within the time limits set by the Rector of USUE and published on the EEFM website,
- 2) represent a completed development in which one of the theoretical or practical problems is analyzed in accordance with the subject of the Competition.;
- 3) reference material is required: references to sources from which citations are used, numerical data in the text, tables, graphs, diagrams, references (at least 20 sources);
- 4) the scientific work must be author's, the percentage of originality of the text is not less than 60%;
- 5) abstracts of the work should be attached to the scientific work.;
- 6) to show the ability to use the methods of scientific analysis, to argue their theoretical judgments on controversial issues, to criticize existing points of view on their solution.

The work must be designed in accordance with the following requirements: a *.doc or *.rtf file format, titled with the last name(s) of the author(s). A4 format, Times New Roman font, size - 14 pt, line spacing 1.5. All margins are 20 mm. The text is aligned in width without hyphenation. All diagrams and tables must be inserted into the text. The paragraph indentation is 1.25. The orientation of the sheet is portrait. The volume of work is 20-30 pages.

The list of references is drawn up in accordance with GOST 7.1-2018.


Footnotes to the text are given in square brackets indicating the number of the source in the list of references.

The standard structure of the work: introduction, main part, conclusion and references.

The work submitted for the competition should be the result of a theoretical and empirical study with conclusions and recommendations on the selected thematic areas of the Competition.

5.5. For the face-to-face defense of the competition papers, the participants of the Competition must prepare a PowerPoint presentation. The presentation should consist of 10-20 slides and contain the main provisions of the project with key conclusions and suggestions. The presentation must be written in Russian.

The competition paper must be written in Russian.

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6. The order of the Competition and the criteria for the evaluation of works

6.1. At the first stage of the Competition, the organizing committee admits works (case solutions) for further expert evaluation according to the requirements specified in Section 5 of the Regulations.

6.2. During the second (qualifying) stage, the members of the expert commission(s) of the Competition conduct an examination of the contest entries and determine up to 20 (twenty) finalists of the Competition.

The lists of finalists are published on the Contest page. Information letters about reaching the finals are sent to the finalist participants.

6.3. Criteria for evaluating participants during the face-to-face defense of the work at the third (final) stage.

6.3.1. The solution of the case should be:

contain a step-by-step description of the process of solving the task with deadlines and resources involved. A conditional description of resources is allowed, but calculations must be provided that justify the amount of necessary resources, in the opinion of the participant of the competition.;

Include arguments necessary to defend the project before the expert commission and work with the risks of the project, including a description of weaknesses, possible counterarguments and responses to them.;

Use analytical approaches when preparing a solution, including a benchmarking approach based on comparing the proposed solution with solutions to similar problems in real business.;

6.3.2. During the face-to-face defense of the project, the expert commission will take into account the quality of the presented presentation and the direct protection of the contestant (answers to expert questions).

6.4. If the number of points scored by the winners and prize-winners of the Competition is the same (equal), the decision on determining the winners and prize-winners is made by the expert commission of the Competition. The expert commission also takes into account the track within which the decision was submitted.


7. Awarding of winners

7.1. Based on the results of the international final of the Competition, the winners and prize-winners of the Competition are determined. Winners and prize-winners are awarded with Diplomas of I, II, III degrees and the grand Orders of the Star of Eurasia for 1st, 2nd and 3rd place, respectively.

The participants who took the 4th and 5th places of the Competition are awarded with Diplomas for the 4th and 5th places, respectively.

All participants of the Competition receive certificates of the finalists of the Competition in electronic form.

7.2. Winners and prize-winners (1st, 2nd and 3rd place) The participants of the Competition are awarded with cash prizes within the framework of the prize fund of the Competition, established on the basis of the order of the Rector of USUE and in accordance with the protocols of the expert commissions of the Competition.

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Cash prizes (including income tax) are transferred by the organizer of the Competition within 1.5 months to the personal accounts of the winners and prize-winners according to the details provided to the coordinator of the Competition, provided that the following documents are submitted to the organizer of the competition:

- printout from the bank's personal account: bank details and personal account number for transferring money;

- a copy of the passport of the 1st, 2nd page and the registration page;

- a copy of the INN or a printout of the INN data from the website.

If the winner or the prize-winner of the Contest turns out to be the author's team (team), the cash prize is divided equally among all members of the team (team).

Cash prizes for foreign participants participating in the final face-to-face are given out at the cash desk of USUE on the day of awarding.

7.3. Participants who take 1st, 2nd and 3rd place at a foreign/ regional venue are awarded with diplomas for 1st, 2nd and 3rd place in the national / regional round and the small orders of the "Star of Eurasia".

7.4. The awarding of all finalists of the Competition will take place within the framework of the final events of the XVI EEYF on April 23, 2026 simultaneously at the USUE site and at foreign / regional sites of the Competition via online communication.

8. Competition management at the USUE site

8.1. The Competition is managed by the EEYF Organizing Committee and the Competition Organizing Committee.

8.2. Chairman of the EEYF Organizing Committee - Rector of USUE:

- approves the Regulations on the Competition, signs the order on the conduct of the Competition and the composition of the organizing committee of the Competition, the order on the composition of the expert commission of the Competition;

- carries out the general management of the organization and conduct of the EEYF events within which the Competition is held.

8.3. The organizing committee of the Competition is formed to organize and conduct the Competition, consisting of:

- Scientific director of the Competition;

- coordinator of the Competition;

- members of the expert committee of the Competition;

- representatives of the partner organizations of the Competition,

- the secretary(s) of the Competition.

8.4. The scientific supervisor of the Competition:

- prepares the draft Regulations on the Competition, prepares amendments and additions to it;

- is the chairman (co-chairman) of the expert commission of the Competition;

- selects the composition of the expert commission of the Competition.

8.5. The Coordinator of the Competition:

- ensures the invitation of the members of the expert commission of the Competition;

- organizes the distribution of information letters to educational, research and scientific organizations of the Russian Federation and Eurasian countries;



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- organizes registration (through the registration system of the EEYF website) and verification of the compliance of the received tender documents with the established requirements, sends the competitive work to the members of the expert commissions for evaluation;
- organizes and monitors the progress of the Competition;
- organizes the work of the expert commission during the international final of the Competition;
- organizes the registration of diplomas, certificates and awarding of winners and prize-winners of the Competition;
- organizes the collection of abstracts of competitive works by the finalists of the Competition and their transfer to the USUE Publishing House for inclusion in the collection of EEYF materials;
- organizes the collection of necessary documents for the issuance of cash prizes to the winners and prize-winners of the Competition;
- draws up a report on the Competition.

8.6. An expert commission of the Competition is established to conduct an expert assessment of the competitive works.

The Chairman of the expert committee of the Competition is the Director of the EEYF Congress, which hosts the competition. The scientific director of the Competition is the co-chairman of the expert commission of the Competition. The expert commission consists of highly qualified teachers and researchers, leading experts from among the organizers of the EEYF, as well as invited experts. More than half of the members of the expert commission must be representatives of third-party organizations. The decisions of the expert commission are made by open voting, by a simple majority of the votes of the members of the expert commission present, are recorded, and the minutes are signed by the chairman, secretary and members of the expert commission (Appendices 3, 5).

Information on the composition of the organizing committee and expert commissions of the Competition is published annually on the Competition page of the EEYF website.

9. Competition management at foreign/regional EEYF sites

9.1. The Competition is managed by the Organizing Committee of the foreign/regional EEYF site and the Organizing Committee of the EEYF Site Competition.


9.2. The Organizing Committee of the EEYF Site Competition includes:

- coordinator of the Competition;
- the expert commission of the Competition consisting of at least 3 people from among highly qualified pedagogical and scientific staff of the university-the organizer of the site, as well as invited experts.

- the secretary of the Competition.

9.3. The Coordinator of the Competition:

- ensures the invitation of the members of the expert commissions of the Competition;
- organizes the mailing of information letters to educational, research and scientific organizations in their country or region of Russia;
- organizes registration (through the registration system of the EEYF website) and verification of the compliance of the received competition documents with the established requirements, sends the competition papers to the members of the expert commissions for evaluation;
- organizes the work of expert commissions during the selection round of the Competition;

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– together with the organizing committee of the USUE site, organizes the departure of the winner of the qualifying round of the USUE Competition to participate in the international final of the Competition (1st place), as well as the remote participation of the finalists who took 2nd and 3rd place in the final of the Competition using online communication;

- organizes the transfer of the thesis to the coordinator of the USUE site Competition the winner of the Competition for inclusion in the collection of materials of the EEYF.

9.4. An expert commission of a foreign/regional Competition site is established to conduct an expert assessment of the competitive work.

The composition of the expert foreign/regional commission of the Competition is approved by the organizing committee of the foreign/regional venue. The expert commission includes highly qualified teaching and research staff, leading experts from among the organizers of the EEYF site, as well as invited experts, including, by agreement, the scientific director of the Competition.

The decisions of the expert commission are made by open voting, by a simple majority of the votes of the members of the expert commission present, are recorded, and the minutes are signed by the chairman, secretary and members of the expert commission (Appendix 4).

10. The coordinates of the organizing committee of the Competition

10.1. Organizer of the competition: Ural State University of Economics (USUE)

Address: 620144. Yekaterinburg, 8 Marta St./Narodnaya Volya, 62/45 phone.: (343) 283-13-28; (343) 283-11-07; (343) 283-11-11, Fax: (343) 283-13-25

The official website of the organizer: www.usue.ru


The official website of the Competition and the Eurasian Economic Youth Forum (EEYF): www.eurasia-forum.ru

The USUE department responsible for the Competition: Department of Labor Economics and Personnel Management.

The contact details of the Competition coordinators are indicated on the Competition page of the EEYF website.

10.2. Co-organizers of the Competition: Universities-organizers of foreign and regional EEYF sites that have chosen this competition for implementation on their sites. The list of foreign and regional sites that have chosen this Competition is indicated on the Competition page of the EEYF website, in the Congress of Management and Law section, as well as on the pages of the foreign/regional Sites themselves on the EEYF website.

The contact details of the coordinators of the foreign/regional sites of the Competition are indicated on the pages of the foreign/regional sites of the EEYF website.

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Appendix 1

PARTICIPANT APPLICATION


of the international competition of cases from employers "HR-GROWTH"

Please accept my work for participation in the International competition of employers' cases "HR-GROWTH". I am providing the following information about myself:

Participant	Surname	
	Name	
	Surname	
	Date of Birth	
	Country (citizenship)	
	City of study	
	contact number	
	e-mail	
	Place of study/work	
	Course/group/position	
	Institute/faculty	
	Direction/profile of training	
	Topic/team name	
Scientific director	Full name	
	Academic degree, title	
	University/Organization	
	Department	
	contact number	
	e-mail	
Attached files	File 1 – Competition work	
	File 2 – Abstract of the work	

The application is submitted in the form of filling out the participant registration form on the specialized website of the EEYF.

If the work is prepared by a team of authors, one of the authors registers as the "captain of the team" and attaches a file with the competition paper and a file with the abstracts to the participant's registration form. The rest of the authors register as a "team member". To complete the registration, they attach a file with an essay and a list of authors, the second file may be empty.

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Appendix 2

The international competition of cases from employers **"HR-GROWTH"**

Competitive work

Case name

Author:

(Full name)

Student ____ group, ____ year

University's name _____


Name of the position/organization _____

Scientific supervisor (if available) _____

(Full name, academic degree, position)

city _____

20__

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Appendix 3

MINUTES OF THE MEETING OF THE EXPERT COMMISSION
on determining the finalists of the International Competition of employers' cases
"HR-GROWTH"

Venue _____ USUE _____

01.04.2026

№ _____ 1 _____

Yekaterinburg

The composition of the expert commission:

Chairman of the expert commission:

Full name – position

Members of the expert commission:

Full name – position

Secretary of the expert commission:

Full name – position

The agenda of the expert commission meeting:

Determination of the finalists of the International Competition of employers' cases "HR-GROWTH" from the USUE site.

According to the results of the first stage of the International Competition of employers' Cases "HR-GROWTH", _____ of the participants' works were admitted to the expert assessment.

After evaluating the submitted works, the commission decided to bring the following participants to the finals:

Table 1 – Finalists of the Competition

№	Full name	Name of the university, organization

Chairman of the expert commission

Signature

/ Full name

Members of the expert commission


Signature

/ Full name

Secretary of the expert commission

Signature

/ Full name

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Appendix 4

MINUTES OF THE MEETING OF THE EXPERT COMMISSION
on determining the winners and prize-winners of the national/regional tour
The International competition of employers' cases "HR-GROWTH"

(name of the foreign/regional Competition site)

01.04.2026

№ 2

Yekaterinburg

The composition of the expert commission:

Chairman of the expert commission:

Full name – position

Members of the expert commission:

Full name – position

The agenda of the expert commission meeting:

Determination of winners and prize-winners of the national/regional round of the International Competition of employers' cases "HR-GROWTH" platforms _____.

According to the results of the first stage of the foreign/regional round of the International Competition for expert evaluation on the site _____ It was allowed _____ projects of the participants.

After evaluating the submitted works, the commission decided:

1. To determine the winners and prize-winners of the national/regional round of the Competition.

Table 2 – Award documents of the participants

№	Full name	Name of the university, organization	Award document
			Diploma for 1st place
			Diploma for the 2nd place
			Diploma for the 3rd place



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2. To be recognized as the winner of the national/regional round and the finalist of the International competition of employers' cases "HR-GROWTH"

(full name)

(name of work)

3. To be recognized as the winner (II place) of the national/regional tour
The International competition of employers' cases "HR-GROWTH"

(full name)

(name of work)

- To be recognized as the winner (III place) of the national/regional tour
The International competition of employers' cases "HR-GROWTH"

(full name)

(name of work)

Chairman of the expert commission

Signature

/ Full name

Co-chairman of the expert commission

Signature

/ Full name

Member of the expert commission


Signature

/ Full name

Secretary

Signature

/ Full name

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Appendix 5

MINUTES OF THE MEETING OF THE EXPERT COMMISSION

on determining the winners and prize-winners

The International competition of employers' cases "HR-GROWTH"

22.04.2026

Yekaterinburg

№ _____ 3 _____

The composition of the expert commission:

Chairman of the expert commission:

Full name – position

Co-chairman of the expert commission:

Full name - position

Members of the expert commission:

Full name – position

The agenda of the expert commission meeting:

Determination of winners and prize-winners of the International Competition of employers' cases "HR-GROWTH" in the framework of the final (final) stage.

According to the results of the qualifying round of the International Competition of employers' cases "HR-GROWTH", the following was admitted to the final _____ works of the participants.

After evaluating the submitted works, the commission decided:

1. Assign the following award documents to each participant of the final (final) Competition:

Table 1 – Award documents of the participants

№	Full name	Name of the university, organization	Type of award document, amount of cash prize



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2. To be recognized as the winner

The International competition of employers' cases "HR-GROWTH"

(full name)

(name of work)

3. To be recognized as a prize-winner (II place)

The International competition of employers' cases "HR-GROWTH"

(full name)

(name of work)

4. To be recognized as a prize-winner (third place)

The International competition of employers' cases "HR-GROWTH"

(full name)

(name of work)

Chairman of the Expert Commission

Signature

/ Full name

Co-Chairman of the expert Commission

Signature

/ Full name

Member of the expert commission

Signature

/ Full name

Secretary

Signature

/ Full name




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The draft Regulations are submitted
by the scientific director of the competition


 /S.B. Dolzhenko

Agreed:


Vice-Rector for Social Work
and Youth Policy, Co-
Chairman of the EEYF

 / R.V. Krasnov


Vice-Rector for Scientific
Work

 / V.E. Kovalev

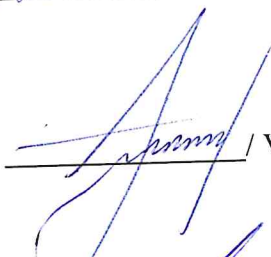
Acting Director of the
Congress
of Management and Law,
Acting Director of the Institute
of State, Municipal
Management and Law

 / N.S. Gromova

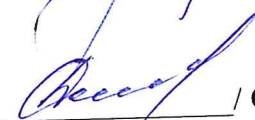
Head of the Legal Department

 /M.I. Brill

Head of the International
Cooperation
Department

 / V.A. Blaginin

Head of the International
Cooperation Department

 / O.A. Bazhenova