



AIMS INSIGHTS

CREȘTERI SALARIALE / SALARY INCREASES 2022

PULSE SURVEY

OCTOMBRIE / OCTOBER
2021



AIMS INTERNATIONAL
ROMANIA

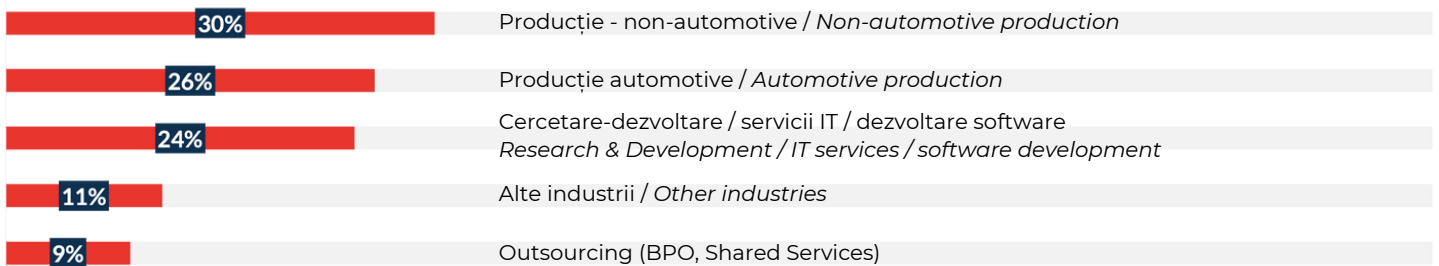
www.aims.ro



A. PARTICIPANȚII LA SONDAJ / SURVEY PARTICIPANTS

TOTAL = 356 COMPANII / COMPANIES

% PARTICIPANȚI, PE INDUSTRII / PARTICIPANTS BY INDUSTRY



Alte industrii / *Other industries:*

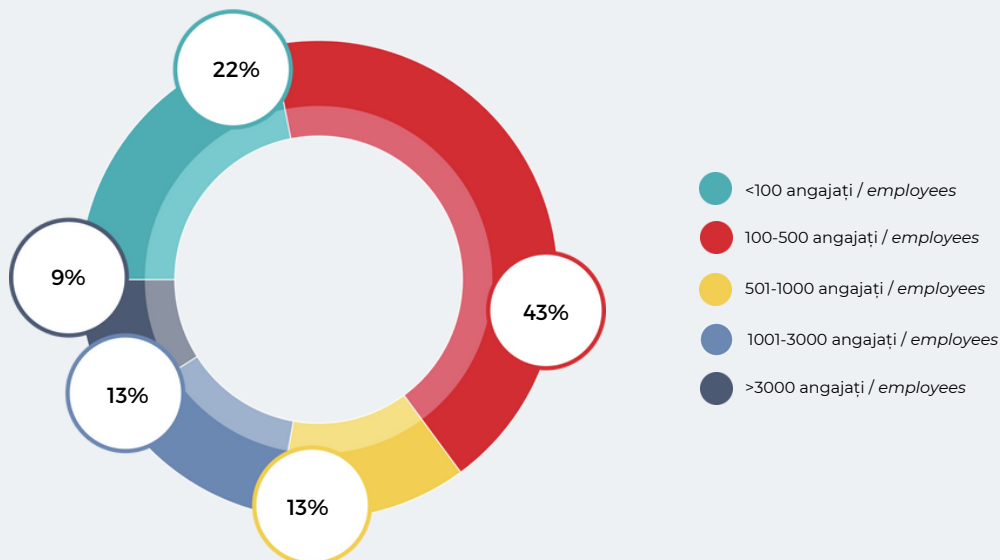
Vânzări / reprezentanță comercială / *Sales*

Distribuție, transport, logistică / *Distribution, transport, logistics*

HORECA, turism / *HORECA, tourism*

Retail

Servicii profesionale (financiare, proiectare, resurse umane, imobiliare, marketing, relații publice, publicitate etc.) / *Professional services (finance, mechanical design, HR, real estate, marketing, PR, advertising etc.)*



TOTAL PARTICIPANȚI / ALL PARTICIPANTS 356

INDUSTRIE / BUSINESS SECTOR

Producție - non-automotive / <i>Non-automotive production</i>	107
Producție automotive / <i>Automotive production</i>	92
Cercetare-dezvoltare / servicii IT / dezvoltare software <i>Research & Development / IT services / software development</i>	87
Outsourcing (BPO, Shared Services)	31
Alte industrii / <i>Other industries</i>	39

ZONE GEOGRAFICE / GEOGRAPHICAL REGIONS

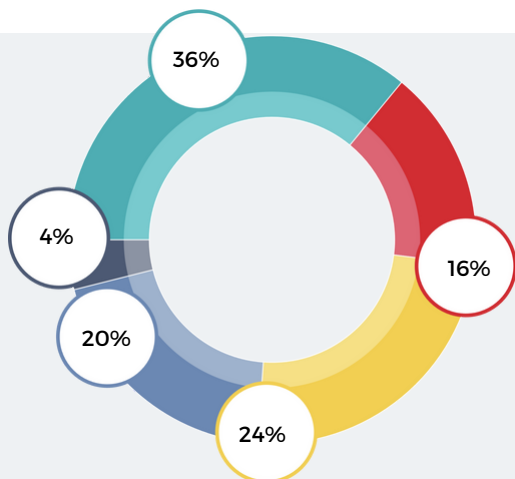
BANAT / <i>WESTERN ROMANIA</i>	128
CENTRU / <i>CENTRAL ROMANIA</i>	57
NORD / <i>NORTHERN ROMANIA</i>	86
SUD / <i>SOUTHERN ROMANIA</i>	71
EST / <i>EASTERN ROMANIA</i>	14

DIMENSIUNE COMPANIE / COMPANY SIZE

<100 angajați / <i>employees</i>	78
100-500 angajați / <i>employees</i>	153
501-1000 angajați / <i>employees</i>	46
1001-3000 angajați / <i>employees</i>	47
>3000 angajați / <i>employees</i>	32

JUDEȚ / COUNTY

Alba	2
Arad	30
Argeș	9
Bihor	26
Bistrița-Năsăud	2
Brașov	33
București	41
Caraș-Severin	3
Cluj	46
Călărași	1
Dolj	4
Hunedoara	1
Iași	13
Ilfov (fără București)	5
Maramureș	8
Mureș	6
Neamț	1
Olt	1
Prahova	7
Satu Mare	4
Sibiu	15
Timiș	95
Vâlcea	3



- BANAT / *WESTERN ROMANIA*: Arad, Caraș-Severin, Timiș
- CENTRU / *CENTRAL ROMANIA*: Alba, Brașov, Hunedoara, Mureș, Sibiu
- NORD / *NORTHERN ROMANIA*: Bihor, Bistrița-Năsăud, Cluj, Maramureș, Satu-Mare
- SUD / *SOUTHERN ROMANIA*: Argeș, București, Călărași, Dolj, Ilfov, Olt, Prahova, Vâlcea
- EST / *EASTERN ROMANIA*: Iași, Neamț

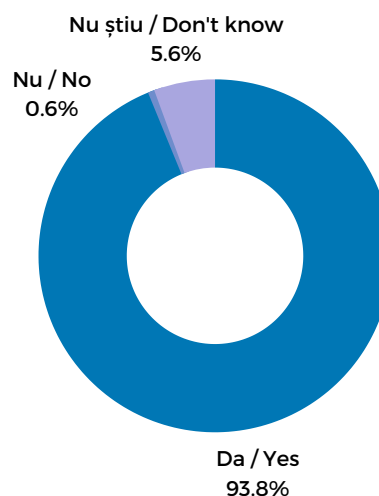
LISTĂ COMPLETĂ DE COMPANII PARTICIPANTE / COMPLETE LIST OF PARTICIPANTS

123FormBuilder	EXL Service Romania	msg systems Romania	TORA Trading Services
Accenture	Expand Health Romania	Ness Romania	TotalEnergies Marketing Romania
Accesa	Expleo Romania	Nidec Motor Corporation Romania	Touch Vectron
ACI Worldwide Romania	Fabrica de Lapte Braşov	Nidec Oradea	TRW Airbag Systems
ADIENT	FAIST Mekatronik	Nymphis Technologies	TRW Automotive Safety Systems
Aegon Romania	Faist Metalworking	Obrist Eastern Europe	Tupperware Eastern Europe
AHK Romania	FARMEC	Oechsler Romania	ULMA Packaging
Alstom Group	FAULHABER Motors Romania	Office Depot Service Center	Unifiedpost Romania
ALTEM Delivery Center Iasi	Faurecia Arges	Operative Romania	UNIQA Software Services
Alu Menziken	Faurecia Craiova	Optibelt	Universal Alloy Corporation
Amdaris Romania	Faurecia Pitesti	Orkla Foods Romania	Ursus Breweries
Aptiv	Faurecia Talmaciu	Panduit European Solutions	Valeo Lighting Injection
Aramis Invest	Faurecia Valcea	Pavalascu Risk Consultants	VALVETEK
Armstrong Fluid Technology	FCC Environment Romania	Paypoint Services	VARTA Microbattery
Artemob International	Feel IT	Pehart Grup	Vast Visibility
Artmatch	Feroneria Prod	PGS Sofa & CO	VAT Romania
Asesco SEE	FEV ECE Automotive	Philip Morris International	Vernicolor
ATOSS Software	Fildas Trading	Philips Orastie	Vestas Aircoil
Autoglobus 2000	Filtration Group	Pirelli Tyres Romania	ViaCon Romania
Autoliv Romania	Flexitech RO	Plan.net Technology	Vibracoustic Romania
Azomures	Flextronics Romania	PlasTec STABIL&Reinert	Visma Software
B. Braun Medical	Flipsnack by Smartware	Kunststoffverarbeitung	Vitas IFN
B. Braun Pharmaceuticals	Frigoglass Romania	PLASTIC OMNIUM AUTO INERGY	Vitesco Technologies Engineering
B. Braun Shared Services Romania	Fujikura Automotive Romania	ROMANIA	Romania
BA Glass Romania	G&T Supply Industry	Plexus Services Ro	Vitesco Technologies Romania
Banca Transilvania	GF Casting Solutions Arad	PP Distributors	VPK Packaging
Beenear	GLS Romania	Premagro	Wayfare
Beespeed Technical Engineering	GMW Romania	Premium AEROTEC	Webasto Romania
Center	Golde Oradea	Printmasters	Weimüller Interface Romania
Benchmark Electronics Romania	Grupo Antolin	Professional Integration Team	Wenglor Electronic Innovation Lito
Betfair Romania	GUALA Dispensing	Profi Rom Food	Werzalit Lemn Tech
Blue Matrix	Guala Pack Nadab	Purem Oradea	Wetterbest
Boa RBT	Hafele Romania	Quest Global	Wingsrom Flying Quality Products
BorgWarner	Hamilton Central Europe	RAP Confectionery	Wirtek
BOS Automotive Products Romania	Hasit Romania	RapidSolution Software	WURTH Romania
Bosch Service Solutions	Haulotte Arges	REINERT Kunststofftechnik	Yazaki Component Technology
Bytex Technologies	Helbako Electronica	retarus (Romania)	Timisoara
Can-Am	Hella Romania	Robert Bosch	Yazaki Component Technology
Carl Zeiss MES Solutons	Heraeus Romania	ROCKWOOL	YOPESO Romania
CASA RUSU	Hirschmann Automotive TM	ROKI Romania Manufacturing	Zes Zollner Electronic
Celestica (Romania)	Holcim(România)	Romarketing	Zipper Services
CEMACON	Honeywell Life Safety Systems	ROMCAB	Zoppas Industries Romania
Ceprocs	HS Timber Productions	Romcim	
Cicor	Huf Romania	Sage	
Cikautxo RO Rubber & Plastic	Hutchinson	Saint-Gobain Glass Romania	
Cmed	IHM Total Consult	Saint-Gobain Iover	
Cobalt Sign	IMA Componentes Iasi	Samskip Services	
Coindu Romania	Imagination Technologies Romania	Sandoz	
Comau Romania	IMC Information Multimedia	Sanex	
Connatix NE Romania	Communication	Schaeffler România	
Constructii Erbasu	INDCAR Bus Industries	Scoala informala de IT	
Continental Automotive Products	Industrial Software	SE Bordneze	
Continental Automotive Romania	Ingenico Business Services	Sherwin-Williams Balkan	
Continental Automotive Systems	Ingenuity Systems/QIAGEN	Siemens Industry Software	
Contitech Fluid Automotive Romania	Inovalabel	SIG Combibloc	
Contitech Romania	Intersnack Romania	SIMEA Sibiu	
Cooper Industries Romania	Inter-Spitzen	SMA Metalltechnik RO	
Creatopy	Inteva Closures	Smart Wood Romania	
CSi Romania	iSoftBet	SmartValue Services	
Dalli Production Romania	IT PERSPECTIVES	Smithfield Romania	
Dapredi Soft Systems	iwis engine systems	SoftingRom	
Deltamed	Joyson Safety Systems Arad	Sogefi Air&Cooling	
Deltatel	Joyson Safety Systems Sibiu	Sogefi Suspensions Eastern Europe	
Desleeclama Solutions	Joysonquin Automotive Systems	Sonaca Aerospace Transilvania	
Dexion Storage Solutions	Romania	SSI Schaefer	
DialogData GmbH&CO KG Munchen-	Karelia Upopfloor	Stabilus	
Sucursala Timisoara	Kaufland Romania	Star Assembly	
Diaverum Romania	KERN-LIEBERS ROMANIA	Steelcase	
Doctari Group Technologies	Key Safety Systems RO	Sustainalytics Romania	
DoubleTree Hilton Oradea	Kimball Electronics Romania	Swisscaps Romania	
Draexlmaier Procece de Productie	Klass Wagen	Takko Fashion International	
Dream Production	Kromberg & Schubert Romania Na	Tata Technologies	
DS Smith Packaging Ghimbav	Kromberg & Schubert Timisoara	Taxhouse	
Ds Smith Packaging Romania	Kulzer	Tazz by eMAG	
DS Smith Paper Zarnesti	Kyocera Avx Components Timisoara	TB&C Outsert Romania	
Duqueine Composites	La Lorraine	TE Connectivity Sensor Solutions	
DURA AUTOMOTIVE ROMANIA	Laitek	TEC Software Solutions	
Durkopp Adler	Lantmannen Unibake Romania	Techtex	
Eaton Electro Productie	LeasePlan Romania	Teconnex Europe	
ebm-papst Automotive&Drives	Leoni Wiring System	Tekfor Brasov	
Romania	Leoni Wiring Systems Pitesti	Teknia Oradea	
E-cablaje	Life Is Hard	Telenav Software	
Ekol International Logistics	Lingo24	Telestream	
ELBA	Litens Automotive Eastern Europe	Tenneco (Federal-Mogul Motorparts	
Electrolux	Loedige Machine	Services)	
Electroprecizia Holding	Lorencic Bauservice	Teraplast	
Elektrobot Automotive Romania	Magna Exteriors Craiova	Teva Pharmaceuticals	
Elma Electronic Romania	MAHLE Componente de Motor	The Family Butchers Romania	
ENERGOM	Majorel	THIMM Packaging	
epoint web solutions	Marelli Ploiesti Romania	Thinslices	
ETA Automatizari Industriale	MassMutual	Thomas Romania Plastic	
Eurocooper	Mennekes Electric	Thrace Greiner Packaging	
Eurofins Romania	Meteor Romania	ThreatConnect	
Everel Romania	Michelin Romania	Timken România	
Everience Romania	Miele Tehnica	TMD Friction Romania	
Everseen Limited	MMM Autoparts	Toluna Romania	
Evolving Systems Cluj-Napoca	Mondial		

B. 2022 - DINAMICA PIEȚEI MUNCII / LABOUR MARKET DYNAMICS

B.1. DINAMICA SALARIILOR ÎN 2022 / SALARY DYNAMICS IN 2022

Veți aplica majorări salariale în 2022? /
Will you increase salaries in 2022?



2022 - Majorări salariale estimate /
Estimated Salary Increases

TOTAL PARTICIPANȚI / ALL PARTICIPANTS

INDUSTRIE / BUSINESS SECTOR

	MINIMUM	MEDIU / AVERAGE	MAXIMUM
TOTAL PARTICIPANȚI / ALL PARTICIPANTS	2,00%	8,13%	22,00%
Producție - non-automotive / Non-automotive production	2,80%	7,73%	20,00%
Producție automotive / Automotive production	2,50%	7,62%	21,00%
Cercetare-dezvoltare / servicii IT / dezvoltare software Research & development / IT services / software development	2,00%	9,40%	22,00%
Outsourcing (BPO, Shared Services)	4,50%	7,92%	13,00%
Alte industrii / Other industries	2,00%	7,01%	15,00%

ZONE GEOGRAFICE / GEOGRAPHICAL REGIONS

	MINIMUM	MEDIU / AVERAGE	MAXIMUM
ZONE GEOGRAFICE / GEOGRAPHICAL REGIONS			
BANAT / WESTERN ROMANIA	2,00%	7,88%	22,00%
CENTRU / CENTRAL ROMANIA	2,80%	7,97%	21,00%
NORD / NORTHERN ROMANIA	3,00%	8,68%	20,00%
SUD / SOUTHERN ROMANIA	3,00%	7,96%	20,00%
EST / EASTERN ROMANIA	5,00%	8,69%	17,00%

DIMENSIUNE COMPANIE / COMPANY SIZE

	MINIMUM	MEDIU / AVERAGE	MAXIMUM
DIMENSIUNE COMPANIE / COMPANY SIZE			
<100 angajați / employees	2,00%	8,64%	21,00%
100-500 angajați / employees	3,00%	8,11%	22,00%
501-1000 angajați / employees	2,50%	7,73%	20,00%
1001-3000 angajați / employees	3,80%	7,68%	20,00%
>3000 angajați / employees	4,50%	8,27%	12,00%

TOTAL PARTICIPANȚI PRODUCȚIE / ALL PARTICIPANTS PRODUCTION

2,50%

7,68%

21,00%

INDUSTRIE / BUSINESS SECTOR

Producție - non-automotive / Non-automotive production	2,80%	7,73%	20,00%
Producție automotive / Automotive production	2,50%	7,62%	21,00%

ZONE GEOGRAFICE / GEOGRAPHICAL REGIONS

BANAT / WESTERN ROMANIA	2,50%	7,40%	14,00%
CENTRU / CENTRAL ROMANIA	2,80%	7,56%	21,00%
NORD / NORTHERN ROMANIA	3,00%	8,43%	20,00%
SUD / SOUTHERN ROMANIA	3,00%	7,57%	20,00%
EST / EASTERN ROMANIA	5,00%	6,00%	8,00%

JUDEȚ / COUNTY

Arad	2,50%	6,82%	11,00%
Argeș	3,00%	6,11%	9,00%
Bihor	4,00%	8,22%	20,00%
Brașov	4,00%	7,87%	21,00%
București	3,80%	7,86%	20,00%
Caraș-Severin	6,40%	8,13%	10,00%
Cluj	3,00%	7,23%	10,00%
Iași	5,00%	5,50%	6,00%
Ilfov (fără București)	5,00%	6,17%	7,50%
Maramureș	5,00%	10,99%	20,00%
Mureș	5,00%	6,72%	10,00%
Prahova	5,00%	8,71%	20,00%
Satu Mare	5,00%	7,50%	9,00%
Sibiu	2,80%	8,11%	10,00%
Timiș	3,00%	7,73%	14,00%

DIMENSIUNE COMPANIE / COMPANY SIZE

<100 angajați / employees	2,80%	8,13%	21,00%
100-500 angajați / employees	3,00%	7,62%	20,00%
501-1000 angajați / employees	2,50%	7,45%	20,00%
1001-3000 angajați / employees	3,80%	7,46%	20,00%
>3000 angajați / employees	4,50%	8,57%	12,00%

În luna iulie au fost colectate aceleași informații, pentru ediția de vară a studiului de compensații și beneficii AIMS SalaryMap. Prelucrarea datelor de la această ediție este redată în tabelul de mai jos. După cum se poate observa, în prezent vorbim de procente mai mari decât cele estimate în iulie, deci companiile au reacționat la recente evoluții economice și politice din România și din lume (creșterea inflației, criza prețurilor la energie și gaze naturale, creșterea salariului minim de la 1 ianuarie 2022, criza materiilor prime și cea din lanțurile de aprovizionare).

In July, the same information was collected for the Summer edition of our compensation and benefits survey AIMS SalaryMap. The data processing for the Summer edition is shown in the table below. As it can be seen, we are currently talking about higher percentages than estimated in July; it seems that companies have reacted to recent economic and political developments in Romania and worldwide (rising inflation, energy and natural gas price crisis, the increase of minimum wage on January, 1st 2022, the crisis of raw materials and the supply chain crisis).

TOTAL PARTICIPANȚI PRODUCȚIE / ALL PARTICIPANTS PRODUCTION

2,00%

6,35%

20,00%

INDUSTRIE / BUSINESS SECTOR

Industria auto / Automotive	3,00%	6,44%	12,00%
Industria electrică și electronică / Electrical & Electronics	4,00%	6,03%	10,00%
Industria de prelucrare a metalului / Metal Processing	2,00%	4,91%	12,00%
Alte tipuri de producție / Other Manufacturing Industries	2,50%	7,08%	20,00%

ZONE GEOGRAFICE / GEOGRAPHICAL REGIONS

BANAT / WESTERN ROMANIA	2,50%	7,40%	14,00%
CENTRU / CENTRAL ROMANIA	2,80%	7,56%	21,00%
NORD / NORTHERN ROMANIA	3,00%	8,43%	20,00%
SUD / SOUTHERN ROMANIA	3,00%	7,57%	20,00%
EST / EASTERN ROMANIA	5,00%	6,00%	8,00%

DIMENSIUNE COMPANIE / COMPANY SIZE

≥1000 angajați / employees	4,30%	6,57%	11,00%
300-999 angajați / employees	2,00%	6,02%	20,00%
<300 angajați / employees	3,00%	6,58%	12,00%

2022 - Majorări salariale estimate / Estimated Salary Increases

MINIMUM	MEDIU / AVERAGE	MAXIMUM
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TOTAL PARTICIPANȚI Cercetare-dezvoltare / servicii IT / dezvoltare software ALL PARTICIPANTS Research & development / IT services / software development	2,00%	9,40%	22,00%
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JUDEȚ / COUNTY

Brașov	4,50%	7,83%	10,00%
București	8,00%	9,75%	11,00%
Cluj	4,00%	8,76%	16,00%
Iași	5,00%	11,33%	17,00%
Sibiu	10,00%	12,80%	19,00%
Timiș	2,00%	8,93%	22,00%

DIMENSIUNE COMPANIE / COMPANY SIZE

<100 angajați / employees	2,00%	9,26%	19,00%
100-500 angajați / employees	3,00%	9,98%	22,00%
501-1000 angajați / employees	4,00%	8,63%	16,00%
1001-3000 angajați / employees	10,00%	10,00%	10,00%
>3000 angajați / employees	4,50%	8,19%	11,00%

În luna iulie au fost colectate aceleași informații, pentru ediția de vară a studiului de compensații și beneficii IT SalaryMap. Prelucrarea datelor de la această ediție este redată în tabelul de mai jos. Și în cazul acestei industrii observăm o creștere a procentului de majorare salarială estimat pentru 2022.

In July, the same information was collected for the Summer edition of our compensation and benefits survey IT SalaryMap. The data processing for the Summer edition is shown in the table below. For this industry, as well, we can notice the rise in salary increase percentage estimated for 2022.

2022 - Majorări salariale estimate / Estimated Salary Increases - IT SalaryMap Summer 2021*

MINIMUM	MEDIU / AVERAGE	MAXIMUM
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TOTAL PARTICIPANȚI Cercetare-dezvoltare / servicii IT / dezvoltare software ALL PARTICIPANTS Research & development / IT services / software development	4,00%	8,65%	18,00%
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JUDEȚ / COUNTY

Timiș	5,00%	8,80%	18,00%
Cluj	5,00%	9,42%	15,00%
Brașov + Sibiu	5,00%	8,29%	12,00%
Altele / Others	4,00%	6,20%	8,00%

DIMENSIUNE COMPANIE / COMPANY SIZE

≥500 angajați / employees	8,00%	8,50%	10,00%
200-499 angajați / employees	5,00%	8,60%	12,00%
50-199 angajați / employees	4,00%	8,74%	18,00%
<50 angajați / employees	5,00%	8,60%	15,00%

*Sursă / Source:
Raport General / General Report
IT SalaryMap 2021, Summer edition

2022 - Majorări salariale estimate / *Estimated Salary Increases*

MINIMUM	MEDIU / AVERAGE	MAXIMUM
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TOTAL PARTICIPANȚI / ALL PARTICIPANTS
OUTSOURCING (BPO, Shared Services)

4,50% 7,92% 13,00%

JUDEȚ / COUNTY

București	5,00%	8,37%	11,00%
Cluj	5,00%	7,83%	10,00%
Timiș	5,00%	8,64%	13,00%

DIMENSIUNE COMPANIE / COMPANY SIZE

<100 angajați / <i>employees</i>	10,00%	10,00%	10,00%
100-500 angajați / <i>employees</i>	5,00%	7,75%	13,00%
501-1000 angajați / <i>employees</i>	9,00%	9,00%	9,00%
1001-3000 angajați / <i>employees</i>	5,00%	7,15%	10,00%
>3000 angajați / <i>employees</i>	4,50%	7,94%	11,00%

În luna iulie au fost colectate aceleași informații, pentru ediția de vară a studiului de compensații și beneficii [AIMS SalaryMap - Outsourcing](#). Prelucrarea datelor de la această ediție este redată în tabelul de mai jos. Și în cazul acestei industrii observăm o creștere a procentului de majorare salarială estimat pentru 2022.

In July, the same information was collected for the Summer edition of our compensation and benefits survey [AIMS SalaryMap - Outsourcing](#). The data processing for the Summer edition is shown in the table below. For this industry, as well, we can notice the rise in salary increase percentage estimated for 2022.

2022 - Majorări salariale estimate / *Estimated Salary Increases - AIMS SalaryMap Outsourcing Summer 2021**

MINIMUM	MEDIU / AVERAGE	MAXIMUM
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TOTAL PARTICIPANȚI / ALL PARTICIPANTS
OUTSOURCING (BPO, Shared Services)

3,50% 6,67% 12,00%

INDUSTRIE / BUSINESS SECTOR

Shared Service Centre (SSC)	3,50%	6,37%	12,00%
Business Process Outsourcing (BPO)	5,00%	7,57%	10,00%

ZONE GEOGRAFICE / GEOGRAPHICAL REGIONS

BANAT / <i>WESTERN ROMANIA</i>	3,50%	6,89%	12,00%
CENTRU / <i>CENTRAL ROMANIA</i>	4,00%	7,00%	10,00%
NORD / <i>NORTHERN ROMANIA</i>	5,00%	5,70%	6,90%
SUD / <i>SOUTHERN ROMANIA</i>	5,00%	7,67%	10,00%
EST / <i>EASTERN ROMANIA</i>	5,00%	6,67%	8,00%

DIMENSIUNE COMPANIE / COMPANY SIZE

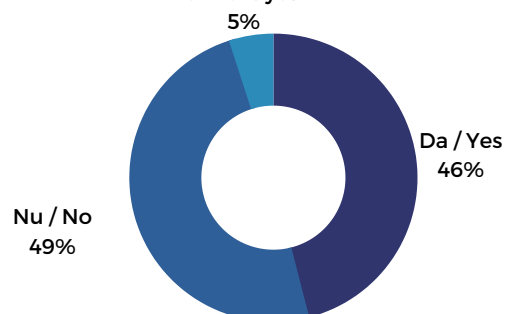
≥500 angajați / <i>employees</i>	9,00%	9,50%	10,00%
100-499 angajați / <i>employees</i>	3,50%	6,73%	12,00%
<100 angajați / <i>employees</i>	5,00%	6,18%	8,00%

*Sursă / *Source:*
Raport General / *General Report*
AIMS SalaryMap 2021 - Outsourcing, Summer edition

B.2. STADIUL BUGETĂRII PENTRU 2022 / STATUS OF 2022 BUDGETING

Ați finalizat bugetarea pentru 2022? /
Have you finalized the budgeting for 2022?

Nu facem bugetare pentru anul următor / We are not budgeting
for next year



Ați finalizat propunerea de buget pentru creșterile salariale din 2022? /
Have you finalized the budget proposal for the salary increases in 2022?

**NU FACEM BUGETARE
PENTRU ANUL
URMĂTOR /
WE ARE NOT
BUDGETING FOR NEXT
YEAR**

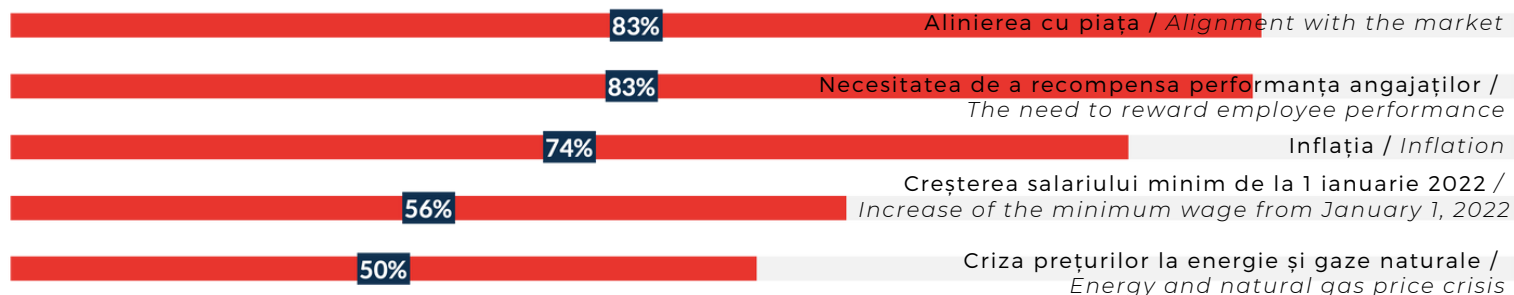
	DA / YES	NU / NO	NU FACEM BUGETARE PENTRU ANUL URMĂTOR / WE ARE NOT BUDGETING FOR NEXT YEAR
TOTAL PARTICIPANȚI / ALL PARTICIPANTS	46%	49%	5%
INDUSTRIE / BUSINESS SECTOR			
Producție - non-automotive / Non-automotive production	45%	54%	1%
Producție automotive / Automotive production	64%	35%	1%
Cercetare-dezvoltare / servicii IT / dezvoltare software Research & development / IT services / software development	29%	60%	11%
Outsourcing (BPO, Shared Services)	52%	45%	3%
Alte industrii / Other industries	41%	51%	8%
ZONE GEOGRAFICE / GEOGRAPHICAL REGIONS			
BANAT / WESTERN ROMANIA	43%	51%	6%
CENTRU / CENTRAL ROMANIA	60%	37%	4%
NORD / NORTHERN ROMANIA	33%	65%	2%
SUD / SOUTHERN ROMANIA	63%	33%	4%
EST / EASTERN ROMANIA	21%	71%	7%
DIMENSIUNE COMPANIE / COMPANY SIZE			
<100 angajați / employees	26%	64%	10%
100-500 angajați / employees	43%	54%	3%
501-1000 angajați / employees	59%	41%	0%
1001-3000 angajați / employees	62%	32%	6%
>3000 angajați / employees	69%	31%	0%

Majorări salariale estimate pentru 2022, de la companiile care au finalizat bugetarea /
Estimated salary Increase in 2022 from companies that have completed budgeting

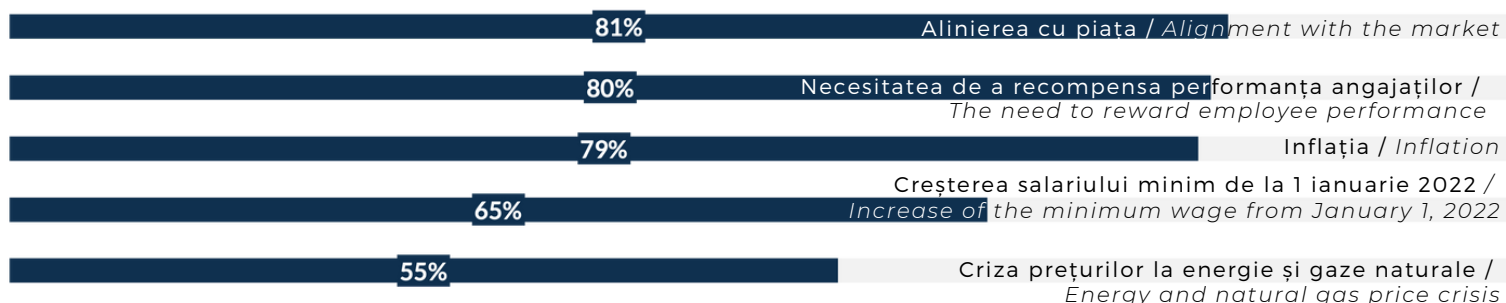
	MINIMUM	MEDIU / AVERAGE	MAXIMUM
TOTAL PARTICIPANȚI / ALL PARTICIPANTS	2,50%	7,73%	21,00%
INDUSTRIE / BUSINESS SECTOR			
Producție - non-automotive / <i>Non-automotive production</i>	2,80%	7,67%	20,00%
Producție automotive / <i>Automotive production</i>	2,50%	7,09%	21,00%
Cercetare-dezvoltare / servicii IT / dezvoltare software <i>Research & development / IT services / software development</i>	3,00%	9,24%	17,00%
Outsourcing (BPO, Shared Services)	4,50%	7,94%	13,00%
Alte industrii / <i>Other industries</i>	3,00%	7,70%	10,00%
ZONE GEOGRAFICE / GEOGRAPHICAL REGIONS			
BANAT / <i>WESTERN ROMANIA</i>	2,50%	7,16%	13,00%
CENTRU / <i>CENTRAL ROMANIA</i>	2,80%	7,72%	21,00%
NORD / <i>NORTHERN ROMANIA</i>	4,00%	8,52%	20,00%
SUD / <i>SOUTHERN ROMANIA</i>	3,00%	7,78%	20,00%
EST / <i>EASTERN ROMANIA</i>	6,00%	10,33%	17,00%
DIMENSIUNE COMPANIE / COMPANY SIZE			
<100 angajați / <i>employees</i>	2,80%	8,26%	21,00%
100-500 angajați / <i>employees</i>	3,00%	7,55%	20,00%
501-1000 angajați / <i>employees</i>	2,50%	7,97%	16,00%
1001-3000 angajați / <i>employees</i>	3,80%	7,15%	20,00%
>3000 angajați / <i>employees</i>	4,50%	8,27%	11,00%

B.3. FACTORII CARE AU IMPACT ASUPRA DECIZIEI DE MAJORARE A SALARIILOR ÎN 2022 / FACTORS THAT IMPACT THE SALARY INCREASE DECISION IN 2022

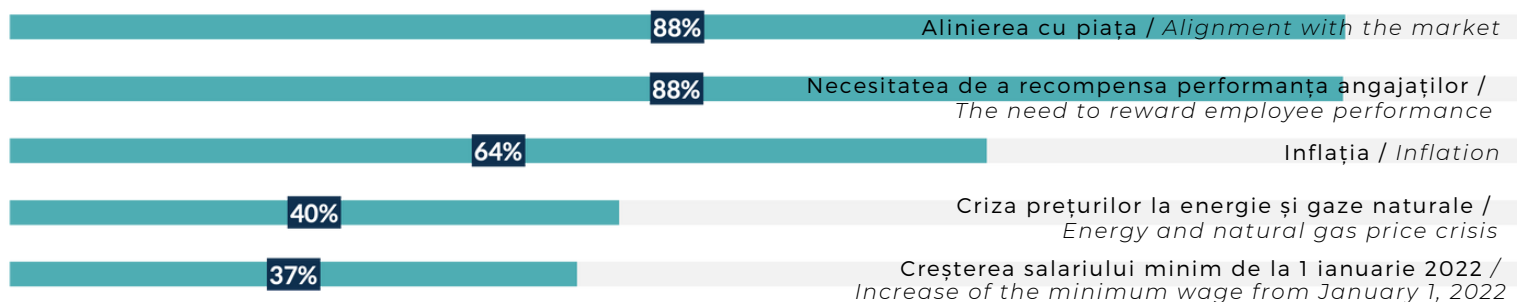
TOTAL PARTICIPANȚI / ALL PARTICIPANTS



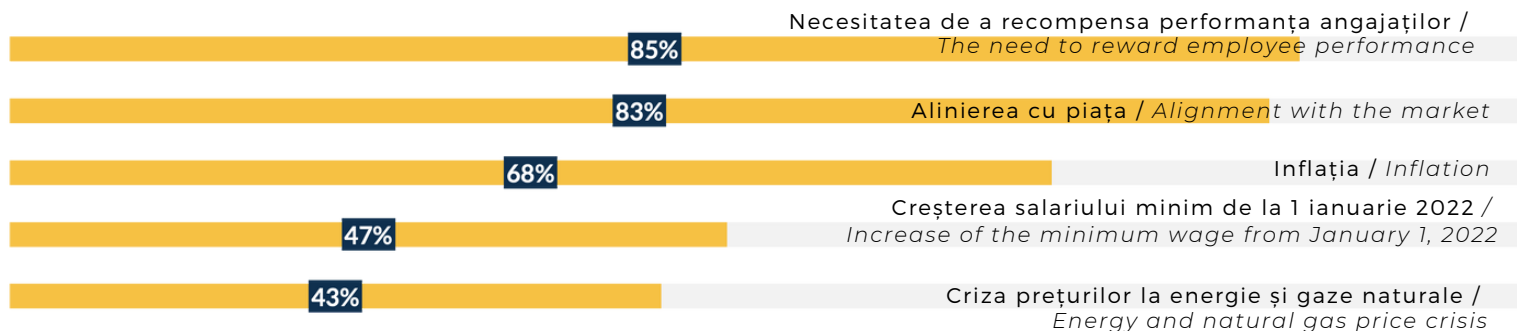
PRODUCȚIE / PRODUCTION



Cercetare-dezvoltare / servicii IT / dezvoltare software / Research & development / IT services / software development

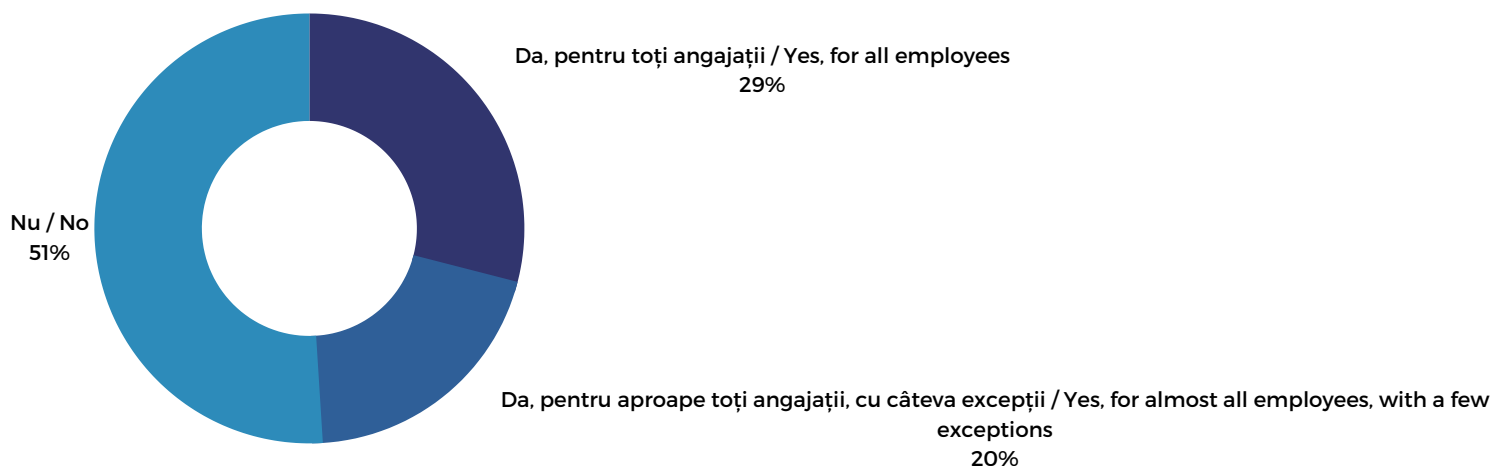


OUTSOURCING (BPO, Shared Services)



B.4. MAJORĂRI COLECTIVE ESTIMATE PENTRU 2022 / COLLECTIVE SALARY INCREASES ESTIMATED FOR 2022

Veți aplica majorări salariale COLECTIVE în 2022? /
Will you apply COLLECTIVE salary increases in 2022?



Procentele de majorare colectivă a salariilor raportate în tabelul de mai jos sunt extrase de la companiile care au răspuns DA la întrebarea anterioară.

The collective salary increase rates reported in the table below are extracted from the companies that answered YES to the previous question.

Majorări salariale COLECTIVE estimate în 2022 /
Estimated COLLECTIVE Salary Increase for 2022

	MINIMUM	MEDIU / AVERAGE	MAXIMUM
TOTAL PARTICIPANȚI / ALL PARTICIPANTS	1,50%	6,43%	20,00%
INDUSTRIE / BUSINESS SECTOR			
Producție - non-automotive / Non-automotive production	2,00%	6,65%	20,00%
Producție automotive / Automotive production	1,50%	6,03%	12,00%
Cercetare-dezvoltare / servicii IT / dezvoltare software Research & development / IT services / software development	2,50%	7,77%	15,00%
Outsourcing (BPO, Shared Services)	3,00%	5,19%	9,00%
Alte industrii / Other industries	3,00%	5,71%	12,00%
ZONE GEOGRAFICE / GEOGRAPHICAL REGIONS			
BANAT / WESTERN ROMANIA	1,50%	6,22%	10,00%
CENTRU / CENTRAL ROMANIA	2,80%	5,33%	11,00%
NORD / NORTHERN ROMANIA	2,00%	7,66%	20,00%
SUD / SOUTHERN ROMANIA	3,00%	6,40%	15,00%
EST / EASTERN ROMANIA	3,00%	3,07%	3,20%
DIMENSIUNE COMPANIE / COMPANY SIZE			
<100 angajați / employees	2,80%	7,13%	15,00%
100-500 angajați / employees	2,00%	6,46%	20,00%
501-1000 angajați / employees	1,50%	6,75%	10,80%
1001-3000 angajați / employees	3,00%	6,04%	20,00%
>3000 angajați / employees	3,00%	5,18%	8,00%

Majorări salariale COLECTIVE estimate în 2022 /
Estimated COLLECTIVE Salary Increase for 2022

	MINIMUM	MEDIU / AVERAGE	MAXIMUM
TOTAL PARTICIPANȚI PRODUCȚIE / ALL PARTICIPANTS PRODUCTION	1,50%	6,37%	20,00%
INDUSTRIE / BUSINESS SECTOR			
Producție - non-automotive / Non-automotive production	2,00%	6,65%	20,00%
Producție automotive / Automotive production	1,50%	6,03%	12,00%
ZONE GEOGRAFICE / GEOGRAPHICAL REGIONS			
BANAT / WESTERN ROMANIA	1,50%	5,88%	10,00%
CENTRU / CENTRAL ROMANIA	2,80%	5,71%	11,00%
NORD / NORTHERN ROMANIA	2,00%	7,31%	20,00%
SUD / SOUTHERN ROMANIA	3,00%	6,74%	15,00%
EST / EASTERN ROMANIA	3,20%	3,20%	3,20%
JUDEȚ / COUNTY			
Arad	1,50%	5,93%	10,00%
Argeș	3,00%	6,00%	9,00%
Bihor	2,00%	7,89%	20,00%
Brașov	3,00%	5,81%	11,00%
București	3,80%	5,46%	8,00%
Caraș-Severin	5,00%	6,00%	7,00%
Cluj	3,00%	5,63%	10,00%
Mureș	3,00%	4,30%	5,60%
Prahova	8,00%	11,00%	15,00%
Satu Mare	5,00%	6,75%	8,00%
Sibiu	2,80%	6,95%	10,00%
Timiș	2,00%	5,81%	10,00%
DIMENSIUNE COMPANIE / COMPANY SIZE			
<100 angajați / employees	2,80%	6,66%	11,00%
100-500 angajați / employees	2,00%	6,52%	20,00%
501-1000 angajați / employees	1,50%	6,49%	10,80%
1001-3000 angajați / employees	3,00%	6,18%	20,00%
>3000 angajați / employees	3,00%	4,93%	8,00%

Majorări salariale COLECTIVE estimate în 2022 /
Estimated COLLECTIVE Salary Increase for 2022

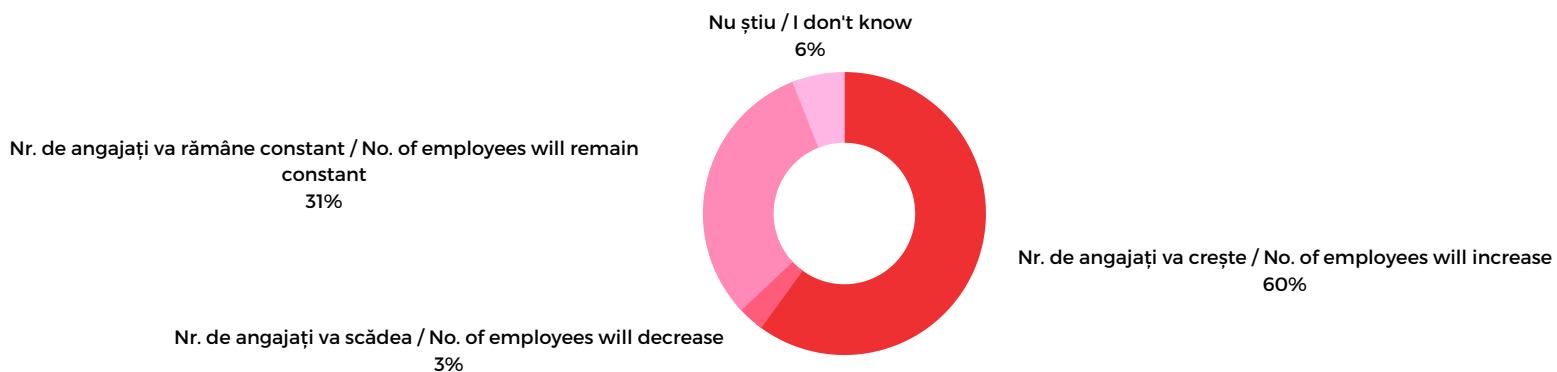
	MINIMUM	MEDIU / AVERAGE	MAXIMUM
TOTAL PARTICIPANȚI Cercetare-dezvoltare / servicii IT / dezvoltare software ALL PARTICIPANTS Research & development / IT services / software development	2,50%	7,77%	15,00%
JUDEȚ / COUNTY			
Brașov	3,50%	4,93%	6,30%
București	4,00%	7,00%	10,00%
Cluj	6,00%	8,40%	15,00%
Timiș	2,50%	7,07%	10,00%
DIMENSIUNE COMPANIE / COMPANY SIZE			
<100 angajați / employees	7,00%	10,33%	15,00%
100-500 angajați / employees	2,50%	7,12%	14,00%
501-1000 angajați / employees	8,00%	8,50%	9,00%
1001-3000 angajați / employees	6,00%	6,00%	6,00%
>3000 angajați / employees	3,50%	5,17%	8,00%

Majorări salariale COLECTIVE estimate în 2022 /
Estimated COLLECTIVE Salary Increase for 2022

	MINIMUM	MEDIU / AVERAGE	MAXIMUM
TOTAL PARTICIPANȚI / ALL PARTICIPANTS OUTSOURCING (BPO, Shared Services)	3,00%	5,19%	9,00%
JUDEȚ / COUNTY			
București	4,00%	4,00%	4,00%
Cluj	5,00%	5,50%	6,00%
DIMENSIUNE COMPANIE / COMPANY SIZE			
<100 angajați / employees	NA	NA	NA
100-500 angajați / employees	3,00%	3,00%	3,00%
501-1000 angajați / employees	5,00%	7,00%	9,00%
1001-3000 angajați / employees	3,00%	4,50%	6,00%
>3000 angajați / employees	3,50%	5,17%	8,00%

B.5. DINAMICA PERSONALULUI ÎN 2022 / HEADCOUNT DYNAMICS IN 2022

Cum va evolua numărul de angajați în 2022? / How will headcount evolve in 2022?



Care sunt estimările privind numărul de angajați în compania dvs. în 2022? / What are the estimates regarding the number of employees in your company in 2022?

	CREȘTE / INCREASE	SCADE / DECREASE	RĂMÂNE ACELAȘI / THE SAME	NU ȘTIU / I DON'T KNOW
TOTAL PARTICIPANȚI / ALL PARTICIPANTS	60%	3%	31%	6%
INDUSTRIE / BUSINESS SECTOR				
Producție - non-automotive / Non-automotive production	56%	2%	37%	5%
Producție automotive / Automotive production	42%	7%	41%	10%
Cercetare-dezvoltare / servicii IT / dezvoltare software / Research & development / IT services / software development	80%	1%	11%	7%
Outsourcing (BPO, Shared Services)	68%	3%	23%	6%
Alte industrii / Other industries	64%	0%	36%	0%
ZONE GEOGRAFICE / GEOGRAPHICAL REGIONS				
BANAT / WESTERN ROMANIA	57%	5%	29%	9%
CENTRU / CENTRAL ROMANIA	51%	4%	35%	11%
NORD / NORTHERN ROMANIA	63%	0%	31%	6%
SUD / SOUTHERN ROMANIA	69%	0%	31%	0%
EST / EASTERN ROMANIA	71%	7%	21%	0%
DIMENSIUNE COMPANIE / COMPANY SIZE				
<100 angajați / employees	71%	0%	26%	4%
100-500 angajați / employees	64%	1%	31%	3%
501-1000 angajați / employees	52%	2%	35%	11%
1001-3000 angajați / employees	45%	9%	40%	6%
>3000 angajați / employees	53%	9%	19%	19%

B.5. DINAMICA PERSONALULUI ÎN 2022 / HEADCOUNT DYNAMICS IN 2022

NUMĂRUL DE ANGAJAȚI ÎN 2022 / HEADCOUNT 2022

*comparația se face cu anul 2021 /
*the comparison is made with the year 2021

	CU CÂT VA CREȘTE NR. ANGAJAȚI ÎN 2022 / 2022 HEADCOUNT INCREASE PERCENTAGE	CU CÂT VA SCĂDEA NR. ANGAJAȚI ÎN 2022 / 2022 HEADCOUNT DECREASE PERCENTAGE
TOTAL PARTICIPANȚI / ALL PARTICIPANTS	17,26%	17,13%
INDUSTRIE / BUSINESS SECTOR		
Producție - non-automotive / <i>Non-automotive production</i>	12,98%	11,00%
Producție automotive / <i>Automotive production</i>	17,21%	24,23%
Cercetare-dezvoltare / servicii IT / dezvoltare software <i>Research & development / IT services / software development</i>	22,68%	5,00%
Outsourcing (BPO, Shared Services)	18,29%	5,00%
Alte industrii / <i>Other industries</i>	12,25%	NA
ZONE GEOGRAFICE / GEOGRAPHICAL REGIONS		
BANAT / <i>WESTERN ROMANIA</i>	18,38%	10,38%
CENTRU / <i>CENTRAL ROMANIA</i>	13,55%	49,00%
NORD / <i>NORTHERN ROMANIA</i>	17,69%	NA
SUD / <i>SOUTHERN ROMANIA</i>	15,32%	NA
EST / <i>EASTERN ROMANIA</i>	26,80%	7,40%
DIMENSIUNE COMPANIE / COMPANY SIZE		
<100 angajați / <i>employees</i>	19,42%	NA
100-500 angajați / <i>employees</i>	19,08%	60,00%
501-1000 angajați / <i>employees</i>	13,56%	11,00%
1001-3000 angajați / <i>employees</i>	15,23%	7,85%
>3000 angajați / <i>employees</i>	8,00%	5,00%

Procentul cu care va scădea numărul de angajați în 2022 provine doar de la cele 3% companii care au menționat că vor avea scăderi de personal anul viitor.

The headcount decrease percentage for 2022 comes only from those 3% companies that mentioned a headcount decrease next year.

*comparația se face cu anul 2021 /
 *the comparison is made with the year 2021

**CU CÂT VA CREȘTE NR.
 ANGAJAȚI ÎN 2022 /
 2022 HEADCOUNT
 INCREASE PERCENTAGE**

**CU CÂT VA SCĂDEA NR.
 ANGAJAȚI ÎN 2022 /
 2022 HEADCOUNT
 DECREASE PERCENTAGE**

**TOTAL PARTICIPANȚI PRODUCȚIE /
 ALL PARTICIPANTS PRODUCTION**

14,62%

19,82%

INDUSTRIE / BUSINESS SECTOR

Producție - non-automotive / *Non-automotive production*
 Producție automotive / *Automotive production*

12,98%
 17,21%

11,00%
 24,23%

ZONE GEOGRAFICE / GEOGRAPHICAL REGIONS

BANAT / *WESTERN ROMANIA*
 CENTRU / *CENTRAL ROMANIA*
 NORD / *NORTHERN ROMANIA*
 SUD / *SOUTHERN ROMANIA*
 EST / *EASTERN ROMANIA*

15,59%
 14,97%
 14,36%
 12,98%
 16,50%

12,17%
 49,00%
 NA
 NA
 7,40%

JUDEȚ / COUNTY

Arad
 Argeș
 Bihor
 Brașov
 București
 Caraș-Severin
 Cluj
 Iași
 Ilfov (fără București)
 Maramureș
 Mureș
 Prahova
 Satu Mare
 Sibiu
 Timiș

23,09%
 15,33%
 16,43%
 16,90%
 13,17%
 15,00%
 9,40%
 25,00%
 16,00%
 15,14%
 17,75%
 7,00%
 18,50%
 8,33%
 11,32%

2,00%
 NA
 NA
 NA
 NA
 NA
 NA
 7,40%
 NA
 NA
 8,00%
 NA
 NA
 90,00%
 14,20%

DIMENSIUNE COMPANIE / COMPANY SIZE

<100 angajați / *employees*
 100-500 angajați / *employees*
 501-1000 angajați / *employees*
 1001-3000 angajați / *employees*
 >3000 angajați / *employees*

16,50%
 15,90%
 13,03%
 14,68%
 7,00%

NA
 60,00%
 11,00%
 7,85%
 5,00%

*comparația se face cu anul 2021 /
*the comparison is made with the year 2021

CU CÂT VA CREȘTE NR.
ANGAJAȚI ÎN 2022 /
2022 HEADCOUNT
INCREASE PERCENTAGE

CU CÂT VA SCĂDEA NR.
ANGAJAȚI ÎN 2022 /
2022 HEADCOUNT
DECREASE PERCENTAGE

TOTAL PARTICIPANȚI Cercetare-dezvoltare / servicii IT / dezvoltare software
ALL PARTICIPANTS Research & development / IT services / software development

22,68%

5,00%

JUDEȚ / COUNTY

Brașov	9,25%	NA
București	35,00%	NA
Cluj	22,38%	NA
Iași	28,33%	NA
Sibiu	13,00%	NA
Timiș	25,48%	5,00%

DIMENSIUNE COMPANIE / COMPANY SIZE

<100 angajați / employees	24,35%	NA
100-500 angajați / employees	25,00%	NA
501-1000 angajați / employees	14,29%	NA
1001-3000 angajați / employees	25,00%	NA
>3000 angajați / employees	9,75%	5,00%

*comparația se face cu anul 2021 /
*the comparison is made with the year 2021

CU CÂT VA CREȘTE NR.
ANGAJAȚI ÎN 2022 /
2022 HEADCOUNT
INCREASE PERCENTAGE

CU CÂT VA SCĂDEA NR.
ANGAJAȚI ÎN 2022 /
2022 HEADCOUNT
DECREASE PERCENTAGE

TOTAL PARTICIPANȚI / ALL PARTICIPANTS
OUTSOURCING (BPO, Shared Services)

18,29%

5,00%

JUDEȚ / COUNTY

București	16,50%	NA
Cluj	21,67%	NA
Timiș	13,40%	5,00%

DIMENSIUNE COMPANIE / COMPANY SIZE

<100 angajați / employees	22,50%	NA
100-500 angajați / employees	23,44%	NA
501-1000 angajați / employees	15,00%	NA
1001-3000 angajați / employees	16,00%	NA
>3000 angajați / employees	8,50%	5,00%



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