

J11 ← 1 Accountant ← 2 13 3 → FMCG

| | Count | Mean | Percentile 05 | Percentile 25 | Median | Percentile 75 | Percentile 95 |
|-----------------------|-----------------------|--------------|---------------|---------------|----------------|------------------|-------------------|
| 4 Monthly Total Gross | 107 / 12 | 2,408 | 1,420 | 1,815 | 2,124 | 2,992 | 3,992 |
| 5 Monthly Total Net | 107 / 12 | 1,704 | 1,028 | 1,297 | 1,507 | 2,100 | 2,800 |
| 6 Annual Fix Gross | 33 / 5 | 29,222 | 17,040 | 22,644 | 25,616 | 36,000 | 47,904 |
| 7 Annual Total Gross | 34 / 6 | 30,065 | 17,300 | 23,100 | 26,400 | 36,033 | 52,080 |
| 8 Target Bonus | as % of annual salary | 9% | | 8% | 9% | 12% | |
| 9 Benefits | Company car | Mobile phone | Lunch tickets | Company loans | Life insurance | Medical services | Sports activities |
| | 0% | 22% | 72% | 7% | 6% | 14% | 13% |

General salary data

| | Region | Count | Mean | Percentile 25 | Median | Percentile 75 | |
|------------------|---------------------|----------------------|---------|---------------|--------|---------------|--------|
| 14 Regional data | Monthly Total Gross | Bucharest | 50 / 10 | 2,828 | 2,400 | 2,693 | 3,300 |
| | | Out of Bucharest | 57 / 7 | 2,040 | 1,600 | 1,980 | 2,098 |
| | | Banat - Transylvania | 4 / 3 | 3,010 | - | 2,832 | - |
| | | Moldova | 37 / 3 | 1,950 | 1,887 | 1,980 | 2,048 |
| | Annual Total Gross | Muntenia | 16 / 3 | 2,006 | 1,600 | 1,600 | 2,500 |
| | | Bucharest | 25 / 6 | 35,856 | 30,430 | 34,284 | 42,440 |
| | | Out of Bucharest | 9 / 3 | 24,985 | 19,784 | 23,760 | 25,570 |
| | | Banat - Transylvania | 3 / 2 | 37,849 | - | 35,596 | - |
| | Moldova | 3 / 2 | 23,750 | 22,644 | 23,760 | 24,576 | |
| | Muntenia | 2 / 1 | 24,625 | 19,200 | 19,200 | 30,785 | |

Regional salary data

| | Variation | Count | Mean | Percentile 25 | Median | Percentile 75 | |
|---------------------|---------------------|-------|---------|---------------|--------|---------------|--------|
| 15 Variation factor | Monthly Total Gross | + | 9 / 5 | 3,578 | 3,018 | 3,018 | 4,277 |
| | | = | 84 / 12 | 2,396 | 1,950 | 2,179 | 2,923 |
| | | - | 14 / 3 | 1,727 | 1,600 | 1,600 | 1,800 |
| | Annual Total Gross | + | 3 / 2 | 45,447 | 37,725 | 37,725 | 52,800 |
| | | = | 31 / 6 | 29,936 | 23,496 | 27,812 | 36,000 |
| | | - | 0 / 0 | 20,947 | 19,200 | 19,200 | 23,170 |

Salary data, by benchmark job variation

| | |
|----|---|
| 1 | Job code, according to the benchmarking catalogue |
| 2 | Job Title |
| 3 | Sector |
| 4 | Statistics for gross monthly base salary (RON) |
| 5 | Statistics for net monthly base salary (RON) |
| 6 | Statistics for total annual fixed income: gross monthly base pay x 12 + fixed bonuses (bonuses not determined by performance), RON |
| 7 | Statistics for total annual income: gross monthly base pay x 12 + fixed bonuses (bonuses not determined by performance) + variable bonuses (i.e. bonuses determined by employee's and/ or company's performance: sales commissions and/ or performance bonus), RON |
| 8 | Target bonus: the planned level of variable bonus to be paid for 100% target achievement (% of the annual salary, i.e. monthly salary * 12) |
| 9 | Percentage of employees receiving the benefit out of total job holders reported |
| 10 | Number of job holders and companies matched for a particular position |
| 11 | Number of job holders receiving fixed bonus (bonuses not determined by performance) and number of companies offering it |
| 12 | Number of job holders receiving variable bonus (bonuses determined by employee's and/ or company's performance: sales commissions and/ or performance bonus) and number of companies offering it |
| 13 | <p>Statistics:</p> <p>Mean - the average value of all reported salaries for the analysed position</p> <p>Percentile X - the relative position (rank) of salary levels, among a 100% band. The X percentile is a value that indicates that X% of the data are lower and (100-X)% of the data are higher than the respective value. For instance, the 50 percentile indicates that half of the values are lower and half are higher than the respective value</p> |
| 14 | Regional split (salary data presented for Bucharest, Out of Bucharest, Banat Transylvania, Moldova, Muntenia) |
| 15 | Variation split (salary data presented considering the variation as compared to the benchmark job) |
| 16 | " = " the job responsibilities match the PwC benchmark job indicators (90 and 110% matching) |
| 17 | "+" the job responsibilities are above the PwC benchmark job indicators (110% - 130%) |
| 18 | "-" the job responsibilities are below the PwC benchmark job indicators (70% - 90%) |