

# COMPENSATION & BENEFITS REPORT 2023

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BULGARIA

# KEY STATISTICS FROM COMPENSATION RESEARCH REPORT 2023

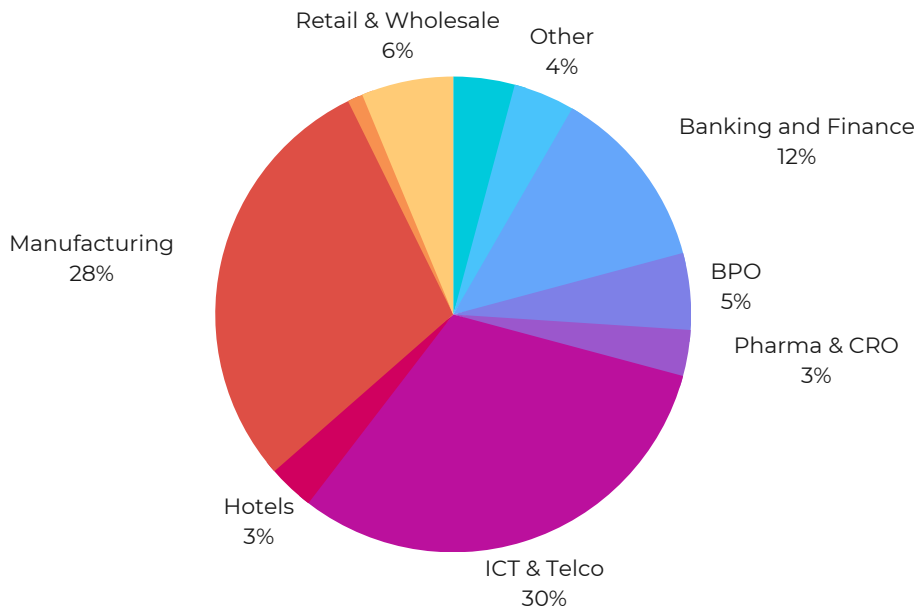
**22**  
years

**350**  
companies

**900+**  
positions

**112 310+**  
compensation packages

## Participants by industry



## Salary increases for 2023:

Salary increases by up to 5%	10%
Salary increases between 6% and 10%	53%
Salary increases between 11% and 15%	26%
Salary increases between 16% and 20%	10%
Salary increases over 21%	1%

**We have the most up-to-date data!**  
Contact us for more details about your industry.

# ESSENTIAL BENEFITS FOR TALENTS RETENTION



Up-to-date information is key to good market positioning and strategic business planning.



## Remote working & Flexible working time

Improved Work-Life Balance: Those benefits allow employees to better balance their professional and personal lives. They can allocate time for family responsibilities, personal interests, and self-care, leading to reduced stress and increased overall well-being.

73%



## Additional paid leave days

Offering additional paid leave days can be a valuable perk to attract and retain top talent. It demonstrates that the company values work-life balance and cares about the well-being of its employees.

71%



## Mental health program

By implementing a comprehensive mental health program, organizations can create a supportive and inclusive work environment that prioritizes employee well-being, reduces stigma, and fosters a positive culture where mental health is valued and supported.

37%



## Referral bonus

Employee referrals often result in higher-quality candidates. Employees tend to refer individuals who they believe are a good fit for the organization and possess the necessary skills and qualifications. Referrals can bring in talented candidates who may not have been reached through traditional recruitment methods.

74%

Get your customised report at: [core.bulgaria@tacktmiglobal.com](mailto:core.bulgaria@tacktmiglobal.com)

## ORDER YOUR ULTIMATE COMPENSATION GUIDE FOR 2023 AND RECEIVE UP-TO-DATE MARKET DATA

Reliable compensation and benefits survey data is now more important than ever. Such information is essential for building a consistent pay strategy, which ensures external competitiveness and internal equity.

Our precise data collection and validation processes, coupled with the depth of our database, guarantee the delivery of high-quality data and a reliable reporting system.

**Contact us to discuss your company needs  
and get your exclusive market data!**



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