

Moldova Relocation Handbook: A Practical Guide for IT Talent



MOLDOVA
Innovation
Technology
PARK

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Foreword



In the digital transformation era, Moldova stands as a regional hub of innovation and opportunity. At Moldova Innovation Technology Park (MITP), we are committed to driving the tech sector's growth by fostering a business-friendly ecosystem that supports local talent, products and international investors.

This guide is designed to provide valuable insights into Moldova's thriving tech landscape, highlighting the infrastructure, expertise, and opportunities that make our country a unique destination for tech professionals and businesses alike.

We invite you to explore the advantages of working and investing in Moldova, and we are here to support you every step of the way as you join our growing and dynamic community.



- Dumitru Alaiba
Deputy Prime Minister,
Minister for Economic
Development and Digitalization

The IT sector is a driving force of our country's economy. Moldova is rapidly becoming a recognized IT hub in the region, with significant growth in the technology sector, which contributed 6.7% to the national GDP just last year.

Through Moldova Innovation Technology Park, we have attracted over 2000 companies from around the world, and this guide is a crucial step in supporting the integration of foreign IT specialists into our ecosystem.

I invite all professionals in the field to explore the opportunities Moldova offers and to join our dynamic community, in a tax-friendly and predictable business environment



- Marina Bzovii,
Administrator MITP



1. The why behind this initiative

1.1 The strategic approach of Moldovan government towards the IT sector

Moldova is undergoing a rapid digital transformation. With a focus on the 4th industrial revolution, the country is aligning its policies with the EU's digital strategies. The government's proactive stance towards the IT sector—backed by favorable tax regulations and strategic initiatives like the Law on IT Parks—makes Moldova a promising destination for tech professionals.

Moldova's ambition to join the EU, supported by its recent acceptance for European Union candidate membership (as of 23 June 2022), is accelerating these changes, ensuring alignment with the single digital market and European legislation.

As such, the key pillars of a successful digital transformation for sustainable human development in the Republic of Moldova are:

PEOPLE



BUSINESS



GOVERNMENT



REGULATIONS



INFRASTRUCTURE



The Moldova Digital Readiness Evaluation highlights that while the country has the core components needed for digital transformation, there are still some areas that need improvement. The key elements driving this transformation are its digital infrastructure and the people contributing to its development.

DIGITAL INFRASTRUCTURE:

- ▶ Moldova boasts a well-established mobile infrastructure, which creates strong potential for the ICT market.
- ▶ Mobile internet is both affordable and fast. In fact, Moldova's average internet speed surpasses that of more developed countries like Germany, Switzerland, and Estonia, according to the 2023 Worldwide Broadband Speed League.
- ▶ Government support for ICT sector growth is robust. Moldova is ranked in the 'high' E-Government Development category for its digital public service implementation, as noted by the UN E-Government Development Index.
- ▶ Some efforts have been made by stakeholders to improve cyber-resilience.

HUMAN CAPITAL:

- ▶ Moldova's population is steadily building its technical skills, though there is still room for improvement.
- ▶ IT professionals in the country are well-qualified, with solid education and training backgrounds.
- ▶ The government and other stakeholders are working to create an inclusive environment that promotes digital participation for women and girls.
- ▶ The country's mandatory education system serves as a strong foundation for cultivating advanced digital skills.
- ▶ While national efforts to promote online protection are active, there is a need for a more coordinated and comprehensive approach.

Moldovan IT companies are also significantly contributing to developing products in sectors such as fintech, automotive, and telecommunications for US and EU markets, utilizing technologies like big data, cloud computing, and the Internet of Things (IoT). As the IT market in Moldova stabilizes, its competitive advantages are increasingly distinguishing it both regionally and internationally, according to Răzvan Savu, Senior Research Analyst at IDC Romania.

A key element of Moldova's legal framework for the IT sector is the Law on IT Parks (No. 77 of April 21, 2016), which regulates the creation and operation of information technology parks in the country. This law outlines the types of activities IT companies can carry out within the Moldova Innovation Technology Park (MITP) in order to qualify for the favorable 7% flat tax rate. It also establishes the criteria companies must meet to become park residents and take advantage of this tax regime.

Given the law's importance to the IT sector and the continued focus on digital transformation by Moldovan authorities, significant amendments were introduced in 2024 to strengthen the legal framework for MITP residents.

These updates include:

Extension of the IT park's operational term to 20 years – until 2037

Extension of the state guarantee until 2035, ensuring tax stability for residents despite potential future tax regime alterations

Inclusion of new export-oriented activities as eligible within the park

Digital infrastructure and skilled talent are essential for building a fully digital society. Expanding high-speed internet access across Moldova will increase the use of digital services and eliminate barriers between urban and rural areas. A larger pool of ICT professionals will not only advance the digital society but also create a more attractive business environment and a thriving startup ecosystem.

1.2. Context of IT industry development in Moldova

Moldova's IT sector has seen exponential growth, emerging as the country's largest export industry. Between 2010 and 2023, exports surged from €41.2 million, with 35% consisting of exported services, to over €650 million, with 88% now being exported. The software industry, in particular, has expanded significantly, driving innovation in various sectors like fintech, telecommunications, and automotive.

Source: <http://viitorul.org>

Moldova's digital transformation reached a milestone in September 2023 with the official endorsement of the country's [Digital Transformation Strategy for 2023-2030](#). This approval represents a step toward Moldova's future, emphasizing the nation's commitment to adopting global standards and leading digital practices.

Moldova's vision is clear:

to become an innovative, all-encompassing digital society with modern infrastructure, digitally literate citizens, a pro digital administration, a thriving digital business community, and a collaborative environment fostering innovation and sustainable human development.

Source: gov.md

THE KEY OBJECTIVES OF MOLDOVA'S DIGITAL TRANSFORMATION STRATEGY FOR 2023-2030 ARE:

Digital Society:

Enhance education and digital skills, promote digital entrepreneurship, reduce disparities, and ensure widespread access to digital services.

Competitive ICT Environment:

Provide universal broadband, modern infrastructure, encourage data reuse, attract investment, and foster private sector partnerships.

Secure Cyberspace:

Protect online safety and rights, secure infrastructure, and raise cybersecurity awareness through collaboration.

Invisible Digital State:

Create a fully digital, paperless, and data-driven public administration with seamless digitalization across sectors.

Digital Economy:

Integrate with the EU, support startups, develop the ICT industry, and enable cross-border digital services.

Digital Moldova - Trusted International Partner:

Build a shared digital space with Romania, align with EU legal frameworks, and pursue global digital leadership.



EUROPE'S FIRST E-PARK

1.3. About MITP and its role

[Moldova Innovation Technology Park \(MITP\)](#) is Europe's first e-park and a cornerstone of Moldova's tech and innovation sector. Established by the Moldovan government for an initial 10-year term, MITP's operation has been extended to 20 years, through 2037, making it the largest technology community in the region. Its unique multi-stakeholder governance model aims to position Moldova as a global technology hub by attracting talent and investment.

MITP serves as a catalyst for investment in the IT sector, promoting flexible government policies and creating an environment conducive to innovation and digital transformation. Currently, the park is home to over 2,000 resident companies, including more than 250 foreign-owned firms from 40 countries, generating over 22,000 jobs with an average monthly salary of €2,115 and an annual

In just six years, MITP has played a crucial role in transforming Moldova's IT sector from contributing **1.5% of the GDP to 5% by 2022.**

This rapid growth can be attributed to MITP's efforts to cultivate a thriving IT ecosystem.

Over **250 foreign-owned companies** from **40 countries.**

In 2023, IT specialist salaries increased by **10.8%.**

MITP residents contribute **4% of Moldova's GDP**, with over **22,000 professionals employed.**

88% of IT products and services are **exported**, with **12%** serving the **domestic market.**

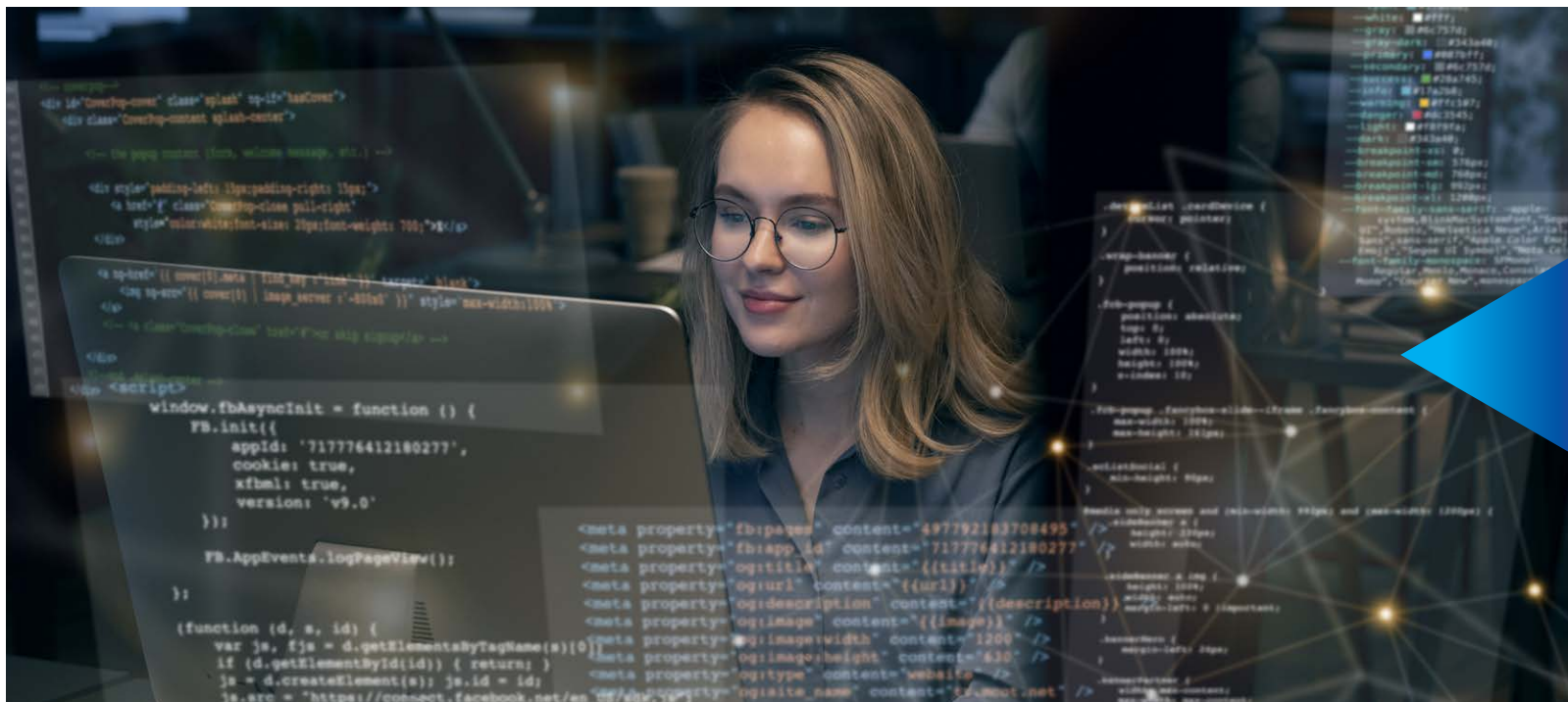
Moldova has an extensive network of double-taxation treaties with agreements in place with over 52 countries including: Bosnia and Herzegovina, Canada, United Arab Emirates, The Russian Federation, Georgia, Ireland, Japan, Luxembourg, Belgium, Spain, Great Britain and Northern Ireland, Romania etc.

A full and constantly updated list of treaties can be found [here](#).

Additionally, the 7% flat tax regime for MITP residents replaces seven traditional direct taxes, simplifying financial processes and encouraging the re-investment in the company's operation and the formalization of salary payments. This system has led to higher official salaries, and improved financial security for employees.

Thus, the salaries of employees of MITP resident companies are not subject to any taxes. Net salary is equal to gross salary, in contrast to the general tax regime. Additionally, the Global Remote Work Index evaluates 108 countries on cybersecurity, economics, infrastructure, and social safety, positioning Moldova at 52nd place. The index highlights Moldova's potential as a favorable remote work destination.

You can access the entire index [here](#).



Since MITP’s launch, more than 1,600 new IT companies have been established, boosting job creation and contributing significantly to the public budget. MITP residents now produce 4% of Moldova’s GDP, and 21% of the country’s services exports. The vision to make Moldova a leading destination for tech and innovation is also reflected in the 24% growth in IT services exports from 2022 to 2023.

[MITP](#) hosts a wide range of technological activities, including software development, data processing, and IT consulting, primarily driven by small and micro enterprises. The local labor market continues to shift, with more than 10,000 new jobs created due to MITP, and the population increasingly viewing the IT sector as a promising career path.

The creation of MITP in 2018 brought significant legal and economic reforms, most notably the introduction of the 7% flat tax for park residents. This tax applies to turnover and replaces all other company taxes, incentivizing businesses to formalize their profits and payrolls. This approach has enabled companies to pay higher official salaries, improving employees' financial history and access to banking services.

MITP's favorable environment for business and innovation continues to attract global interest, with investors drawn to the park’s transparency, growth potential, and policy stability.

As an example: let's assume our employee has a gross monthly salary of 2,000 €

Indicator	General tax regime, euro	Special tax regime (MITP), euro
Gross salary	2,000	2,000
Health insurance, 9%	180	not applicable
Personal deduction	117	not applicable
Taxable income	2,000-(180+117)=1,703	not applicable
Income tax, 12%	204	not applicable
Net salary	1,616	2,000
Social insurance, 24% (paid by employer)	480	not applicable

2. Short Country Overview

Population, Climate, Territory & Main Cities

2.1. General information about Moldova

The Republic of Moldova is a small independent state in Eastern Europe, situated between Romania and Ukraine, covering an **area of 33,800 square kilometers** (around 21,000 square miles). As of 2024, **the population stands at approximately 2.4 million**, though around one million Moldovans live abroad.

Moldova is administratively divided into

32 districts

3 key municipalities
(Chişinău, Bălţi, and Bender)

2 autonomous regions:
Gagauzia and Transnistria.

POPULATION AND LANGUAGE



Moldova is home to a diverse population, with 36.9% Moldovans, 30.8% Ukrainians, 29.2% Russians, 2.1% Jews, and 1% Bulgarians. The official language is Romanian. Russian is widely spoken, especially in public offices, and serves as the second language for interethnic communication. Many Moldovans also speak English, French, Italian, Spanish, or German, while some regions have speakers of Bulgarian, Ukrainian, and Turkish.

GOVERNMENT AND POLITICAL STRUCTURE



Moldova operates as a parliamentary republic with a single-chamber parliament of 101 members elected every four years. The President, directly elected by the public, appoints the Prime Minister, who forms a cabinet subject to parliamentary approval. This political framework supports a stable and transparent governing system.

CLIMATE

Moldova's climate is largely continental but influenced by the nearby Black Sea, resulting in milder winters compared to other Eastern European countries. In winter, average temperatures range between -3°C and -5°C , though northern areas can see drops to around -20°C . Summers are hot, with July temperatures often exceeding 30°C , making Moldova an attractive destination for those who enjoy a temperate, yet warm summer season.

EDUCATION

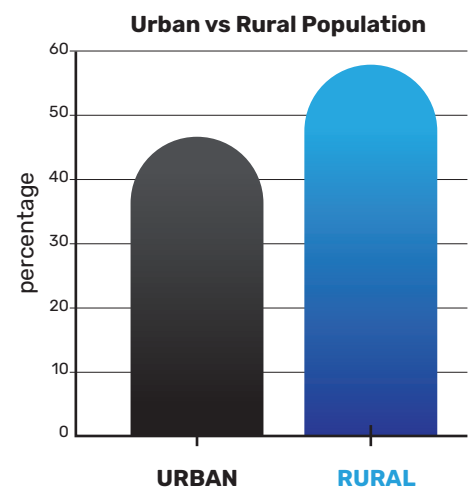
Education is compulsory for nine years, from age six to seventeen or eighteen. The system is structured into several stages: primary education (ages 6–10), gymnasium (ages 10–15), and lyceum or vocational training (ages 15–17). Higher education follows the Bologna Process, with three- to four-year undergraduate programs and one- to two-year master's degrees. The primary languages of instruction are Romanian and Russian. Moldova has a robust public education system, with most universities state-owned, supplemented by vocational institutions and correspondence courses that provide diverse educational pathways.

2.2. Moldova's Population and Economy

Moldova is experiencing a demographic shift, characterized by an aging population, declining birth rates, and significant emigration of young people due to economic challenges in comparison to more developed countries. This has resulted in a complex mix of social and economic issues, including pressures on human rights, healthcare, living conditions, labor market access, education, gender equality, and personal security.

Despite these challenges, Moldova's economy has shown growth since 2000, driven by the stabilization of Eastern European markets, increased domestic demand, and investments. Agriculture remains a key sector, contributing 25% to the national GDP and employing 40% of the workforce. However, the IT sector is emerging as a crucial driver of economic growth and development.

The younger population, comprising about 25% of the total, faces both opportunities and risks in this shifting landscape. While 80% of young people are employed and one in six is self-employed, issues such as difficulties in job placement and ongoing mass migration persist, intensifying over the last decade.



Source: <https://moldova.unfpa.org/ro>

ECONOMIC INDICATORS (FIRST QUARTER OF 2024)

- ▶ The average gross monthly salary in the real sector and public institutions was €679, a 14.7% increase compared to Q1 2023, though 1.7% lower than Q4 2023.
- ▶ The real salary index, adjusted for inflation, increased by 10.0% year-on-year.
- ▶ The average number of employees saw a slight decline of 0.1% compared to Q1 2023.

Source:
<https://statistica.gov.md/ro>

IT SECTOR WAGES




The IT sector is one of the highest-paying industries in Moldova, offering competitive salaries compared to other fields. Although Moldova's average wages are lower than in many other countries, the IT sector provides significant opportunities, particularly for skilled professionals, making it an attractive field for employment and career development.

Source:
[PayWell 2023 Study](#)

	Moldova	Romania	Serbia
Software Developer JavaScript	2,330	2,215	2,356
Software Developer sr. .NET	3,305	3,343	1,756
Software Developer sr. JAVA	3,715	3,319	2,197
Testing / QA Engineer	2,082	1,733	2,079
Testing / QA TEam Leader	3,365	2,827	1,979
UI/UX Designer	2,511	2,028	1,376

2.3 The Labor Market in Moldova

According to the National Bureau of Statistics and the Labour Force Survey (LFS) for 2022, Moldova's labor force:

-  consists of **individuals aged 15** and above,
-  totalled **890,000 people**,
-  reflecting a **2.1% increase** compared to 2021 (871,600).

The national unemployment rate, based on International Labour Organization (ILO) standards,

-  **remained relatively low at 3.1%**, consistent with 2021's rate of 3.2%.

Source:
<https://statistica.gov.md>

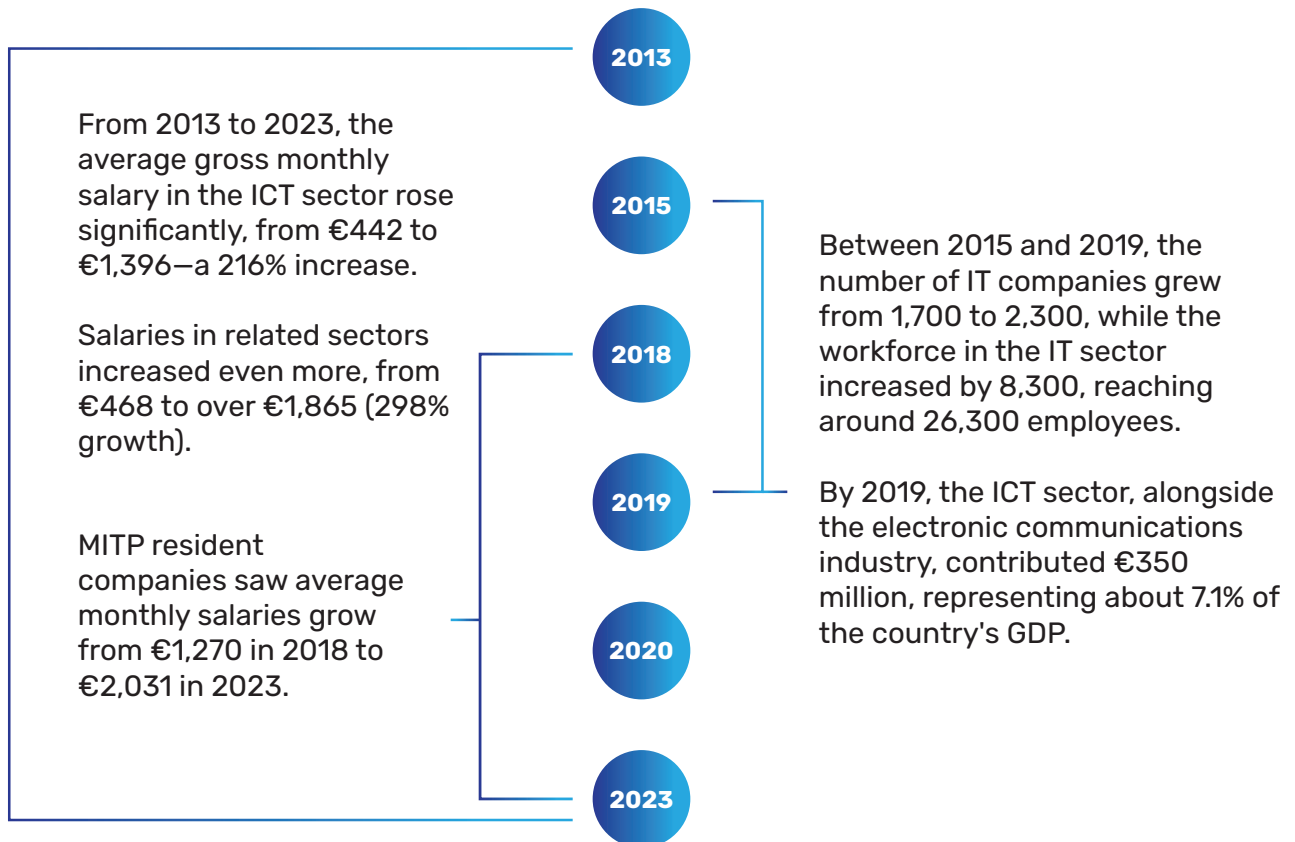


3. Moldovan IT Market Overview

3.1. Current Situation in the IT Sector

Moldova's IT industry is one of the most dynamic sectors in the national economy.

Moldova's IT sector is youthful, with over 60% of employees aged between 15 and 35.



TOP IN-DEMAND IT POSITIONS

JOB TITLE	PERCENT FROM THE TOTAL
Programmer, Software Developer, Game Developer	51,84%
System administrator, System engineer	4,71%
Engineer, QA engineer	4,71%
Graphic designer, Design engineer	4,42%
Information technology specialist, Chief engineer	3,39%
Project Manager	3,09%
Information technology manager	2,95%
Business analyst, Sales	2,95%
Cyber security engineer, Security analyst, Security software specialist	2,36%
IC implementation	2,06%
Web designer	1,62%
Network administration	1,47%
Database administrator	1,33%
Testing engineer, Testing specialist	1,03%
Data specialist, Data engineer	1,03%
Email marketing	1,03%
SEO engineer	0,88%
IT recruiter	0,88%
BIG Data	0,59%

These roles make up 93,08% of the IT positions in demand within Moldova's labor market. The most sought-after positions are Programmers, Software Developers, and Game Developers, accounting for 51,84% of all surveyed positions.

Around 65,83% of employers seek candidates with prior experience. Specifically for programming roles, 1,03% of employers are looking for Lead Engineers, 13,84% for Senior-level professionals, and 6,77% for Intermediate (Mid-level) skills.

Additionally, about 21,50% of job requests involve client-server software development expertise.

Source: 129-134_13.pdf ([idsi.md](#))

3.2 IT Market Players & Tech Community

The IT industry has become a key driver of business growth in Moldova. Businesses increasingly rely on IT services to optimize operations, enhance productivity, and boost visibility. Many companies now recognize the importance of automation and digital presence, which directly impacts sales and market expansion.

Several organizations, including Dreamups, XY Partners, YEP Moldova, Technovator, Investitii.md, ODA, STARTUP Moldova, Mozaic, BAM, ATIC, Tekwill and COR run acceleration programs that nurture startups and innovation from the ground up.

3.3. Services Provided by Moldovan IT companies

Moldovan IT companies offer comprehensive services to improve a business's digital presence and operational efficiency. These services include:

- ▶ IT system optimization and infrastructure recommendations.
- ▶ Network solutions for both hardware and software.
- ▶ Website development, including e-commerce platforms.
- ▶ Backup solutions and structured cabling analysis.

These services are affordable and tailored to help businesses enhance their visibility on search engines and optimize their IT infrastructure.

3.4. Complementary Industries: R&D, Electronics, Creative, Engineering, and Automotive

The automotive components industry has grown rapidly, with Moldova focusing on unused industrial potential and an education system aligned with technical skills. Workers have expertise ranging from TV set production to heavy machinery.

Source:
Moldova - Automotive Parts (trade.gov)

Moldova's electronics industry, historically the third-largest in the former Soviet Union, continues to thrive, with over 170 companies and 16,000 employees contributing significantly to the economy. Strong technical foundations in education, supported by the Dual VET system, ensure a highly skilled workforce at competitive costs.

Beyond manufacturing, Moldovan companies engage in research, development, and engineering services. With a favorable 7% tax regime for MITP residents engaged in R&D activities, Moldova's companies are well-positioned to develop innovative products at competitive prices for global customers.

Source:
Electronics Industry - ELECTRONICS INDUSTRY OF MOLDOVA (acem.md)

Moldova's creative sector, driven by the IT industry, is also becoming an important source of talent and services for international markets. The country's creative potential is supported by a robust portfolio of qualified professionals, advanced technology, and a vibrant ecosystem of creative services.

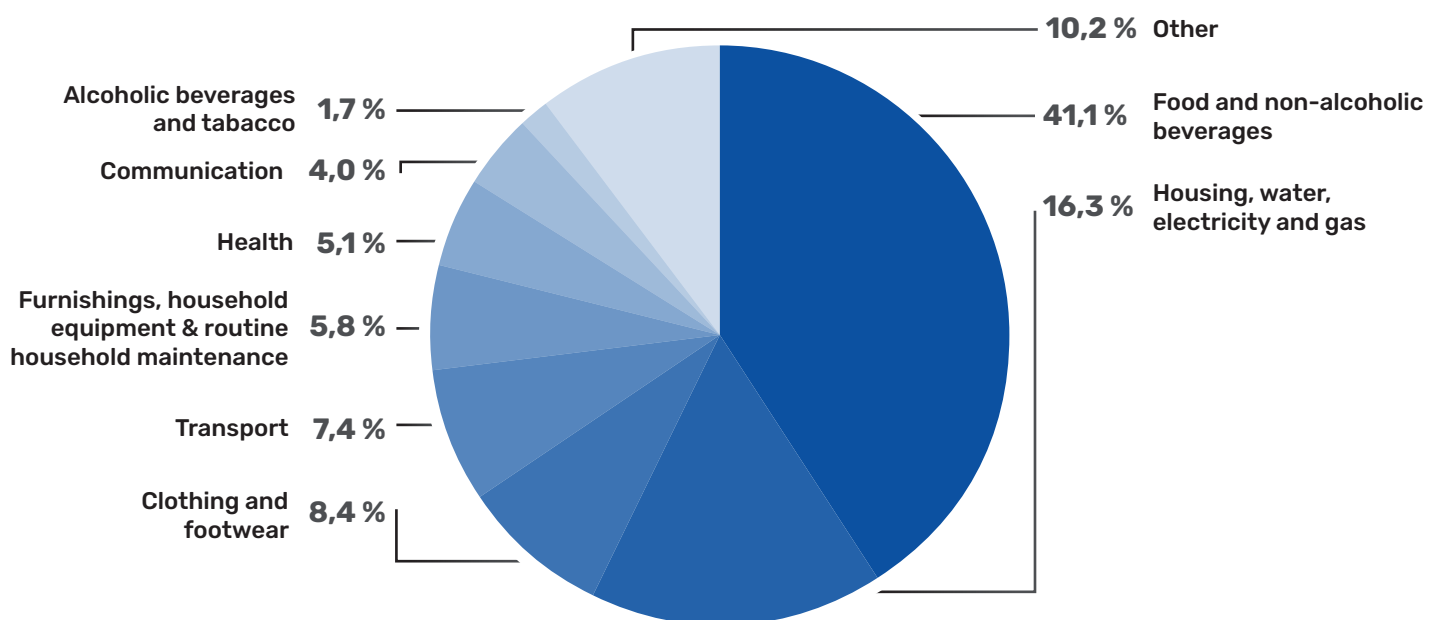
4. Living in Moldova

4.1. Cost of Living

In 2023, population income in Moldova showed a positive trend, with the lowest income recorded at €228,43 and the highest at €266,95. Income levels fluctuate throughout the year, largely driven by wages and salaries, especially in the capital, Chişinău. Chişinău has the highest disposable income, while other regions rely more heavily on agriculture, social payments, and remittances. In Chisinau, 66,3% of income comes from wages, compared to lower percentages in the North (41,5%), Centre (43,7%), and South (40,6%) regions.

As of the latest estimates, a typical family with two children requires approximately €1,294 per month to cover the cost of living.

Breakdown of Consumption Expenditure



Source: gov.md

4.2 Infrastructure

Moldova's infrastructure includes over 10,670 km of public roads, with 5,900 km classified as national roads, 3,700 km as regional roads, and 1,070 km on the left bank of the Dniester River. Roads are essential for transporting goods, raw materials, and labor within the country and abroad.

The rail network covers 1,139.3 km, with most lines in need of modernization and no electrification. Waterway infrastructure is limited, with only 85 km of guaranteed navigable depth out of a potential 1,200 km.

Moldova has four international airports: Chişinău, Bălţi, Cahul, and Mărculeşti. Only Chişinău serves as a full international terminal, with regular flights to specific destinations.

Moldova is focused on improving road networks, enhancing safety, and creating a sustainable funding mechanism for maintenance. Moldova also aims to align its transport infrastructure with EU standards through the trans-European transport network policy.

4.3. Medical and social system

All foreigners in Moldova are entitled to access healthcare through the compulsory health insurance system.

Those not officially employed in the country can purchase a policy from the National Health Insurance Company (CNAM), while employers cover this for their employees.

Employees of MITP residents do not pay direct social or medical insurance premiums, as these are included in the single tax component, but they remain fully insured. The insured income for MITP employees amounts to 68% of the forecasted average salary (485 EUR as of 2023).

CATEGORIES OF FOREIGNERS REQUIRED TO HAVE COMPULSORY HEALTH INSURANCE:

- ▶ Foreign nationals employed in the Republic of Moldova under an individual employment contract and those with temporary residence rights (such as for family reunification, employment, study, humanitarian, or religious purposes);
- ▶ Foreigners officially recognized as stateless persons in Moldova;
- ▶ Foreign nationals with permanent residence rights;
- ▶ Foreigners holding provisional residence rights (for family reunification, study, humanitarian, or religious purposes).

CATEGORIES OF INDIVIDUALS EXEMPT FROM PAYING PREMIUM INSURANCE INCLUDE:

- ▶ Residents enrolled in compulsory post-secondary education and full-time doctoral students, including those studying abroad;
- ▶ Unemployed individuals registered with territorial employment agencies;
- ▶ Foreign nationals receiving protection under an integration program, for the duration of the program.

See more categories here: Servicii medicale | Inspectoratul General pentru Migrație (gov.md)

The private medical sector in Moldova offers an alternative for patients seeking specialized services and treatments not available in public health institutions. It provides more efficient treatment options, safety assurances, adherence to international standards, and patient-centered care. The private sector currently represents about 3% of the total medical services provided in the country.

Moldova is home to 244 accredited private medical institutions and 16 medical laboratories, with over half of these facilities located in the capital, Chișinău. Of the services offered by these private institutions, 82% focus on consultative and curative care.

While the private healthcare system operates independently, it is still integrated within the broader national healthcare framework, functioning as a subsystem with specific limitations and responsibilities.



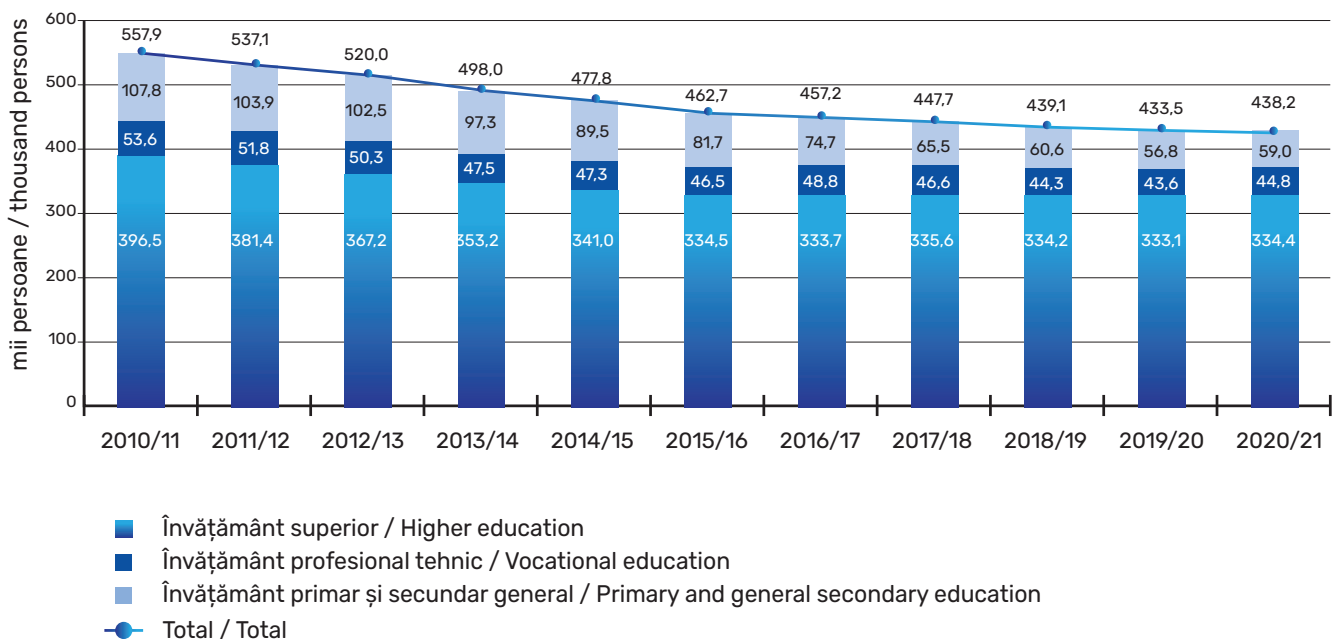
4.4. Education in Moldova

Education is a national priority in Moldova, playing a vital role in human capital development and the formation of national identity. The education system consists of primary, secondary, and higher education stages, with Romanian as the predominant language of instruction. About 80.8% of students are taught in Romanian, 19.1% in Russian, and a small number in English.

For the 2023-2024 academic year, there are over 1,200 educational institutions, of which 23 are private.

Moldova also offers private education at all levels, from kindergarten to university. These institutions provide small class sizes, diverse extracurricular activities, and increased emphasis on foreign languages.

Number of pupils and students enrolled in education



Source: Învățământ | Republica Moldova

At the start of the 2023/2024 academic year, there were 437,000 pupils and students, a reduction of 11,000 compared to the 2017/2018 school year. In 2023, 8,700 students earned undergraduate degrees, and 5,200 obtained master's degrees.

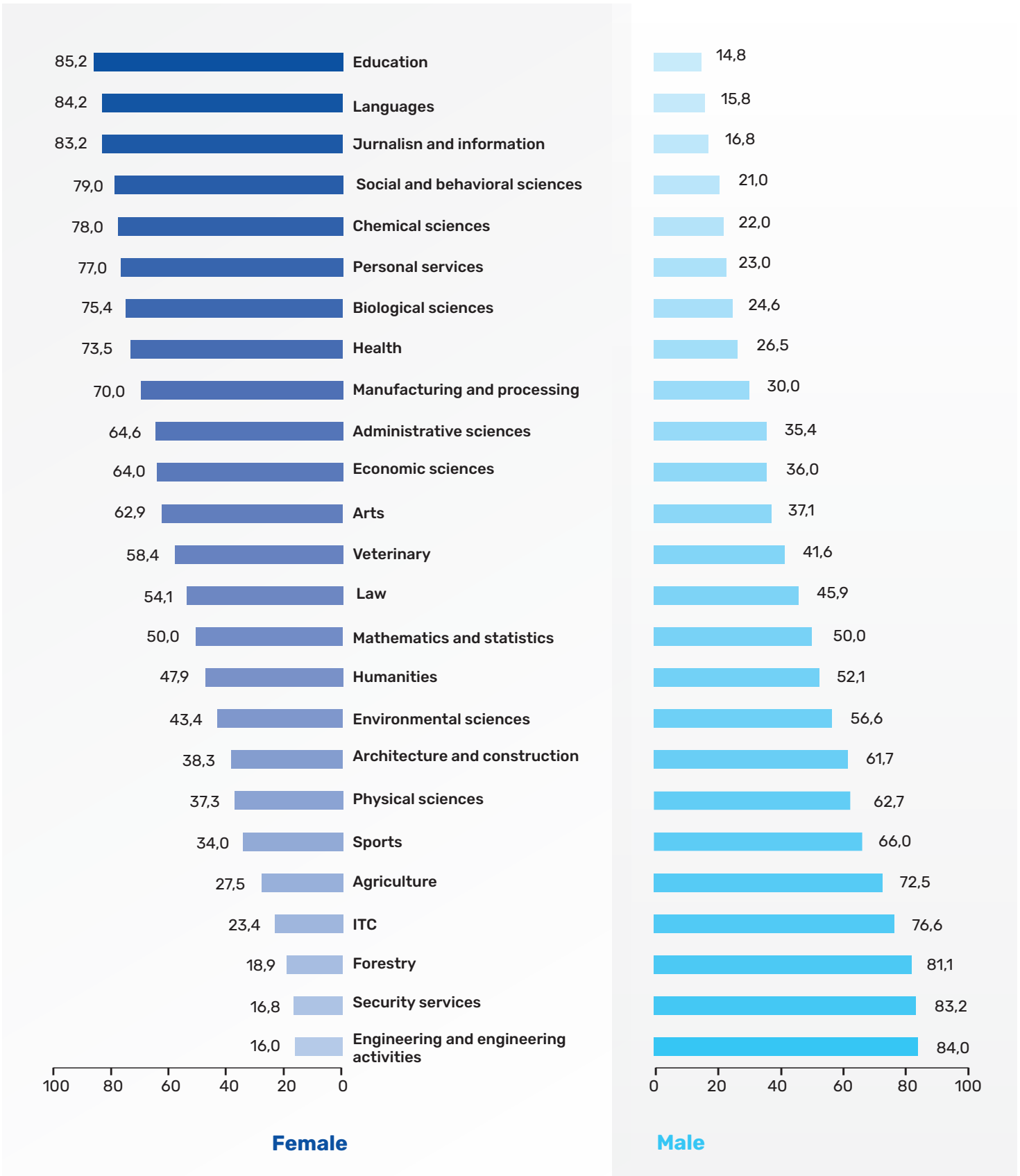
Source: <https://statistica.gov.md/>

Moldova's Ministry of Education and Research is working to align its curriculum with labor market demands and global challenges, with plans to implement a new curriculum by 2027. This curriculum will focus on fewer subjects taught in-depth, allowing students more flexibility to pursue their interests and skills relevant to the market.

Source: <https://mecc.gov.md/ro>

There has been notable progress in improving educational attainment among the younger population. In the 15-29 age group, the proportion of individuals with higher education increased 2.4 times, rising from 7% in 2004 to approximately 17% in 2014. The 25-29 age group has the highest educational level, with nearly one-third of individuals in this group holding higher education degrees.

Distribution of students by sex and general field of study, 2023/2024



4.5. Travel & Leisure Activities

Explore Moldova's medieval cave monasteries and fortresses, immerse yourself in the vibrant traditions of Moldovan culture, or unwind in the serene natural landscapes. For an urban escape, Chisinau offers an unforgettable city break. Though Moldova may be small, it's packed with rich experiences across its diverse regions.

Each region brings its own charm—from unique local traditions and culinary delights like regional variations of plăcintă and sarmale, to an impressive array of wines and scenic landscapes. Despite its size, Moldova offers a wide range of adventures and discoveries.

Whether you're drawn to the rich heritage of our wine and culinary traditions, enjoy hiking, cycling, or simply relaxing in the countryside, or are curious to visit historical and religious landmarks, Moldova has something for everyone.

With its long history and cultural richness, Moldova has evolved into a diverse and dynamic country. Whether your interests lie in exploring ancient monasteries and fortresses, visiting museums, experiencing performing arts, discovering traditional crafts, or savoring the peaceful beauty of the countryside, Moldova welcomes you with open arms.

Source: <https://moldova.travel/en/>

ACTIVITIES TO ENJOY IN MOLDOVA:

CYCLING ROUTES

Exploring Moldova by bicycle is a fantastic way to experience the country's beauty. Some of the top cycling routes include the Chisinau-Palanca route, stretching 226 km and divided into six segments that take you through scenic spots in Codru and Ștefan Vodă regions. The Orheiul Vechi Cultural-Natural Reserve also offers several cycling paths, allowing you to enjoy natural beauty while visiting some of Moldova's more remote historical sites. You'll love the picturesque twists of the Răut River and the stunning limestone gorges along the way.

BIRD WATCHING TRAILS

The Orheiul Vechi Cultural-Natural Reserve is also a perfect destination for bird watchers. Home to around 100 species of birds, this area hosts nearly one-third of all bird species observed in Moldova, making it a must-visit for nature enthusiasts.

CAMPING

Whether you prefer traditional camping or a more luxurious glamping experience, Moldova's nature offers the perfect retreat. Step away from the busy urban life and relax in campsites, bungalows, caravans, tents, or even under the stars in the peaceful countryside.

WAKE PARK

WakePark.md is Moldova's first and only park that combines both active and relaxing outdoor fun on land and water. Its standout feature is wakeboarding, a thrilling new water sport in Moldova. The park was created to promote summer extreme sports and encourage outdoor adventures.

Source: <https://moldova.travel/en/adventure-tourism/>

MOLDOVA'S WINE-MAKING TRADITION

is among the oldest in the world, dating back 7,000 years to the Neolithic Cucuteni-Trypillian civilization, according to archaeological discoveries. Drawing on this rich heritage, Moldova is now one of the top producers of award-winning wines, recognized internationally for their exceptional quality.

THE WINE ROUTES OF MOLDOVA offer a deep dive into the country's winemaking history and culture. As an official "Iter Vitis" Cultural Route of the Council of Europe, these wine trails guide visitors through four historic wine regions—Codru, Valul lui Traian, Ștefan Vodă, and Divin—where you can explore Moldova's finest wineries and their rich cultural heritage.

Based on reviews and ratings from Booking.com users, here are the top guesthouses in Moldova for 2023:

1. Vila Roz Guesthouse – Nestled in the picturesque Orheiul Vechi Cultural-Natural Reserve in the village of Trebujeni, this guesthouse is surrounded by impressive rock formations and just a few hundred meters from the flowing Răut River.

2. White Valley Entire Guest House Next to Forest – Located in Chișinău, just 5.6 km from Ștefan cel Mare Park and Cathedral Park, this guesthouse offers a tranquil escape near the forest while remaining close to the city's main attractions.

3. Casa Agricultorului Varzari – Situated in Butuceni, this guesthouse provides stunning views of the Orheiul Vechi museum complex. Guests can enjoy a balcony overlooking the scenic Răut River from their rooms.

4. Rabbit Farm – This charming agrotourism guesthouse in the village of Ivancea features a terrace and is just 39 km from Chișinău, offering a peaceful rural retreat.

5. La Iepurasi Guest House – Located in the village of Lunga, just 5 km from Florești on the Soroca-Bălți route, this guesthouse offers a fairy-tale-like setting with beautiful views, perfect for a serene getaway.



5. Working in Moldova

5.1. Work Context

Moldova's overall economy is growing steadily.

For the forecast period 2019-2024, the combined market is estimated to register a compound annual growth rate (CAGR) of **7.86% to reach 236,6 million euro by 2024.**

As the IT services market in Moldova has gradually evolved over the past 10 years, an entire ecosystem of companies has emerged to attract available talent. These companies have filled numerous service niches and cover a wide range of markets and business sizes. From the usual outsourcing hubs to independent software vendors, global providers, systems integrators, start-ups and players addressing technology or industry niches, they range from small IT companies with a few employees to huge centers staffed by hundreds of people. This diversity reflects a healthy and competitive IT environment in Moldova, which provides a solid ecosystem for IT businesses operating in the country, regardless of their business model or objectives.

The work culture in Moldova seems to have avoided some of the common challenges of adapting to a global environment, such as growth targets conflicting with market potential and employees unaccustomed to higher workloads working overtime. The usual sign of such problems, namely staff turnover, is significantly lower compared to other countries in the region - less than 5% per year. Employees spend on average three years in a company. These companies promote a healthy work-life balance.

Working in IT, especially in a developing economy, is attractive due to the availability of higher salaries than in any other sector. IT companies in Moldova go to great lengths to make employees feel welcome and have started to align employee benefits with those in more developed countries - from basic office design to free lunches and paid vacations.

Moldovan IT companies working with clients abroad are used to managing growth targets and usually reject challenging KPIs in favor of strengthening the existing team or focusing on upskilling. There is a strong focus on education across the IT industry, reflected in company-sponsored online education platforms and strong internship programs aimed at aligning students' skills with market realities. Internships, which represent a considerable investment of money and time, are a good example of what companies are willing to do to attract talent.

Not surprisingly, multilingual workers are a strong asset in the Moldovan market. Native bilinguals have a propensity for learning new languages, and apart from Romanian and Russian, most employees speak at least one other foreign language - usually English, French or German.

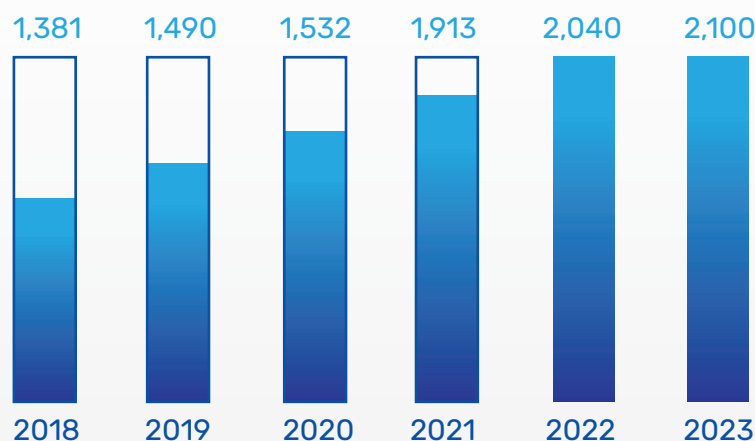
Technical specialists available for complete projects include architects, project managers, analysts, software engineers, developers and testers. Being used to providing services to regional or global IT vendors, their core approach to building software applications includes Agile and DevOps methodologies. Moldovan programmers are well versed in .NET, Java, C/C++, C#, PHP, Python and Ruby. They also regularly work with databases and develop mobile solutions. As these skills are sufficient to create most business and mobile applications, Moldovan ICT specialists are well equipped to tackle most projects. **Salaries range from 540€ per month for junior positions to 1,350-2,250€ for mid-level positions, reaching up to 4,500€ for senior or managerial roles.**

Alongside the increase in the number of current employees and future specialists, the gross salaries and labor costs for employees show steady growth.

From 2013 to 2022, **salaries have more than tripled:** almost 3.12 times gross salary and more than 3.7 times net.

In 2013, the net salary constituted around 80.5 per cent of the gross salary, while **in 2022 this share has grown to 95 per cent**, depicting Moldova's preferential tax regime for the IT sector, which is in high demand among Moldova's employees.

Average Monthly Net Salary (EUR)



According to official statistics, the pool of available talent is growing by 2,000 university graduates specializing in information and communication technology each year. The government and academia have also focused their efforts on digital literacy, with extensive educational programs for both teachers and students, covering subjects such as robotics (120 schools), 3D printing, virtual reality and IoT.

To attract talent beyond its borders, Moldova has also developed a set of immigration facilities designed to simplify the visa process for people working in IT, giving them the right to reside and work for two to four years (depending on the position) and obtaining the work permit for an extended period in comparison with regular regime – IT Visa programme. Universities place a high value on partnerships with private companies as they align themselves more with a market-based approach to education. Their efforts include curriculum updates for high-demand skills (cybersecurity, R&D control engineering, etc.) and increased scholarships for IT-related majors. In early 2019, Moldova opened another digital innovation center, located in Balti, the country's second largest city, creating a new regional hub for youth skills development.

Source: <https://ict.md/>

Emerging Europe Sustainability Index

Total Index Country	Points	Rank
Estonia	78.2	1
Slovenia	70.1	2
Czechia	69.9	3
Latvia	69.1	4
Lithuania	68.9	5
Slovakia	65.5	6
Croatia	62.5	7
Poland	61.6	8
Hungary	56.9	9
Montenegro	56.4	10
Romania	55.8	11
Armenia	52.3	12
Moldova	51.7	13
N. Macedonia	51.3	14
Bulgaria	51.1	15
Albania	50.9	16
Serbia	50.9	17
Kosovo	50.1	18
Georgia	49.7	19
BiH	44.1	20
Ukraine	42.0	21
Belarus	40.5	22
Azerbaijan	31.0	23

Moldova is 13th in the Emerging Europe Sustainability Index. It ranks 20th in the People category (education and healthcare), third in Planet (sustainable lifestyles and green energy), 14th in Prosperity (people-first economy and inclusive entrepreneurship), eighth in Peace (world order, democracy and the rule of law and media freedom) and 18th in Partnership (regional collaboration and modern leadership). In the overall ranking, Moldova outperformed Albania, Belarus and Ukraine.

Donor Community aims to increase the competitiveness and integration on the global market of the key industries from Moldova – IT, engineering, the light industry, the creative industries, and digital media. These strategic partners support the development of the Republic of Moldova, representing both the United States of America and Europe.

5.2. Remote business and work

Remote work is becoming increasingly common, and for many IT specialists, it is becoming one of the essential criteria for choosing a job. This benefit can contribute considerably to increasing the level of employee satisfaction. The possibility of working remotely gives employees more flexibility in time management, thus increasing work productivity for a good part of the teams. In addition, the absence of "direct" control from the employer is, for many people, a sign of confidence and, consequently, a good motivator for employees.

Moldovan labor legislation permits remote work, if it is explicitly stated in the employment agreement. The Labor Code outlines the specifics of remote work, detailing the rights and obligations of both parties (remote workers have the same rights as on-site workers) and provides guidance on contract regulations.

Due to its peculiarities, the remote employment agreement must provide additional specific clauses, such as:

- ▶ Conditions for performing remote work;
- ▶ The employer's inspection schedule and the method of conducting supervision;
- ▶ Recording the employee's working hours;
- ▶ Conditions regarding the coverage of expenses related to remote work.



The maximum daily working time for remote workers cannot exceed 10 hours, adhering to the standard 40-hour workweek. However, specific professions might have extended working hours up to 12 hours per day but must be followed by a 24-hours rest period.

Also, employers in Moldova have specific responsibilities towards remote workers. They are responsible for providing them with the necessary support to perform their duties and could include training in using specific software or communication tools. While the remote work environment falls outside the employer's direct control, they still have an obligation to ensure a safe and healthy work environment, such as providing ergonomic guidelines or offering support for creating a healthy remote workspace. Employers must establish clear communication channels and collaboration tools to ensure remote workers feel integrated and informed.

Remote workers are entitled to the same compensation and benefits as their office-based counterparts, following the terms outlined in their employment contract.

The salary in a remote work agreement can be determined and paid in any currency agreed upon by the parties. If the employee works from abroad and does not relocate to Moldova, they might be subject to taxation in their country of residence, therefore from this perspective analysis of local legislation requirements are advisable.

From the perspective of MITP peculiarities, a foreigner, regardless of their citizenship, can be employed by a MITP resident through an employment contract, including remotely.

Their employment can occur in one of two ways:

the foreign national physically relocates to Moldova

they remain outside the country—remotely specific provisions are applied for foreigners that are working remotely

please see section 6.1 Staying and working in Moldova (including IT visa).

5.3. International payments

Payment methods and terms vary depending on the business model and the relationship between the parties. The Moldovan leu is the only legal tender for transactions within Moldova, though foreign exchange regulations allow foreigners and residents to use foreign currencies for certain current and capital transactions. Generally, currency exchange in Moldova is straightforward and accessible.

Several foreign banks operate in Moldova, with most branches concentrated in Chişinău, the administrative and economic center, despite regulatory permission for banks to open branches in other regions. Moldovan commercial banks are connected to the SWIFT network (Society for Worldwide Interbank Financial Telecommunications).

The leu (plural: lei) is fully convertible for business transactions, with no restrictions on converting or transferring funds related to foreign investments. After fulfilling their tax obligations, foreign investors can freely repatriate their earnings, including residual funds.

Credit cards are widely accepted at hotels, restaurants, and stores, and ATMs are conveniently located throughout Chişinău and other major cities.

Although there are no U.S. banks in Moldova, the National Bank of Moldova provides a list of licensed commercial banks along with their SWIFT details. While few Moldovan banks have correspondent relationships with U.S. banks, most maintain strong connections with European financial institutions.



6. Step-by-step guidance for IT talents



6.1. Staying and working in Moldova (including IT visa)

1. VISA REQUIREMENTS (GENERAL TYPES OF VISA)

To enter, transit through, or exit Moldova, certain foreigners, depending on their country of citizenship, will be required to obtain a visa. Some nationals are exempt from the visa requirement, which allows them to enter Moldova freely for a specified duration; others must obtain a visa or even an invitation for visa issuance. These requirements vary based on international agreements and Moldova's visa policy. For detailed information on the countries whose citizens are exempt from visa requirements and those who need a visa or an invitation for entry, please refer to the following link.

2. PECULIARITIES OF WORK PERMITS

Foreigners who wish to work in Moldova have three primary options depending on the nature and duration of their work/necessity of physical presence in Moldova, as outlined below:

Option 1 - Short-term work (up to 90 days within 6 months)

Passport holders of over 100 countries are not required to obtain a visa to enter Moldova. A full list of these countries can be found [here](#).

Passport holders of other countries, specifically of Afghanistan, Bangladesh, Cameroon, Chad, Congo, Democratic People's Republic of the Congo, Egypt, Eritrea, Faso, Ghana, Indonesia, Iran, Iraq, Ivory Coast, Jordan, Lebanon, Liberia, Libya, Mali, Mauritania, Morocco, Niger, Nigeria, North Korea, Pakistan, Palestine, Sierra Leone, Somalia, Sudan, South Sudan, Syria, Tunisia, Turkmenistan, Yemen, are required to obtain an invitation from an individual who exercises full legal rights, or an entity registered in Moldova, to complete the entry visa application process.

If they intend to work in Moldova after the initial 90 days, the passport holders of all these 47 countries can choose to obtain a permanent work permit upon arrival or at any time within the first 90 days.

The employer must notify the competent authority for foreigners upon employment of the foreigner. This option is suitable for short-term assignments or temporary projects where physical presence in Moldova does not exceed 90 days within 6 months.

Option 2 - Long-term work (more than 90 days)

This option is designed for employees who require a long-term presence in Moldova due to the nature of their work or ongoing projects.

A work permit is required if the foreigner will work physically and be present in Moldova for more than 90 days within any 180-day period. As well, obtaining a work permit may be done irrespective of this term.

In any case, the employer will apply for a foreign work permit, and once obtained, the individual can work and stay in Moldova for an extended period while performing their work duties.

For obtaining a work permit, the foreigner or local employer must submit an application file to the State Inspectorate for Migration with at least 30 calendar days in advance, or 15 days for EU citizens, before the expiry of their current stay term. Applications for EU citizens are processed within 15 calendar days. However, in practice, this term may be longer, depending on the workload.

Upon analysis of the application file, the competent authority will issue a decision. The average cost for obtaining a permit for an EU citizen may rise to 350€ (fee which includes state tax, certain notarial and translation costs).

The application file for a work permit should contain a copy of foreign ID documents, an employment contract (specifying the job responsibilities and monthly salary), proof of accommodation, a criminal record certificate from his country or country of residence (translated and legalized or apostilled).

Specially designed for IT specialists, the MITP residents exclusively can hire highly qualified IT managers and specialists from abroad based on the IT Visa Programme. Individuals who administer an MITP resident company can be granted a four-year work permit and IT specialists – a two-year work permit. **To be pointed out, this facility is offered only for MITP residents, the work permits being obtained for an extended term of 2 and 4 years, in comparison with a regular regime of 1-year work permit.**

Thus, in order to apply for the [extended IT Visa Programme](#), the employer, in addition to the above work permit procedure, will be required to obtain pre approval from the IT Visa Commission. This approval is a prerequisite before submitting documents for the work permit application and is specific to the IT sector. It is important to note that this approval should not be confused with general visa types.

The Commission will issue a decision within 10 working days, and this service is provided free of charge. Only after receiving the IT Visa Commission's approval, the company must submit an application to the State Inspectorate for Migration to obtain the right to work.

Specialists and managers employed within a MITP resident can apply for temporary residence permits for their family members for the same duration as their own permits.

Option 3 - Remote work for foreigners

Moldovan legislation provides that for foreigners working remotely outside Moldova, there is no need to obtain a visa, residence permit, or temporary residence rights, **as long as the following conditions are met:**

1. Obtaining a state identification number (IDNP) in accordance with Moldovan law:
 - a. by physically crossing the Moldovan border (if it hasn't been previously done), or
 - b. obtaining the confirmation of the regarded number from the General Inspectorate for Migration (may be obtained by the foreigner or their representative based on a notarized power of attorney).
2. Limit the physical presence – not exceeding 90 days within any 180-day period and not being a tax resident of Moldova.
3. Signing employment agreement in electronic form using a qualified electronic signature, in compliance with Moldovan law (hence, obtaining a qualified electronic signature recognized on the territory of Moldova is also mandatory). For details afferent to electronic signature please refer to Section 6.4.

This framework allows foreign nationals to work remotely for Moldovan companies without the need for immigration documentation, provided that the above conditions are met.

6.2. Data protection, Security Privacy and Intellectual Property – highlights for a foreigner

1. DATA PROTECTION

The current Law on personal data protection in Moldova establishes the rules for processing, such as fairly processing, specific purposes, accuracy, data minimisation and up to date requirements. Consent is generally required for data processing, but there are other grounds, such as legal obligation, public interest, contract conclusion or legitimate interest etc. The Law generally aligns with GDPR (European General Data Protection Regulation) principles, ensuring data protection standards are maintained.

In the context of the accession of Moldova to the European Union, Moldova has already approved a new Data Protection Law which transposes GDPR into Moldovan legislation starting with 2026. The new Law contains provisions that refer to the data subject rights, controller and processor peculiarities, transfers of personal data to other states or to international organizations, specific cases of personal data processing, legal remedies, liability and sanctions applied for non-compliance with the legal framework. The compliance of personal data processing with the requirements of the legislation is monitored by the National Center for Personal Data Protection, which operates with impartiality and independence.



2. SECURITY PRIVACY

Along with implementing data protection requirements, Moldova adopted the national Cybersecurity Law in 2023, which mirrors the principles of the Directive (EU) 2022/2555 of the European Parliament and of the Council of 14 December 2022 on measures for a high common level of cybersecurity across the Union, which sets measures for achieving a high common level of cybersecurity across the European Union. This law is set to enter into force on 01 January 2025 and will regulate cybersecurity measures, ensuring alignment with European Union standards.

This transposition of the European Union directive into national legislation demonstrates Moldova's commitment to enhancing cybersecurity protocols, providing a legal framework that ensures stronger protection against cyber threats.



3. INTELLECTUAL PROPERTY

The Republic of Moldova has in place provisions and requirements related to copyright and protection of intellectual property (IP) rights governed by key laws and regulations.

The provisions align Moldovan copyright legislation with various European directives. These provisions cover a wide spectrum, including copyright and related rights, satellite broadcasting, cable retransmission, databases, harmonization of copyright in the information society, resale rights for original works of art, intellectual property rights enforcement, rental rights, the term of protection of copyright, legal protection of computer programs, and permitted uses for individuals with disabilities.

Under the Moldovan IP framework, an author (employee) retains the patrimonial intellectual rights to works created as part of their job duties, unless otherwise specified in the employment contract. The employer can use the work within their business activities without the employee's permission. If the employment contract transfers rights to the employer, it must specify the duration. If no term is specified, it defaults to three years from the work's delivery.

After the rights transfer period ends, the author retains full rights. The employer can claim a reasonable share of income from the work to recover creation costs. The author retains the exclusive right to use the work as part of their overall body of creation, even after the rights have been temporarily transferred to the employer.

Moldova is a signatory to most of the major international treaties and conventions related to intellectual property, ensuring its alignment with global standards and protection frameworks (the list can be consulted [here](#)).

6.3. Taxation of expats and customs implications

Moldovan residents (both Moldovan citizens and foreigners) are subject to taxation for their income received during the fiscal period from any sources within the Republic of Moldova, as well as from sources outside the country for their work activity effectively performed in the Republic of Moldova (except income that is expressly tax exempt under the Moldovan law). A foreign individual becomes a tax resident of Moldova if they stay for more than 183 days in Moldova during a tax year. This, however, can be resolved if a double tax treaty exists between Moldova and the country of origin of the expatriate individual.

Moldovan citizens receiving investment and financial income from sources outside Moldova are also subject to tax on this income in Moldova.

At the same time, individuals qualifying as non-residents for Moldovan personal income tax (PIT) purposes are subject to Moldovan tax for the income derived from Moldovan sources (e.g. income received from property located in Moldova, remuneration for activity performed in Moldova, interest and royalties received from Moldovan legal entities).

Source: <https://taxsummaries.pwc.com>

The PIT rate in Moldova is 12%, and the tax base is subject to a very limited number of deductions, mostly related to healthcare costs and interest on mortgage loans. The tax base for the sale of the capital assets (immovable property, cars, shares) allows for a number of exemptions related to the long-term ownership, and also is calculated only from 50% of the taxable gain on sale of such assets. The income tax rate for dividends is equal to 6%.

Moldova is quickly digitizing the processes related to declaring and paying taxes, bringing to the minimum the communication between the taxpayer and the tax authority.

Social taxes are calculated at the rate of 24% of the gross salary for the employer (and paid by the employer) and at the rate of 9% for the employees.

Special taxation rules apply under the Law on IT parks, companies and individuals (having registered the appropriate form of individual business) who are residents of MITP benefit from a preferential taxation regime, as they pay the single tax of 7 percent of sales revenue (but not less than 4,110 Moldovan lei

per employee per month in 2024 – approximately, 213 euros per month - 30% from the average salary established by the Gov). This means that the actual employees of such companies do not have the obligation to declare and pay any payroll tax in Moldova related to the income received. This includes payroll income tax and social and medical security contributions. At the same time, the employees of such companies have the right to benefit from the social security payments based on the amount of 68% of the estimated average per month (around 485€ per month) and have the right to access the state-provided medical aid.

If the employee is hired from abroad and will not physically relocate to Moldova, they are also subject to taxation in their country of residence.

If a foreigner is hired under remote work from abroad (please see conditions under Section 6.1 above) he is not required to obtain mandatory health insurance or participate in the mandatory public social insurance system.

Source: <https://sfs.md/ro/>

In either case (general taxation or IT Park), an expatriate individual coming from a list of countries with which Moldova has signed social security agreements can provide support for calculating the pension or other allocation entitlements in the country of origin. The list, which is constantly updated, can be found [here](#).

6.4. Opening bank accounts and e-signature

A. OPENING BANK ACCOUNTS

Foreigners in Moldova face no restrictions on opening a bank account. They can choose any authorized bank, a full list of which can be found [here](#).

Each bank follows its own procedures, including Know Your Customer (KYC) checks, anti-money laundering (AML) requirements, and identification of ultimate beneficial owners and politically exposed persons, as per national regulations. Typically, clients must fill out a bank application, submit identification (passport or ID), and sign a contract.

While Moldova's banking system has modernized significantly, offering popular internet and mobile banking services, the process of opening an account remotely remains challenging for foreign citizens. This difficulty largely stems from stringent anti-money laundering (AML) policies and regulatory compliance requirements.

The fastest way to open a bank account is by visiting a bank in person, which allows for immediate identity verification and documentation processing. Alternatively, foreign citizens can appoint a representative to open the account through a notarized power of attorney (PoA). However, this process can take longer—typically 2 to 4 weeks—due to the verification of the PoA, investor identification, and additional compliance checks.

Although the banking system supports efficient digital management of accounts, initial account setup, particularly for foreign citizens or those using a PoA, may be delayed due to rigorous AML checks. Foreign employees should plan accordingly, either by visiting the bank in person or by ensuring all necessary documents and authorizations are prepared to avoid delays.

B. ELECTRONIC SIGNATURE

In Moldova, electronic signatures offer a streamlined, legally binding way to sign documents digitally, reducing bureaucracy, reliance on paper, and ensuring secure access to public systems. Moldovan law recognizes three types of electronic signatures:

- ▶ **Simple Electronic Signature:** A basic form of electronic verification.
- ▶ **Advanced Electronic Signature:** Typically used within organizations, allowing flexible implementation and recognition for internal purposes.
- ▶ **Qualified Electronic Signature:** Issued by accredited bodies like STISC (Service for Information Technology and Cybersecurity), CTIF (Information Technology and Cybersecurity Centre), the Public Services Agency, or mobile phone operators. This signature is legally equivalent to a handwritten one, providing full recognition for both private and public sector transactions.

While advanced electronic signatures work for private party agreements, only the qualified signature is recognized for official government transactions, including tax filings and corporate registrations. Given its legal status and access to public digital services, foreign employees are encouraged to obtain a qualified electronic signature when working in Moldova, as it provides a secure and efficient way to ensure document authenticity.

6.5. Customs considerations

When entering or exiting Moldova, foreigners must follow specific customs rules regarding the transport of goods, cash, and financial instruments to comply with local laws and avoid border complications. It's important to understand duty exemptions and declaration requirements for cash and other financial assets.

A. IMPORT OF GOODS INTO MOLDOVA - FINANCIAL THRESHOLD FOR PERSONAL GOODS:

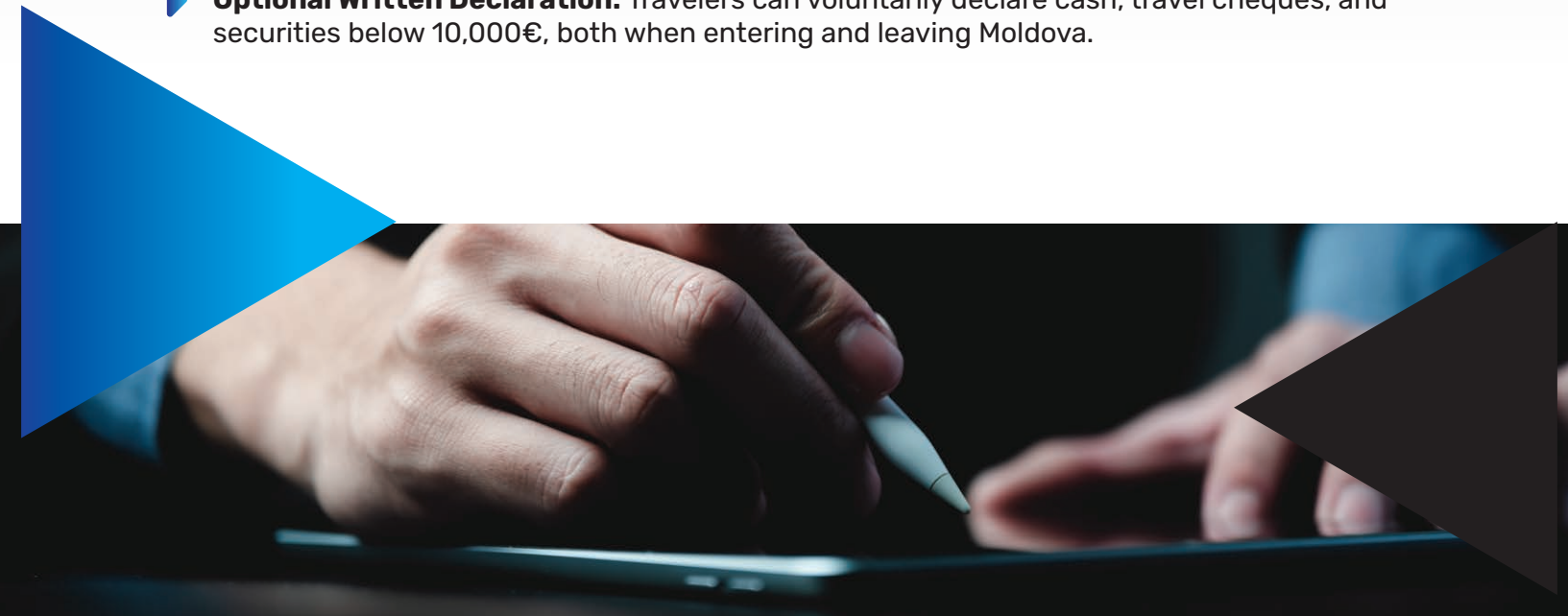
- ▶ **Land Transport:** Travelers arriving by land can bring personal goods up to 300€ per person without paying import duties, as long as the goods are not for commercial use.
- ▶ **Air and Sea Transport:** For those traveling by air or sea, the duty-free value is up to 430€ per person.

B. CASH AND TRAVEL CHEQUES REGULATIONS

- ▶ Bringing cash into Moldova: there is no limit for non-residents bringing cash (in national or foreign currency) or travel cheques into Moldova.
- ▶ Taking cash out of Moldova:
 - **Without documentation (up to 10.000€):** non-residents can take cash in national or foreign currency and travel cheques out of Moldova, up to a total of 10.000 EUR (or equivalent) per person, per trip, without providing supporting documentation to customs authorities.
 - **With confirmative documentation (10.000 EUR to 50.000€):** for amounts exceeding 10.000 EUR but less than 50.000 EUR, individuals are required to present customs documents confirming the initial import of the funds into Moldova, and/or permissions from licensed banks or authorizations from the National Bank of Moldova for the removal of funds.

C. DECLARATION OF CASH AND SECURITIES

- ▶ **Mandatory Written Declaration:** Residents and non-residents must declare cash and travel cheques exceeding 10,000€ per person per trip. This also applies to securities and payment instruments.
- ▶ **Optional Written Declaration:** Travelers can voluntarily declare cash, travel cheques, and securities below 10,000€, both when entering and leaving Moldova.





Conclusions

The transformation of the IT sector in the Republic of Moldova in recent years has been remarkable, with the Moldova Innovation Technology Park (MITP) playing a central role in this progress.

The key takeaways are as follows:

Sector Stability: Moldova's IT sector is becoming increasingly stable and competitive, both regionally and globally, thanks to significant investments in infrastructure and talent development. The government's focus on digital transformation aligns with EU goals, driving further growth.

Economic Growth: The IT sector now accounts for 5.1% of Moldova's GDP, up from just 1.5% six years ago. This surge is mainly due to MITP's efforts in fostering a development-friendly environment for IT businesses.

Attraction of Foreign Investments: MITP has attracted over 250 foreign companies from more than 40 countries, demonstrating Moldova's attractiveness as a destination for technological innovation and investment.

Job Creation: MITP has generated over 22,000 jobs with an average monthly salary of 2,123 euros, significantly boosting employment in the IT sector.

Career in IT: Moldovan IT professionals enjoy competitive salaries, flexible work options, including remote work, and numerous opportunities for ongoing professional development and learning.

Favorable Policies: The introduction of a flat 7% single tax rate for MITP residents has simplified taxation, helping formalize salaries and profits. This has created a more transparent and favorable business environment.

Education and Inclusion: There is a clear need for more initiatives to encourage the participation of women and youth in the IT sector, addressing gaps in gender and age representation.

Infrastructure transformation: Robust digital infrastructure and a focus on enhancing tech skills are essential to building an inclusive digital society, ensuring widespread access to high-speed internet across Moldova.

IT Visa: MITP provides flexible visa options for IT professionals, including short-term work (up to 90 days) and long-term work permits (over 90 days). The IT Visa program offers extended work permits (2-4 years) for highly skilled IT specialists, making it easier for foreign tech talent to work in Moldova.

AS PER MITP'S ROLE:

Purpose: MITP aims to nurture entrepreneurship and innovation within the tech sector, providing a supportive environment for startups and established technology companies.

A major new study provides a comprehensive guide to navigating Moldova's IT sector and highlights the benefits of its unique IT park, a pivotal element in the country's emergence as a thriving IT hub. You can access it [here](#).

Incentives

MITP resident companies benefit from extensive support services, including consulting, mentoring, and access to networks of investors, partners, and industry experts to aid growth and expansion.

MITP offers a 7% single tax rate, simplified processes, and a supportive business environment.

Innovation and Research

The park actively fosters innovation in advanced technologies, driving the development of cutting-edge solutions.

International Collaboration

MITP promotes global partnerships, facilitating the exchange of expertise and fostering international cooperation.

In conclusion, the Moldova Innovation Technology Park plays a crucial role in transforming Moldova into a regional hub for technology and innovation, significantly contributing to economic growth, attracting foreign investment, and creating thousands of jobs within the IT sector.



Final Notes

This research has been conducted on behalf of the Moldova Innovation Technology Park (MITP), with the support of USAID, Sweden, and UKAid through the Future Technologies Activity, and remains the exclusive property of MITP.

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