



PayWell Moldova Salary & Benefits Survey 2026 edition

January 2026



Dear HR Professional,

We are pleased to announce the release of the 20th edition of our Salary & Benefits Survey – PayWell Moldova!

This document presents useful information about the survey: types of data analysed, content and structure of reports, as well as acquisition fees.

We look forward to helping you in developing competitive remuneration policies for your organisation.

PayWell Team



PayWell Moldova 2025

Sample overview

5

Industry sectors:

1. Banking
2. FMCG & Industry
3. IT
4. Pharmaceuticals
5. Overall market



45

Participant companies



+16,000

Employees



+700

Benchmark jobs

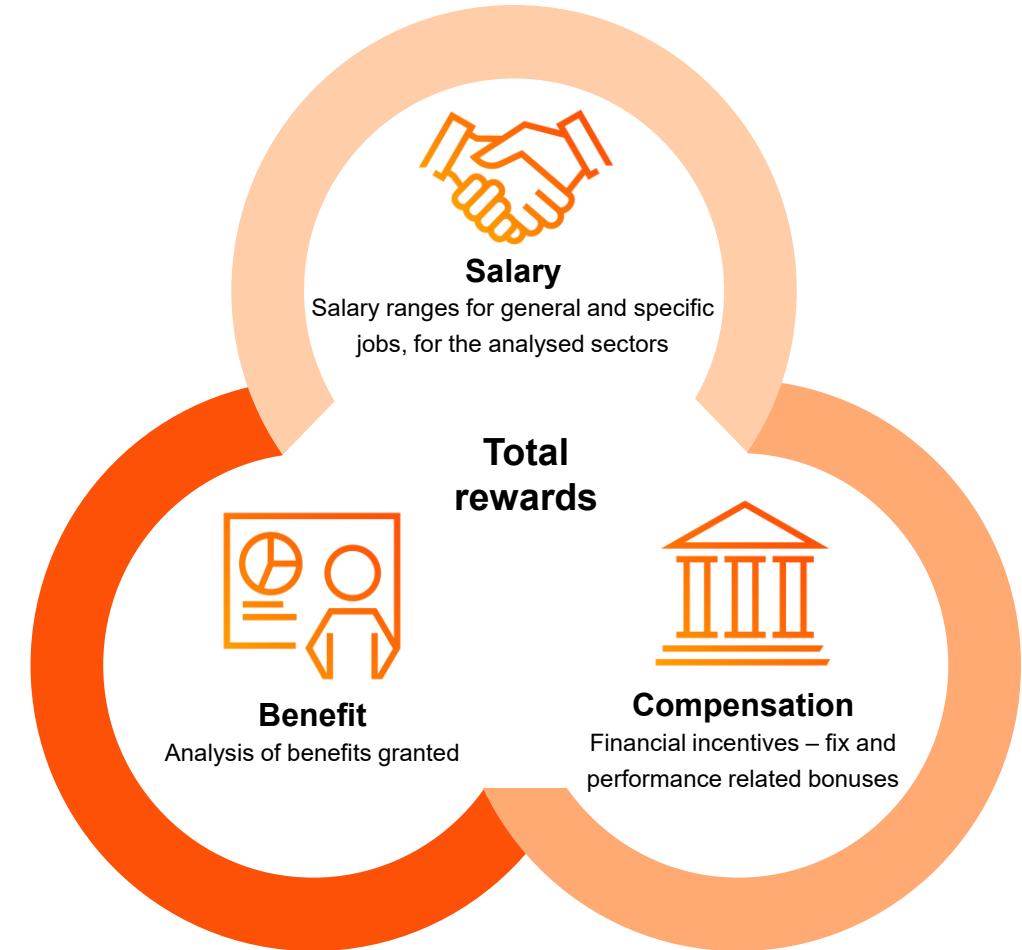


What is PayWell Salary & Benefits Survey?



PayWell report is a tool created to assist HR professionals and decision – makers to develop competitive HR policies that attract, motivate and retain talent & support the business strategy

PayWell report provides specific information covering three areas:



1. Salary statistics by job and by grade

Illustrative

Office Manager							
Sector	Overall	Job code	GEN-IS-OM-4				
Job catalogue	Any	PwC Grade	11				
Function	Any	Period	Monthly				
Department	Any	Currency	MDL				
		Adjustment	0.00 %				

General report							
All	#Comp/ #Emp	Average	10th percentile	25th percentile	Median	75th percentile	90th percentile
Base Pay	10 / 13	29,504	18,446	20,693	26,750	40,000	41,600
Guaranteed Pay	4 / 5	30,088	18,539	21,900	27,865	40,000	42,433
Variable Pay (Target)	12%	N/A	N/A	N/A	N/A	N/A	N/A
Variable Pay (Paid Out)	3 / 3	3,828	N/A	N/A	N/A	N/A	N/A
Variable Pay (Paid Out)	13%	N/A	N/A	15%	N/A	N/A	N/A
Total Pay	10 / 13	34,537	18,583	21,900	27,865	42,667	47,305
Total Reward	5 / 7	32,270	19,783	21,900	30,928	42,667	47,579

PayWell 2025				
Moldova				
General report				
	#Comp/ #Emp	25th percentile	Median	75th percentile
Benefits cost	5 / 7	274	1,500	2,073
Deferred bonus	0 / 0	N/A	N/A	N/A
Car acquisition price	1 / 1	N/A	N/A	N/A
#comp./ #empl.				
Variable pay eligibility	4 / 5	40%	38%	
Company car eligibility	1 / 1	10%	8%	

- Statistics reflecting market data on base pay and guaranteed pay, variable pay (target and paid out value), total pay and total rewards + benefits cost, company car acquisition price and eligibility for variable pay and company car.
- Customised analysis depending on geographical distribution (Chisinau / Other regions), number of employees and company revenue.

2. Customised peeqr report*

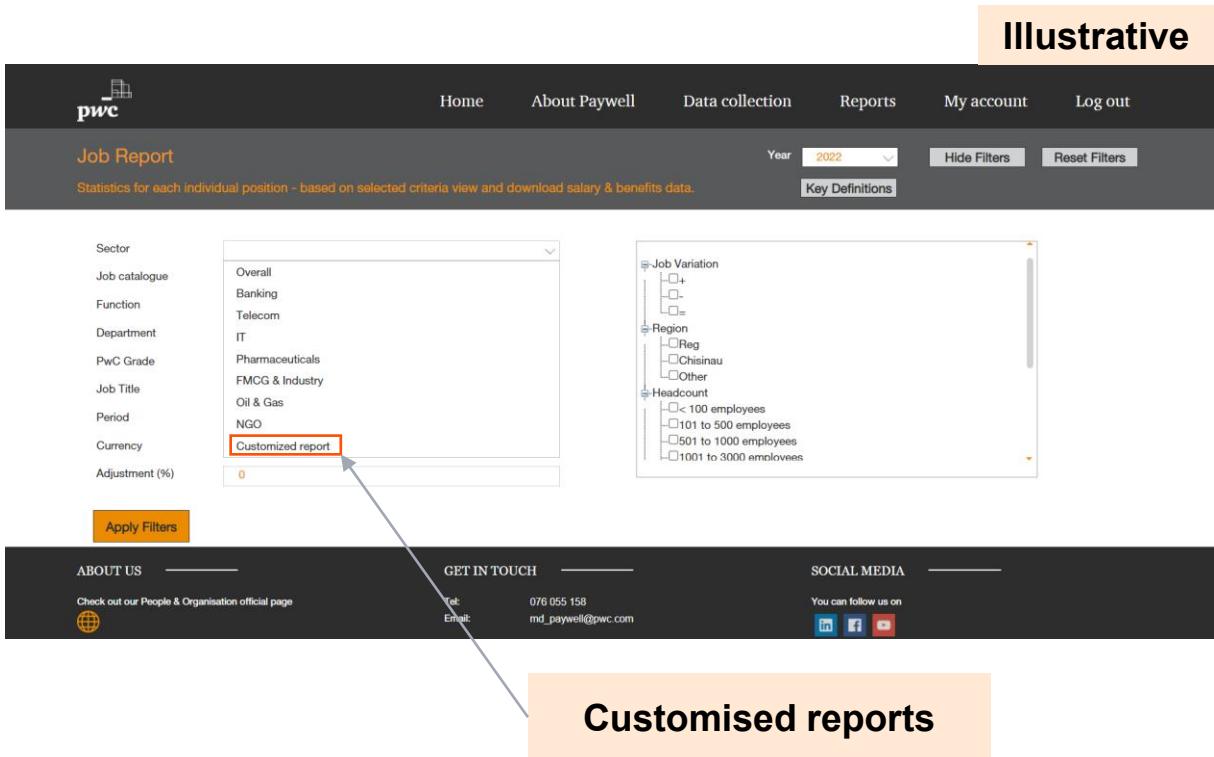
On top of the statistics provided according to the selected package, you can receive a customised report. This report supports more accurate analysis based on the sample of companies selected by you.

Add Custom Report
All fields are mandatory.

Name (local version)	Customised report for Client "X"
Companies	Company 1 Company 2 Company 3 Company 4 Company 5
Companies available	<input style="background-color: orange; color: white; border: none; padding: 2px 10px;" type="button" value="Add"/> <input style="background-color: orange; color: white; border: none; padding: 2px 10px;" type="button" value="Delete"/>
<input style="background-color: orange; color: white; border: none; padding: 2px 10px;" type="button" value="Add"/> <input style="background-color: orange; color: white; border: none; padding: 2px 10px;" type="button" value="Cancel"/>	

*Available only for companies who acquire PayWell full / sectorial report. Please see details regarding reports & fees on slide 12. A minimum of 5 companies must be selected to create a Peer customised report, due to confidentiality reasons. The report will be generated by PwC and we reserve the right to restrict access to a Peer customised report if data confidentiality is not ensured.

Illustrative



Job Report
Statistics for each individual position - based on selected criteria view and download salary & benefits data.

Year: 2022 Hide Filters Reset Filters Key Definitions

Sector: Overall, Banking, Telecom, IT, Pharmaceuticals, FMCG & Industry, Oil & Gas, NGO, **Customized report**

Job catalogue: Job Variation, Region, Chisinau, Other

Function: Headcount, < 100 employees, 101 to 500 employees, 501 to 1000 employees, 1001 to 3000 employees

Department: PwC Grade, Job Title, Period, Currency, Adjustment (%)

Apply Filters

ABOUT US: Check out our People & Organisation official page

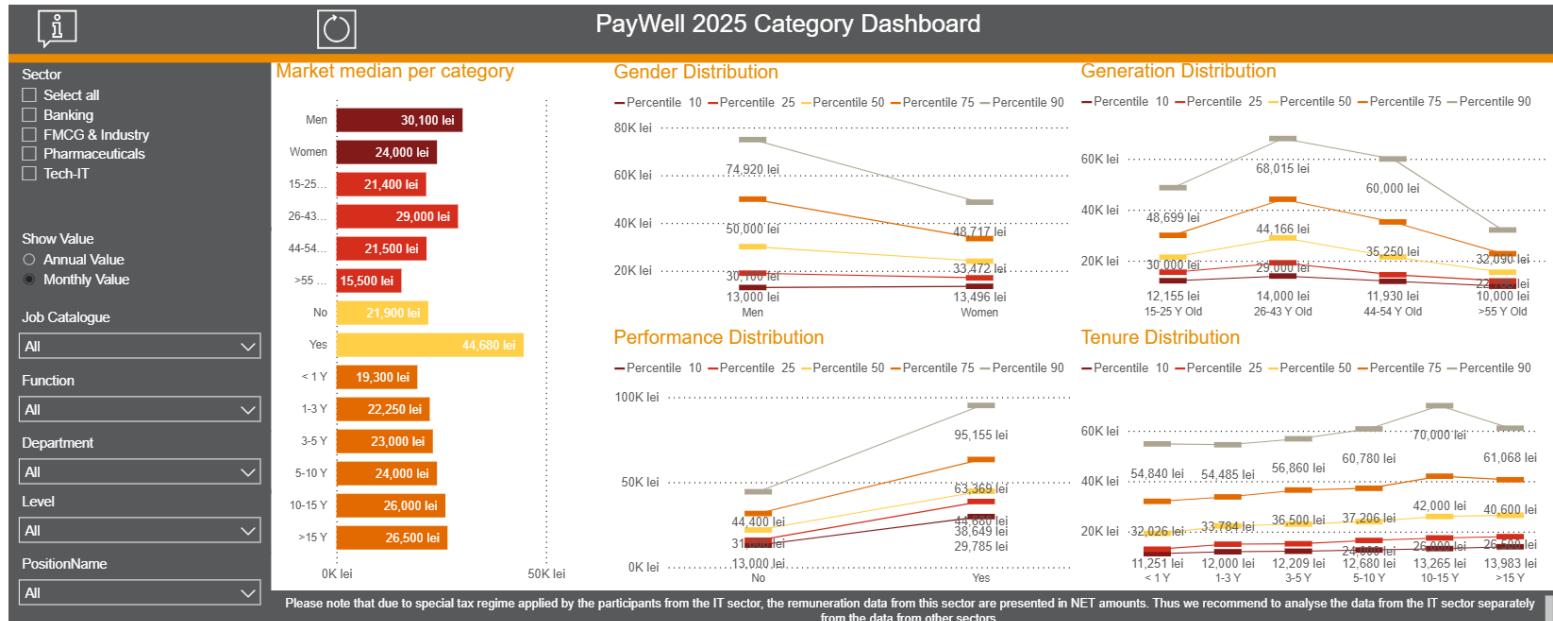
GET IN TOUCH: Tel: 076 055 158, Email: md_paywell@pwc.com

SOCIAL MEDIA: You can follow us on LinkedIn, Facebook, YouTube

Customised reports

3. Interactive Click-On Dashboards (1/2)

Illustrative



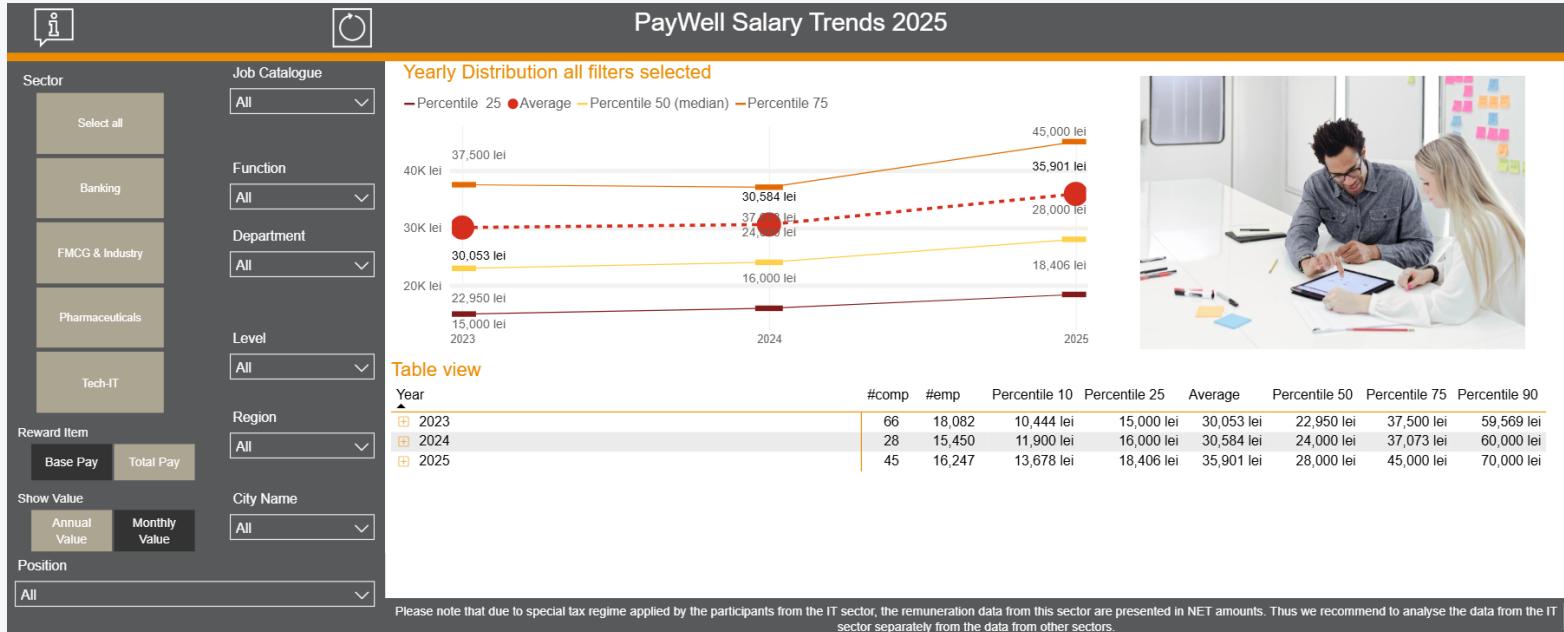
Category Dashboard

- Aggregates data on multiple levels (all sectors, specific sector, function, department, level, city, region, job)
- Shows data on 4 different variables (gender, generation, tenure and performance)
- Drill down option which allows you to explore various data cuts that suit your needs
- Hover over views for details and additional insights

Source: Salary and Benefits Survey, PayWell 2025

3. Interactive Click-On Dashboards (2/2)

Illustrative



Trends Dashboard

- Aggregates data on multiple levels (all sectors, specific sector, function, department, level, city, region, job)
- Shows year on year trend based on constant sample (3 years in total)
- Drill down option which allows you to explore various data cuts that suit your needs
- Hover over views for details and additional insights

Source: Salary and Benefits Survey, PayWell 2025

4. Compensation & Benefits policies report

Compensation policies:

- Salary review policies
- Pay for time worked & not worked
- Fixed and variable bonuses
- Employment relations
- ESG

Benefits policies:

- Details related to eligibility, cost / value for: protection benefits (pension, insurance, medical services), social benefits (transportation, vouchers), perks (company car, mobile phone), wellbeing benefits (sport, kindergarten).

Companies which offer salary increases

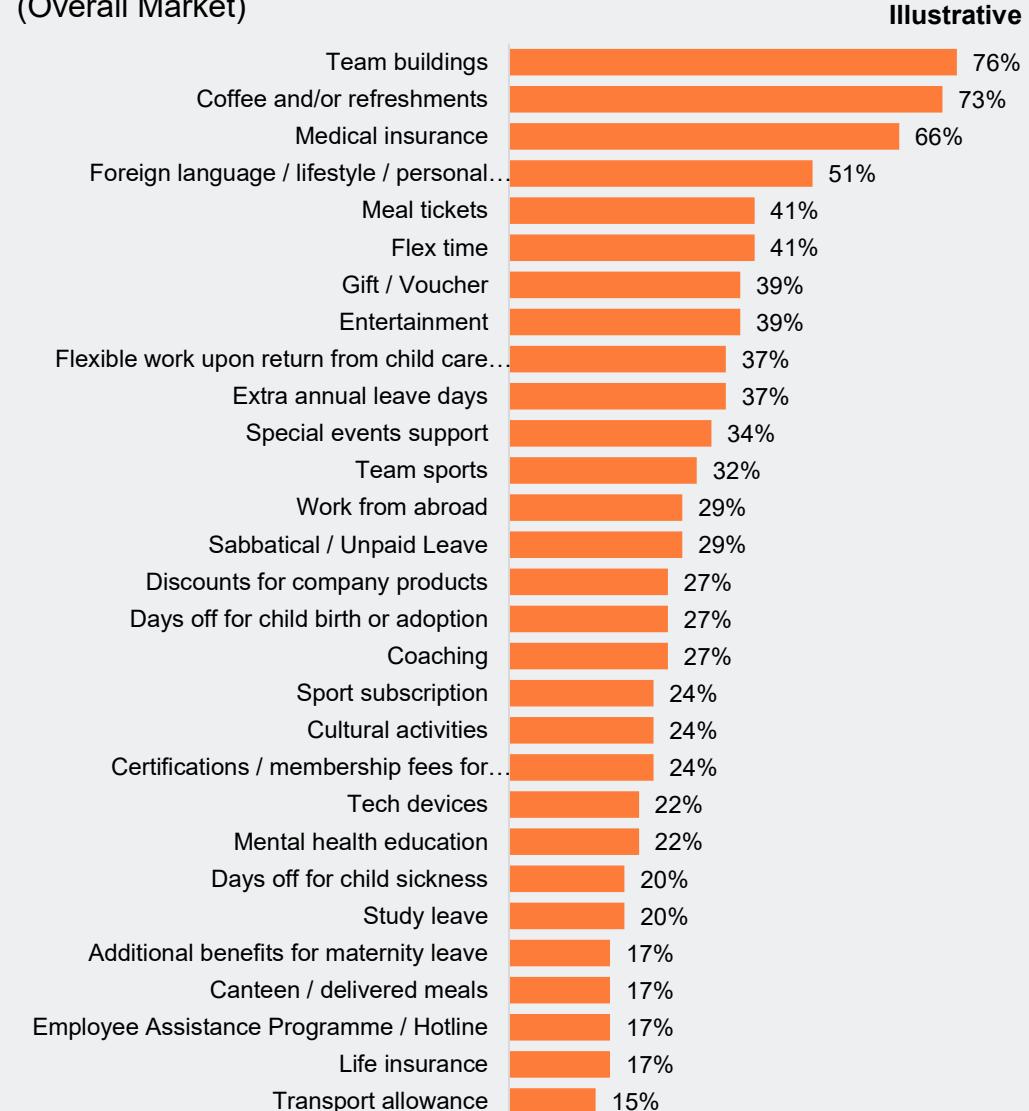
(% of participants)

Illustrative

Sector	Yes	No
Banking	100%	0%
FMCG & Industry	100%	0%
IT	100%	0%
NGO	100%	0%
Overall Market	100%	0%

Benefits offered to all staff

(Overall Market)



5. Workforce metrics report

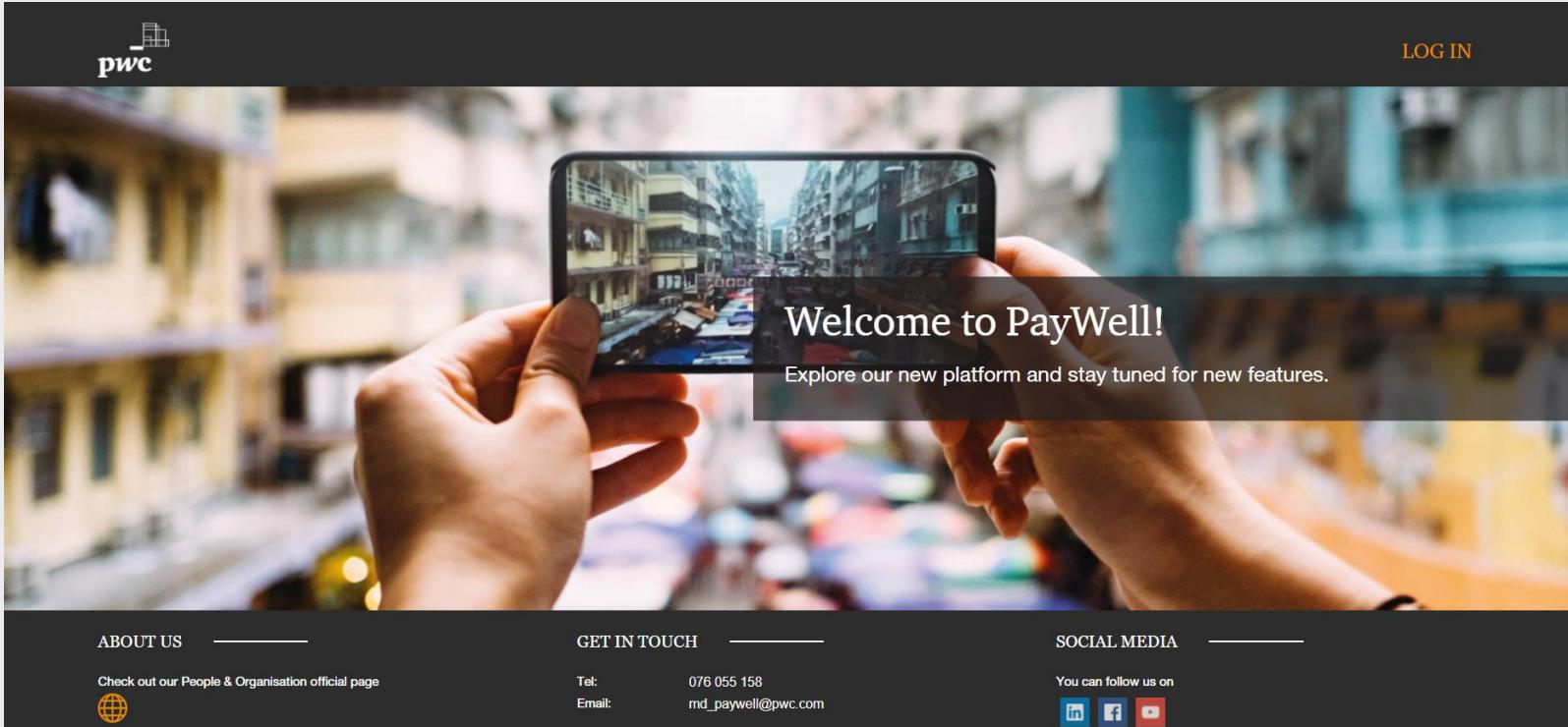
The report presents the main metrics describing human capital effectiveness related to financial impact and productivity, engagement and HR function of the companies participating in the 2025 edition of PayWell Moldova

Salary Benefits Survey.

Metric	Metric computation
Revenue / FTE	Revenue / Average FTE
Cost / FTE	Cost / Average FTE
Profit / FTE	Profit / Average FTE
Remuneration/Revenue	Compensation costs + Benefits costs / Revenue
Remuneration/Total Costs	Compensation costs + Benefits costs / Costs
Compensation /Revenue	Compensation costs / Revenue
Compensation/Total Costs	Compensation costs / Costs
Average remuneration	Compensation costs + Benefits costs / Average FTE
Average compensation	Compensation costs / Average FTE
Average benefits	Benefits costs / Average FTE
Benefits / Compensation	Benefits costs / Compensation costs
HC ROI	Revenue - Nonwage costs / (FTEs X Average Remuneration)
Termination rate	Total terminations / Average FTE
Involuntary termination rate	Total involuntary terminations / Average FTE
Resignation rate	Total resignations / Average FTE
FTEs/ HR Dept FTE	Average FTE / HR number of FTE
External recruitment rate	Total external recruits / total headcount
Absence rate	All absence days / FTE Workdays
Absence cost / FTE	Absence rate X Compensation costs X 2 / Average FTE



PayWell report is available through PwC Survey Platform*



*access to PwC Survey Platform is provided to participants and companies that acquire the report, through allocation of a user name and a password.

PayWell prices

		Participant Standard	Non-participant Standard	Participant Professional	Non-participant Professional
Step 1 Sectors	1 sector	€1000	€1,750	€1,300	€2,200
	3 sectors	€1,450	€2,400	€1,700	€2,850
	All sectors (includes overall market)	€1,650	€2,900	€1,950	€3,400
Step 2 Features, Support & Services	Salary statistics by position and by grade for all sectors	✓	✓	✓	✓
	Compensation and benefits policies analysis report	Full	Full	Dashboard access	Dashboard access
	Annual Key Findings & HR Barometers	✓	✓	✓	✓
	Macroeconomic Report	✓	✓	✓	✓
	Workforce metrics report	X	X	✓	✓
	Interactive report (i.e. benchmarking tool for market index calculation)	X	X	✓	X
	Category Dashboard	X	X	✓	✓
	Trends Dashboard	X	X	✓	✓
	Company Car Report	200€	200€	200€	200€
	Gender Pay Gap Report	300€	X	300€	X
	Market Positioning Dashboard	450€	X	450€	X
	Custom processed salary statistics (for 2 selected sample of comparators, at least 5 companies per sample)	✓ – on request	X	✓ – on request	X
	Users per account	Up to 2	Up to 2	Up to 6	Up to 6
	Export functionality (excel)	X	X	✓	✓
	Salary statistics for a selected number of jobs from any sector (Job Report)	X	X	4 free	2 free

PayWell discounts

7%

discount for 2 years of subscription or

15%

discount for 3 years of subscription

5 free job positions for participants that contribute with salary data and do not acquire any of subscriptions.

Collaboration is the KEY to success!





Let's talk!



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Thank you

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