

PayWell Moldova Salary & Benefits Survey

Moldova 2021



We're working to provide you with a unique data & benchmarking experience

At PwC...

- Insightful & intuitive dashboards in Power BI that allow customized data drill-downs
- Rapid and accurate data collection & validation enhanced by technology
- Individual market positioning report
- User friendly interface integrating multiple salary trends, correlations and other key figures



...we rule against the impossible!

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Comprehensive strategy to ensure data accuracy

Swift job matching, significant time reduction in the following years

Automated data validations, highlighting inconsistencies and possible errors

Constant support and feedback from your dedicated consultant

Actionable insights empowered through technology

High level overview of your market positioning, highlighting strengths and potential exposure areas

Reports and dashboards for data correlations and trends

Insightful & intuitive visualizations at the click of a button

Flexible approach to fit changing circumstances and expectations

Customer centric experience including in-person support

Customization of peer groups beyond traditional criteria (e.g. workforce demographics)

Continuous improvement of our platform to enhance your user experience

Downloadable, table format salary statistics

Comprehensive compensation data by position & grade

Accountant							
Sector	Overall	Job code	GEN-FI-A-8c				
Job catalogue	Any	PwC Grade	7				
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	16 / 91	10,814	7,000	9,640	11,200	12,860	13,500
Guaranteed Pay	9 / 46	11,235	7,982	10,000	11,342	12,901	13,500
Variable Pay (Target)	4 / 16	25%	8%	8%	14%	23%	69%
Variable Pay (Paid Out)	11 / 66	21%	8%	10%	16%	20%	32%
Total Pay	16 / 91	12,768	9,248	11,257	12,340	14,542	16,031
Total Reward	9 / 45	13,253	9,538	11,700	12,814	15,111	16,185

General report				
	#Comp/ #Emp	25th percentile	Median	75th percentile
Benefits cost	9 / 45	250	1,024	1,336
Deferred bonus	0 / 0	N/A	N/A	N/A
Car acquisition price	0 / 0	N/A	N/A	N/A

	#comp/ #empl.	%comp.	%empl.
Variable pay eligibility	11 / 67	69%	74%
Company car eligibility	0 / 0	0%	0%



- 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
- Specific data cuts based on geographical distribution (Chisinau and Other Regions), number of employees and company revenue
- Comparison between your own data with market statistics of your choice (e.g. certain sector, region, company size)
- Customized peer samples that supports a more accurate analysis based on your needs

Source: Salary and Benefits Survey, PayWell 2020



Unique Data & Benchmarking Experience

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PayWell report content (table format)

PayWell additional insights

PayWell interactive dashboards (1/2)

PayWell interactive dashboards (2/2)

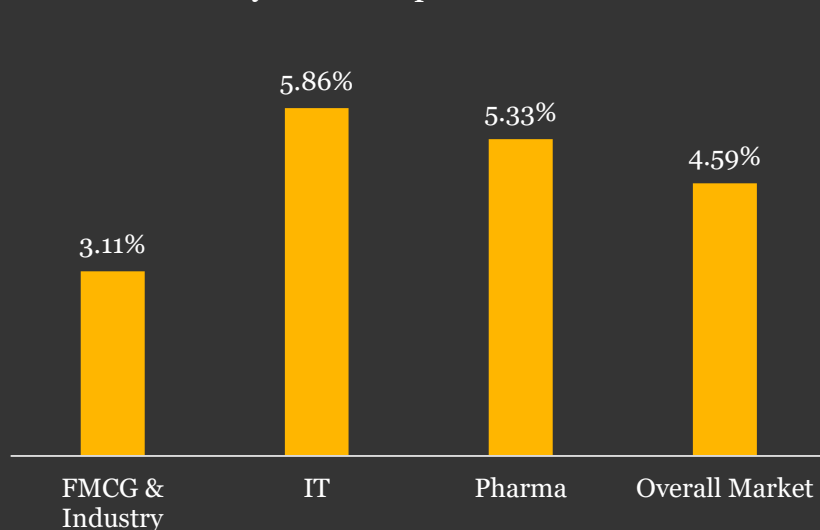
PayWell - Acquisition packages

Timeline

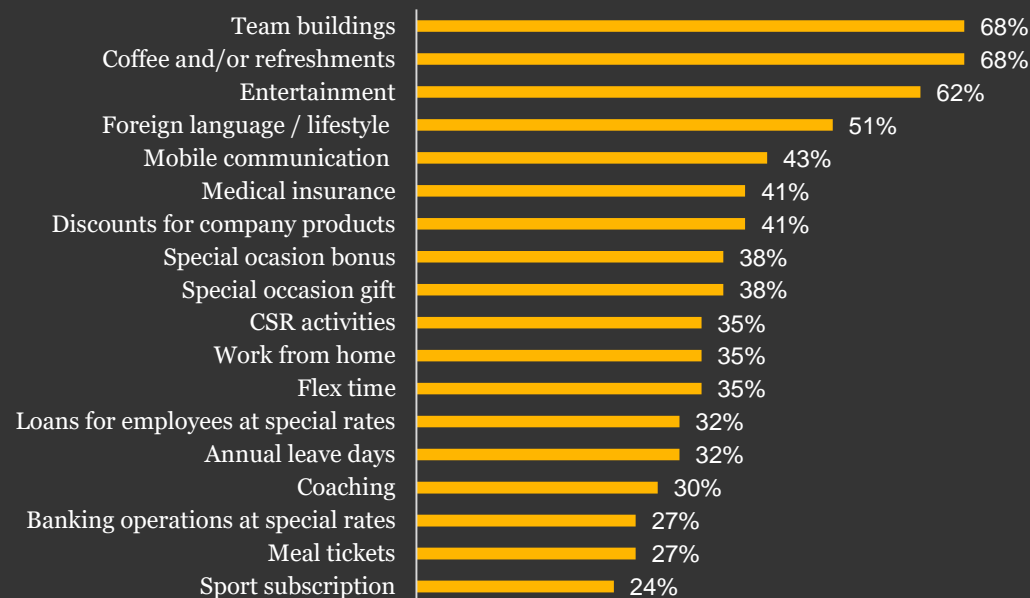
Let's talk!

Additional insights

Salary increases planned for 2021



Example of benefits offered to all staff – Overall Market



Compensation and Benefits Report

- Salary review policies
- Fixed and variable bonuses
- Protection benefits (insurance, medical services)
- Social benefits (transportation, vouchers)
- Perks (company car, mobile phone)
- Wellbeing benefits (sport, kindergarten)

Other reports

- Workforce metrics report containing an overview of the main metrics describing human capital effectiveness related to financial impact and productivity, engagement and HR function
- PayWell Key findings for off-the-shelf presentations
- Highlights on labour market, including relevant economic and social indicators
- Quarterly surveys on hot topics in HR

Source: Salary and Benefits Survey, PayWell 2020

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Interactive Click-On Dashboards (1/2)



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Sector

- Banking
- FMCG & Industry
- IT
- Pharmaceuticals
- Telecom

Reward Item

Base Pay | Total Pay

Show Value

Annual Value | Monthly Value

Position

All

Job Catalogue

All

Function

All

Department

All

Level

All

Region

All

City Name

All

PayWell Salary Trends

Yearly Distribution all filters selected

Table view

Year	#comp	#emp	Percentile 10	Percentile 25	Average	Percentile 50	Percentile 75	Percentile 90
2020	23	9239	7,832 lei	10,045 lei	20,745 lei	15,318 lei	25,000 lei	41,954 lei
2019	23	7514	7,000 lei	9,500 lei	19,396 lei	14,420 lei	23,920 lei	39,529 lei
2018	23	8414	6,500 lei	8,500 lei	17,699 lei	13,083 lei	21,080 lei	35,906 lei

Please note that due to special tax regime applied by the participants from the IT sector, the remuneration data from this sector are presented in NET amounts. Thus we recommend to analyse the data from the IT sector separately from the data from other sectors.

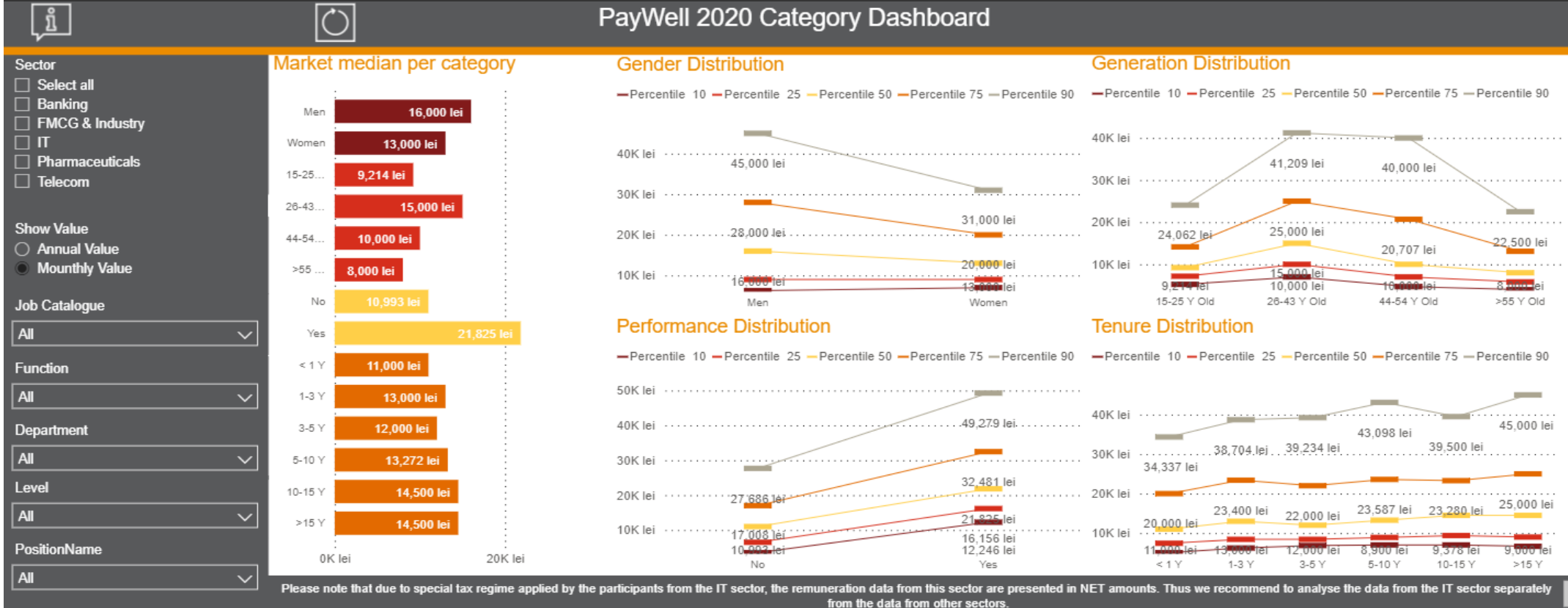
Trends Dashboard

- 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



Interactive Click-On Dashboards (2/2)

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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



Acquisition packages

PayWell Report content

- Salary statistics by position and by grade
- Custom processed salary statistics (for selected sample of comparators), on request
- Interactive report (i.e. benchmarking tool for market index calculation, for participants only)
- Compensation and benefits analysis report
- Key findings & Workforce metrics report
- Results presentation session, on request

Purchase Options:

Full - includes all analysed sectors, two custom processed salary reports

Fee: **EUR 2,600**

Sector - includes one analysed sector, one custom processed salary report

Fee: **EUR 1,600**

PayWell Interactive Dashboards

Trends Dashboard

Highlights salary trends on same sample for a 3 years period.

Category Dashboard

Presents data on 4 different variables (gender, generation, tenure and performance)

Purchase Options:

- Companies providing data and acquiring Full report receive **one** dashboard free of charge (**Category**)
- Dashboards cannot be purchased without **PayWell Report**
- **20% discount** if purchasing both dashboards
- **Compensation and benefits policies analysis report** can be purchased separately by non-participants for **EUR 480**

Each dashboard fee: **EUR 300**



Companies participating with data benefit of **50%** discount for PayWell Report.

The fees displayed do not include VAT.



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June

Start PayWell
Moldova 2021

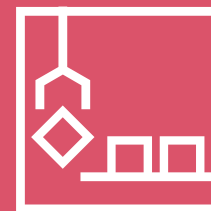


20th of August

Data collection &
validation

September & October

Data validation &
processing



**29th of
October**

Report delivery



Let's talk!
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PayWell Team

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