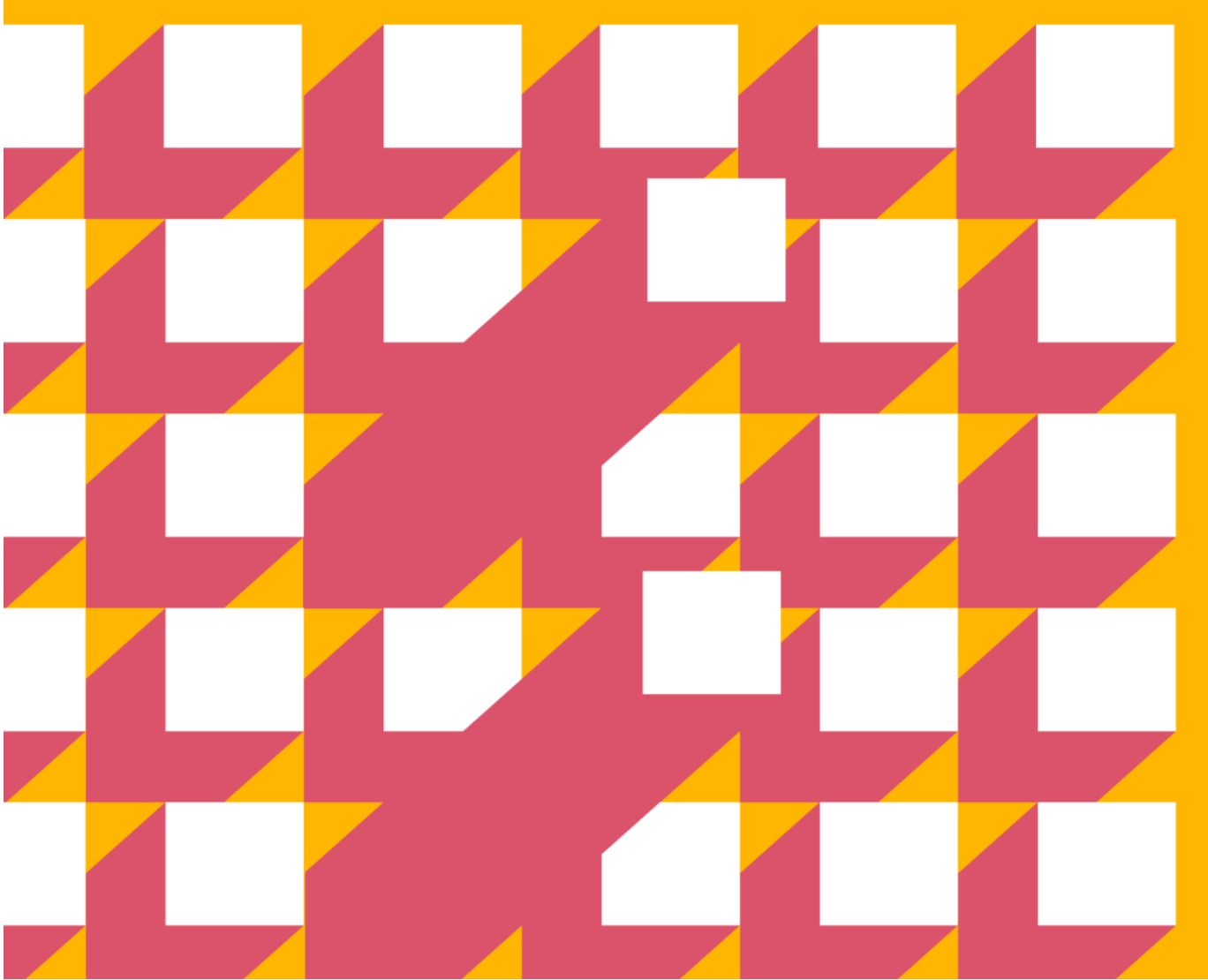


# PayWell Moldova 2022

## Salary & Benefits Survey

PwC Moldova



**Future  
Technologies  
Activity**

Innovate Moldova



**USAID**  
FROM THE AMERICAN PEOPLE



Suedia  
**Sverige**

1

Project overview

# List of participants from the IT sector

## PayWell Moldova 2022 - Salary & Benefits Survey

1 – 10 Employees	11 - 20 employees	21 - 50 employees	51 - 100 employees	> 100 employees
M Software Dev SRL	Conexium SRL	Key IVR SRL	AM-SOFTGROUP SRL	Amdaris SRL
Buro Art Media Events SRL	Alsodev SRL	Cegeka Development SRL	NOOTION SRL	Ellation SRL
Hashcode SRL	SMART ITWorks SRL	Complexica SRL	Parkopedia Parking Services SRL	EST Computer SRL
7REASONS SRL	Big Data Federation SRL	Extole SRL	ICS Gilat Satellite Networks MDC SRL	ATD Technologies SRL
Soft Craft SRL		Mixbook SRL	ICS Tacit Knowledge SRL	Orange Systems SA
Smartika Group SRL		OOK Group SRL	R Systems Computaris SRL	Simpals SRL
Tara Interactive SRL		Starlab SRL	S&T IT TECHNOLOGY SRL	Stefanini Mol SRL
		DEEPLACE SRL	Moldcell Technology SRL	ICS Endava SRL
		FORFUTUREWEB SRL	Inther Software Development SRL	Data Analysis and Processing SRL
		HOT SOFTWARE SRL	ICS Blueline SRL	
		ÎCS ES Technosoft SRL		
		BEND TECHNOLOGIES SRL		
		Monkey Digital SRL		
		Traduno Technologies SRL		
		DAS Solutions SRL		
7 companies	4 companies	15 companies	10 companies	9 companies

45

Participants from the IT sector

# PayWell Moldova 2022 - Salary & Benefits Survey

## Methodology

### Salary data

The Survey analysed net monthly remuneration as follows:

- Net monthly salary as per June 2022 payroll
- Annual bonuses: fixed and variable bonuses paid during 1 July 2021 – 30 June 2022
- Annual value of the benefits

### Remuneration indicators

- Base pay – monthly net salary as of June 2022
- Guaranteed pay – monthly salary and fixed bonuses)
- Total pay – monthly salary, fixed and variable bonuses
- Total reward – monthly salary, fixed and variable bonuses and value of benefits

### Job matching

- The matching process was based on the main responsibilities of each job
- The employees were matched based on a set of benchmark job descriptions

# PayWell Moldova 2022 - Salary & Benefits Survey

## Confidentiality criteria

Data collected during the survey is treated as strictly confidential. Survey statistics are disclosed depending on the number of companies and number of employees for which the data were provided.

Number of companies	Number of employees	Salary statistics results					
		P10	P25	Average	P50	P75	P90
3	3			✓			
≥ 3	4 – 5			✓	✓		
≥ 3	6 – 7		✓	✓	✓	✓	
≥ 3	>7	✓	✓	✓	✓	✓	✓

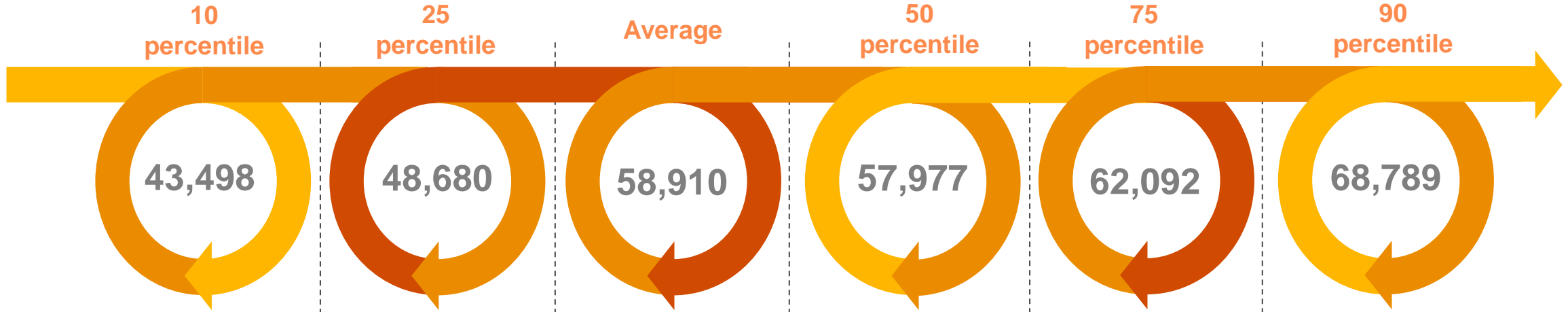
2

Salary statistics

# Salary statistics for monthly net base pay

Sr Developer Operations

7 Companies  
40 Employees

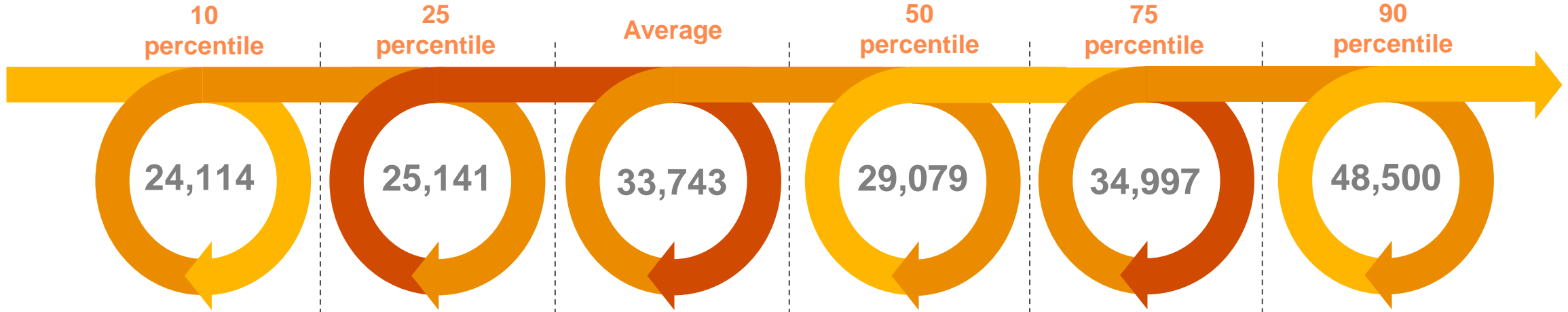


*The amounts are presented in MDL*

# Salary statistics for monthly net base pay

Developer Operations

6 Companies  
34 Employees



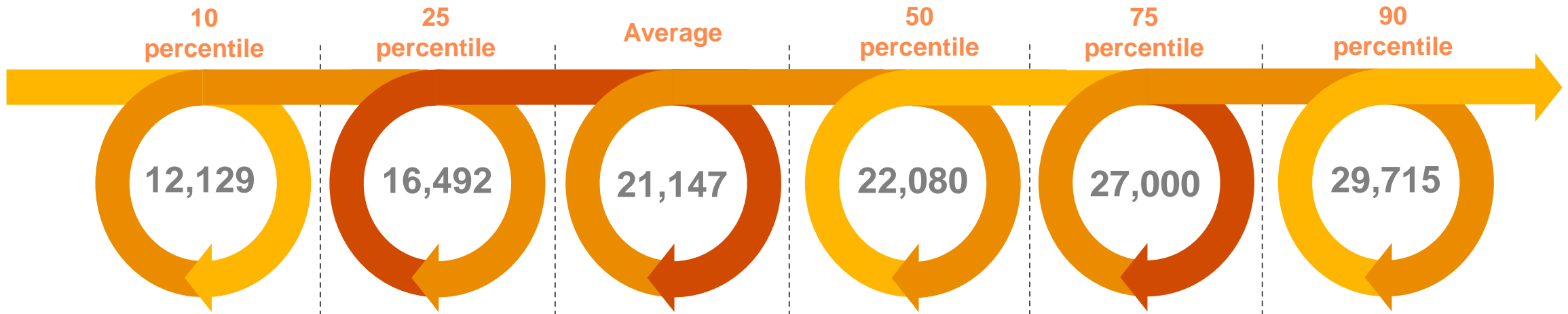
*The amounts are presented in MDL*



# Salary statistics for monthly net base pay

Database Programmer (Sql, Other)

6 Companies  
11 Employees

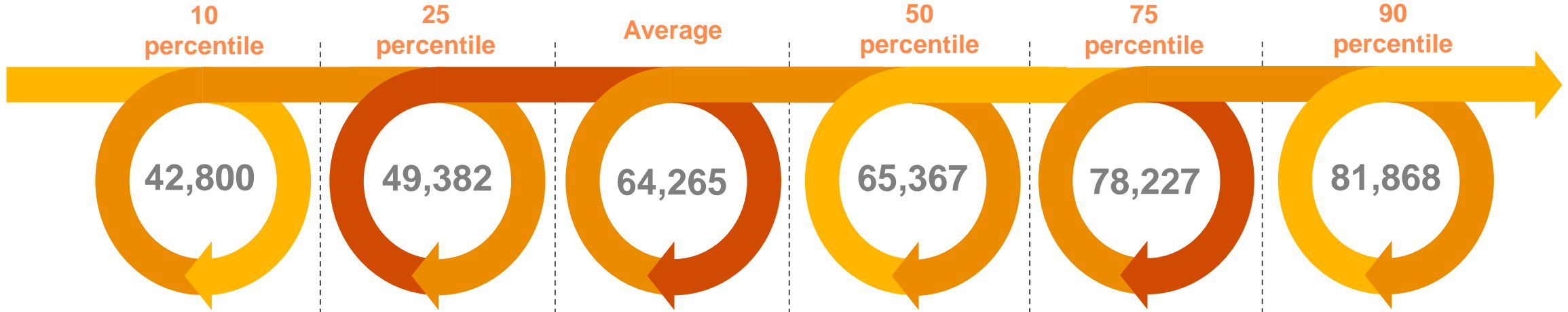


*The amounts are presented in MDL*

# Salary statistics for monthly net base pay

Programming Team Leader

9 Companies  
70 Employees

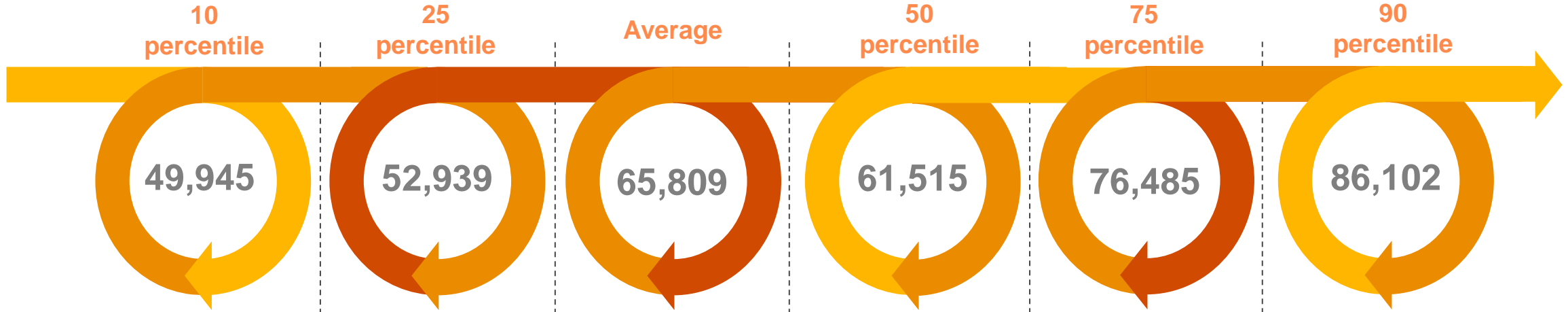


*The amounts are presented in MDL*

# Salary statistics for monthly net base pay

Sr Programmer (Java)

18 Companies  
141 Employees

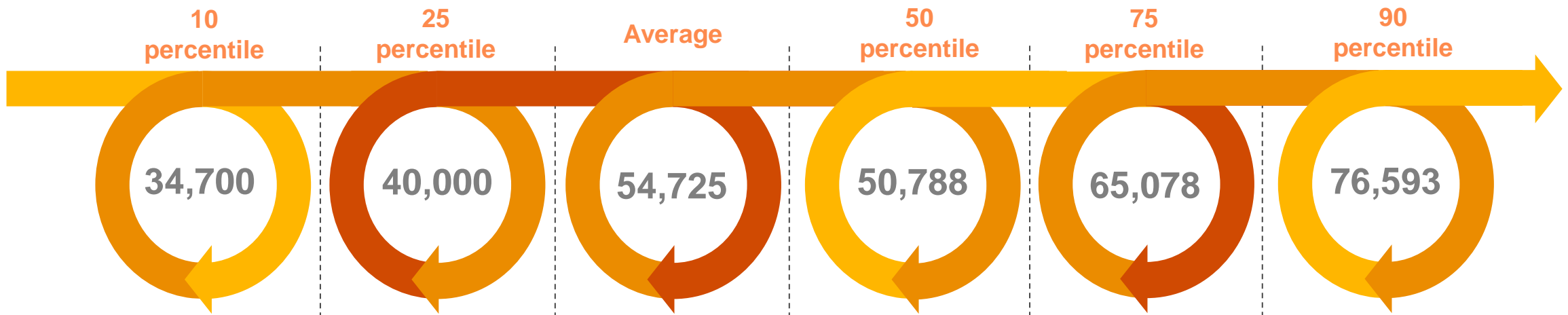


*The amounts are presented in MDL*

# Salary statistics for monthly net base pay

Sr Programmer (.Net)

9 Companies  
77 Employees

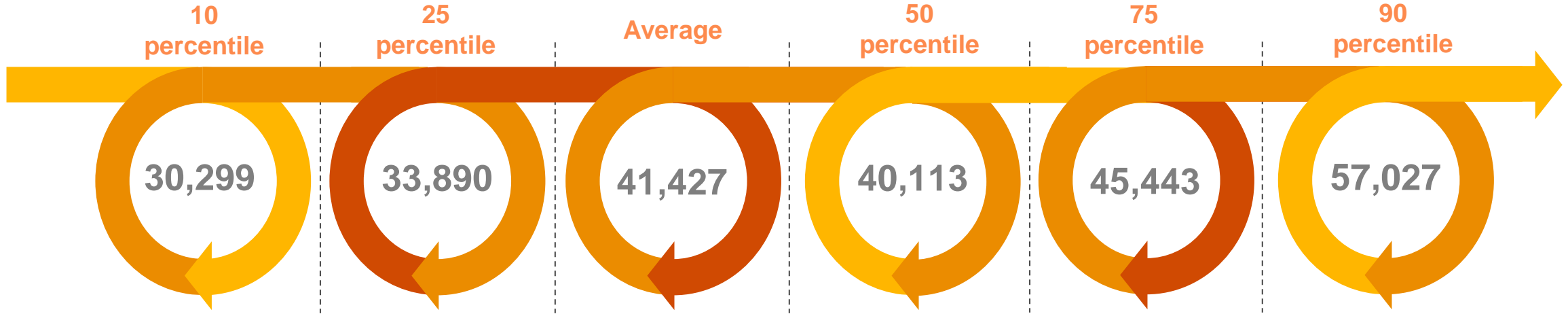


*The amounts are presented in MDL*

# Salary statistics for monthly net base pay

UI / UX Designer

4 Companies  
15 Employees

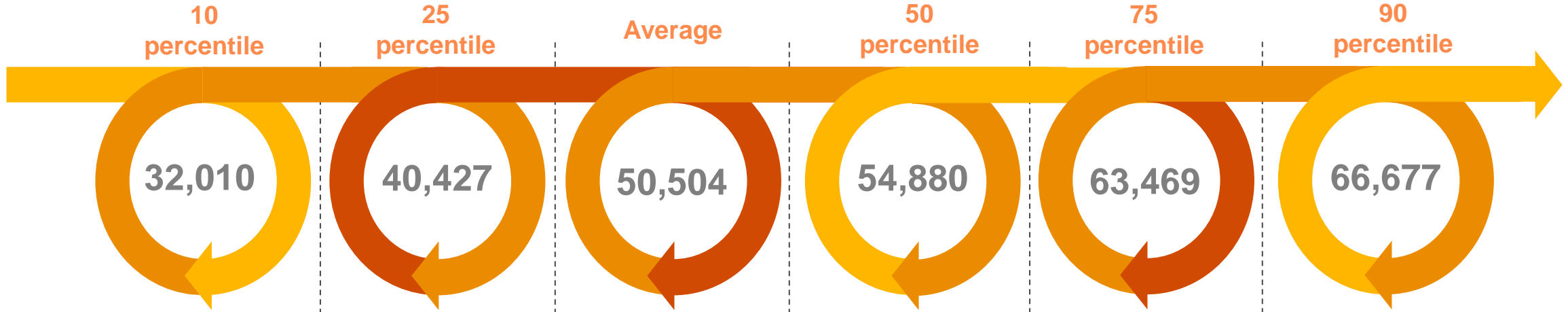


*The amounts are presented in MDL*

# Salary statistics for monthly net base pay

Testing / QA Team Leader

9 Companies  
65 Employees



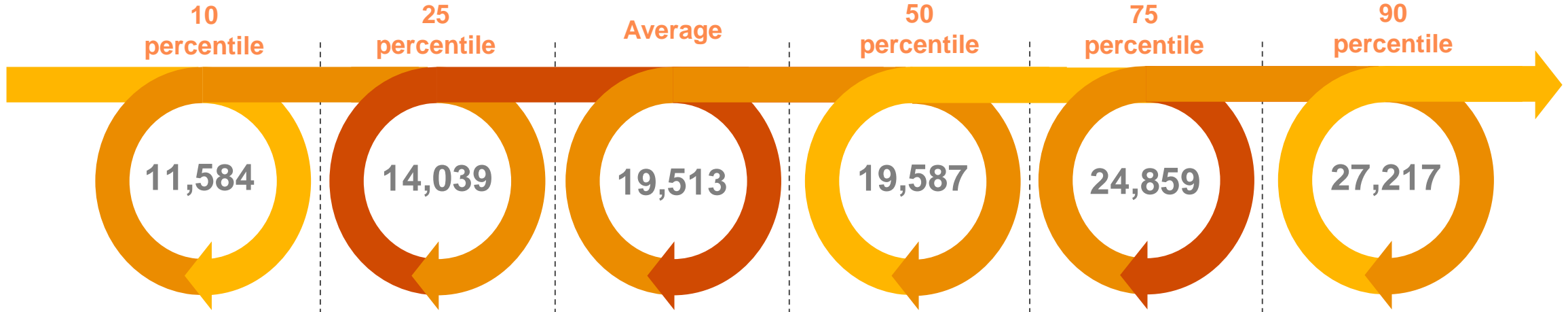
*The amounts are presented in MDL*

# Salary statistics for monthly net base pay

QA Specialist

10 Companies

86 Employees

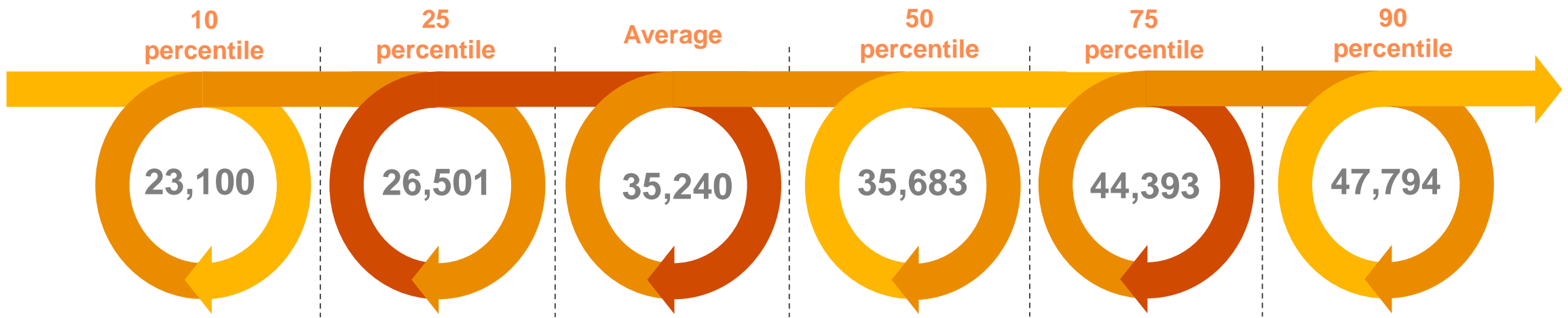


*The amounts are presented in MDL*

# Salary statistics for monthly net base pay

Web Programmer (Php, Java Script, Html)

14 Companies  
62 Employees



*The amounts are presented in MDL*



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Other statistics

# Compensation and benefits report

**11.1%**

**Planned salary increase for IT specialist in 2023**

**56%**

**Participants from the IT sector**

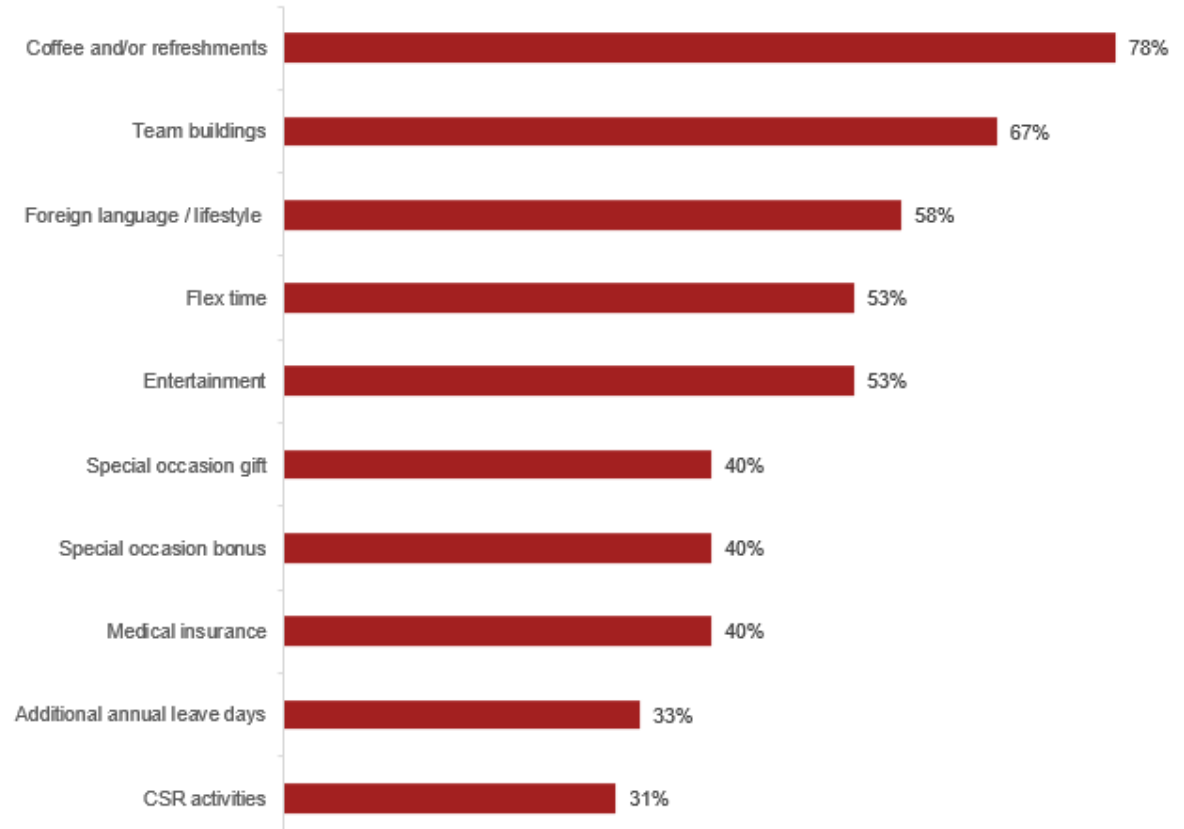
Offers possibility to work from home

**69%**

**Participants from the IT sector**

Are looking to recruit experienced professionals

*Top 10 benefits for IT employees*



# Workforce metrics

**38.2%**

Average recruitment rate  
in the IT sector\*

**21.8%**

**Average termination rate in  
the IT sector**

- 1.2% average involuntary termination rate
- 20.6% average resignation rate

**5.8%**

**Average ratio of the  
benefits costs to the  
total compensation  
costs in the IT sector**

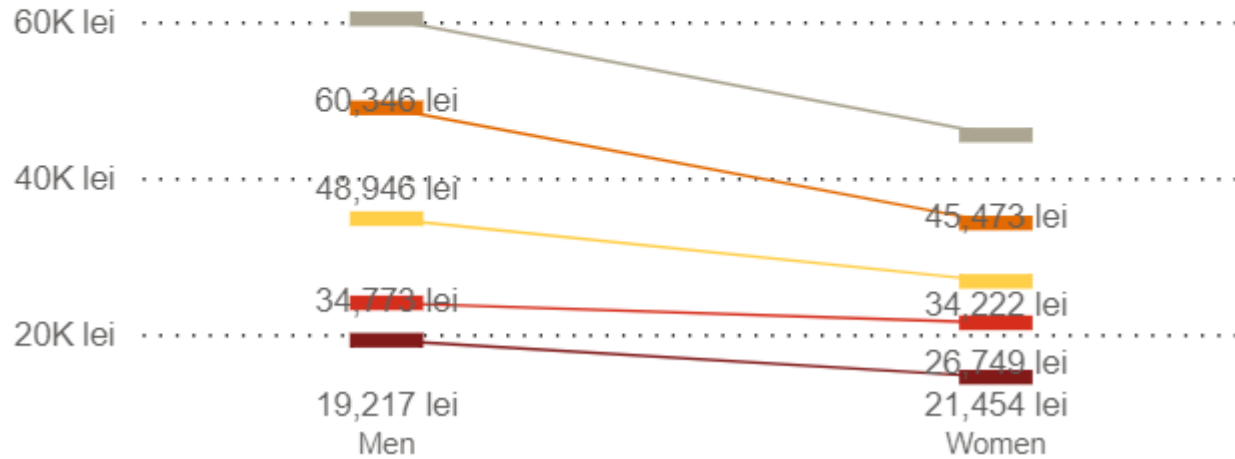
*\*This indicator is useful for organisations wishing to compare renewal of their workforce with the average from the industry. Generally, organisations will always have some external recruitment activity. However, high levels of external recruitment reflect large costs to the organisation, including the direct costs of hiring as well as the indirect costs of productivity ramp-up and dilution of organisation culture.*

# Gender distribution of the of the remuneration

Specialists from the Software Development department

## Gender Distribution

— Percentile 10 — Percentile 25 — Percentile 50 — Percentile 75 — Percentile 90

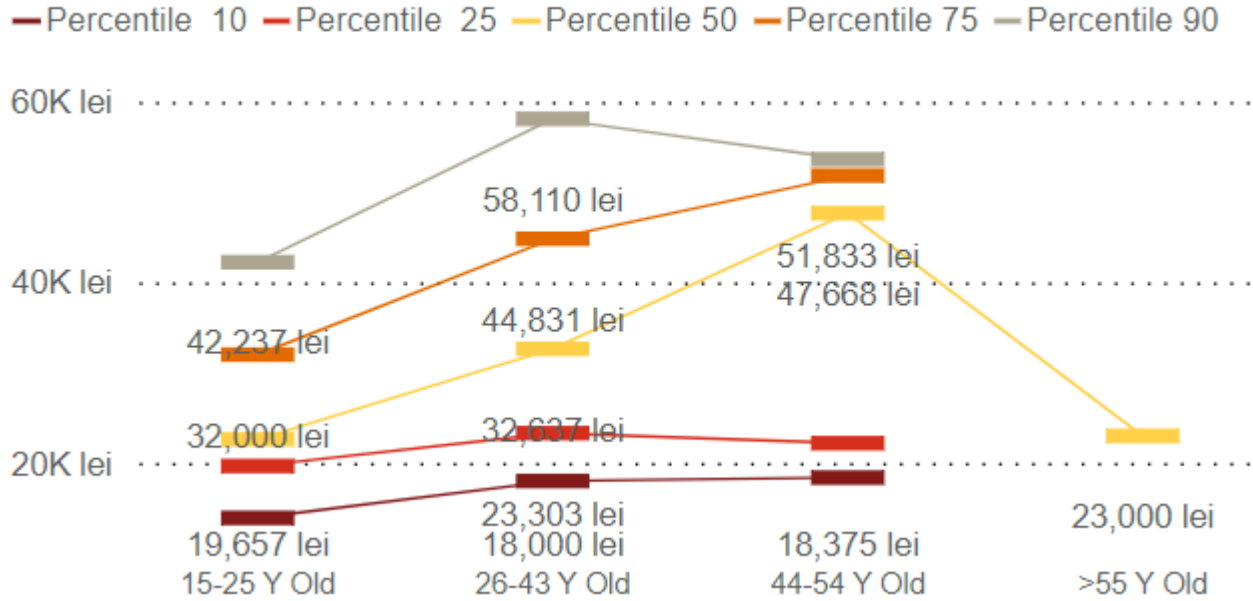


	Percentile 10	Percentile 25	Percentile 50	Percentile 75	Percentile 90
Men	19,217 lei	24,000 lei	34,773 lei	48,946 lei	60,346 lei
Women	14,500 lei	21,454 lei	26,749 lei	34,222 lei	45,473 lei

# Generation distribution of the of the remuneration

Specialists from the Software Development department

## Generation Distribution



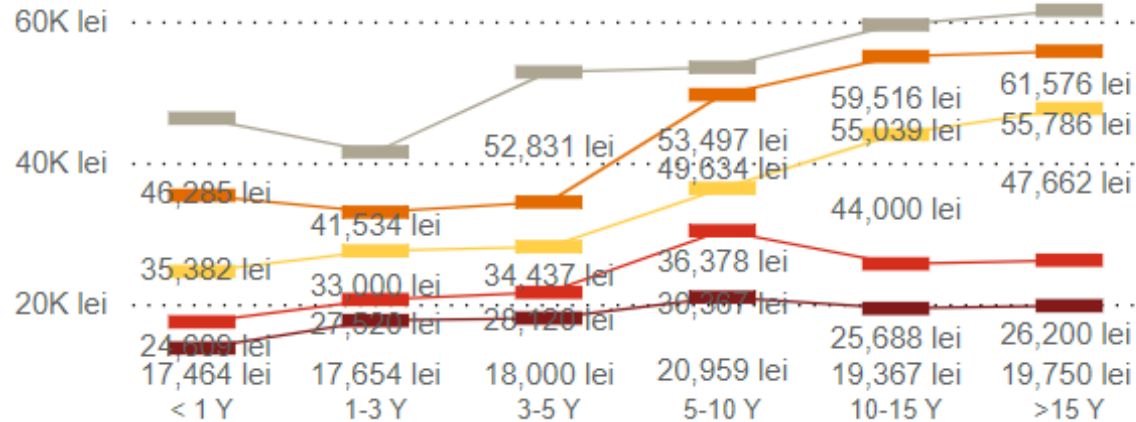
	Percentile 10	Percentile 25	Percentile 50	Percentile 75	Percentile 90
15-25 Y Old	13,909 lei	19,657 lei	22,606 lei	32,000 lei	42,237 lei
26-43 Y Old	18,000 lei	23,303 lei	32,637 lei	44,831 lei	58,110 lei
44-54 Y Old	18,375 lei	22,188 lei	47,668 lei	51,833 lei	53,635 lei
>55 Y Old			23,000 lei		

# Tenure distribution of the of the remuneration

Specialists from the Software Development department

## Tenure Distribution

— Percentile 10 — Percentile 25 — Percentile 50 — Percentile 75 — Percentile 90



Percentile 10   Percentile 25   Percentile 50   Percentile 75   Percentile 90

	Percentile 10	Percentile 25	Percentile 50	Percentile 75	Percentile 90
< 1 Y	13,760 lei	17,464 lei	24,609 lei	35,382 lei	46,285 lei
1-3 Y	17,654 lei	20,638 lei	27,520 lei	33,000 lei	41,534 lei
3-5 Y	18,000 lei	21,646 lei	28,120 lei	34,437 lei	52,831 lei
5-10 Y	20,959 lei	30,367 lei	36,378 lei	49,634 lei	53,497 lei
10-15 Y	19,367 lei	25,688 lei	44,000 lei	55,039 lei	59,516 lei
>15 Y	19,750 lei	26,200 lei	47,662 lei	55,786 lei	61,576 lei

For more details  
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