

Compensation & Benefits Survey 2025

Technical Positions

People Advisory Services
Georgia, July 2025



Georgia

Compensation & Benefits Survey

2025

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DEMO VERSION

How to use Compensation & Benefits Survey Report

DEMO VERSION

How to use Compensation & Benefits Report

This section of the survey contains information on how the data was put together, what it represents, and how to use the report in the most meaningful way possible.

This section sets out the methodology through which the survey was compiled, defines key statistical terms, describes main elements of pay and also gives a series of tips regarding easy access to various pieces of data.

It is strongly recommended that persons unfamiliar with the usage of such reports read this section carefully before going into the survey report. Even those who have used to deal with such data could find this section useful.

Methodology of the survey

Participants

- ▶ Companies, which operate in the Georgian market (see the section “List of Participants”).
- ▶ Survey covers information on persons employed in Georgia. Expatriate packages are not covered by the survey.

Data Collection

- ▶ We gathered the data about real jobholders (not the average data on a company level)
- ▶ The questionnaire was provided to the participants in the electronic format. Traditionally it consists of two sections:
 - ▶ Section A covering general information about the company,
 - ▶ Section C covering remuneration for particular positions.
- ▶ While completing the Questionnaire (Section C), participants matched jobs in their companies to the standard jobs defined by EY for reporting purposes. In this process, called job matching, the Job Descriptions Manual has been used.
- ▶ The Job Descriptions Manual was compiled and developed in the electronic format.
- ▶ We introduced a simple job classification table to help in job matching process; jobs were matched on the basis of responsibilities and not the job title itself. Clarifications were given by telephone in order to ensure that data was given for appropriate jobs and categories.
- ▶ While the questionnaires were being filled out and data submitted, EY representatives could be contacted by participants via a "hotline" for consultations and explanations.
- ▶ The information and data received from each participating company was put into the unified, protected database. Each incoming questionnaire was checked for accuracy and consistency. In case of any doubts, the consultants contacted participants for refinements and clarifications.
- ▶ The degree to which the information provided corresponded to job duties was examined. Consultants evaluated the data by position, using a variety of indicators, such as high and low salary levels, accountability of a job holder official and other indicators, casting doubt on the representative nature of the information for each group of jobs. Any significant variations were then checked with the provider for accuracy.
- ▶ The aggregated data was published in a format guaranteeing confidentiality and preventing the possibility to identify data of separate companies

Timeframe

- ▶ Data on monthly base salaries was gathered as of March 31, 2025.
- ▶ Data on variable pay received by jobholders was gathered for a 12-month period ending March 31, 2025.

Data presentation

- ▶ Information about monthly fixed pay is expressed in GEL before taxation (gross).
- ▶ For companies, which denominate salaries in foreign currency, we used the exchange rate of the National Bank of Georgia as of 31 March 2025 (2.7673 GEL/USD, 2.9818 GEL/ EUR), if another exchange rate was not specified in a certain questionnaire.
- ▶ Salary data was presented in an aggregated format, with the use of statistical measures:
 - ▶ deciles
 - ▶ quartiles
 - ▶ median
 - ▶ average
- ▶ In addition to standard jobs, the report also provides information on job groups. Jobs with similar functions and tasks were included in groups (the level and experience of the jobs may differ). For example, the group FID110 «Accountants» includes such positions as: FID110.07.10 «Senior Accountant», FID110.08.10 «Accountant» and FID110.09.10 «Junior Accountant».
- ▶ The salary data was presented in the three sections: “Monthly Fixed Pay”, “Annual Fixed Pay and Annual Total Pay” and “Remuneration on particular positions”.
- ▶ Please note that statistics on monthly salary and annual total pay are calculated separately. Therefore, the sum of statistical measure on a monthly salary for 12 months and the corresponding statistical measure on variable pay, in general, will not correspond to the annual total pay of the position.
- ▶ In some companies, compensation for technical positions is based on performance (e.g., hours worked/hourly rate; route and distance drove etc.). In such cases we used salary data factually paid in March, 2025.

Structure of the Compensation Package

The information was gathered for the following main elements of pay:

Monthly Fixed Pay, including:

Monthly base salary	Basic element of compensation package; paid on a monthly basis or more frequently, usually guaranteed to the employee by the employment agreement.
Allowances	Paid regularly (usually on a monthly basis), always in the same amount in addition to the base salary; usually linked to the function or working conditions (e.g. allowance for harmful conditions). These allowances may be statutory or company-provided.
Guaranteed payments	Payments predefined in the amount or percentage of a basic salary and are paid to employees. Payments that are not connected to employee or company performance. This type of remuneration is typically paid monthly or at the end of the year.

+ Variable Pay, including:

Annual performance-related bonus	Bonus paid only if company / employee meet certain annual goals. May be determined as a percentage of basic salary or based on other approach.
Monthly, quarterly and semi-annual bonuses	Bonus paid to the employee on a monthly/ quarterly/ semi-annual basis, if company/ employee meets certain goals in the respective period.
13th salary and other guaranteed payments	The 13th month pay is defined as a monetary benefit based of an employee's basic salary.
Long-term incentive payments	Cash payments to employees according to long-term incentive programs (e.g., bonuses based on the valuation of the company's shares, price of the company, company's key performance indicators, progress towards long-term projects, etc.)
Other forms of variable pay	Other forms of variable pay not covered in the previous categories.

= Annual Total Pay

Sum of all the elements paid to a certain jobholder in annual terms. This is the main information for benchmarking, as it describes the overall remuneration for the jobholder.

In the final report we present information regarding total monthly fixed pay, total annual pay and each element of variable pay for each of the jobs. However, the most important information concerns:

- ▶ Monthly Fixed Pay
- ▶ Annual Total Pay

Structure of the compensation package (Fixed / Variable)

The Survey also contains the proportion between the Fixed Pay and Variable Pay for each job. The average structure of the package shows how widespread are cash incentives within the compensation package for each position.

The average percentage of Variable Pay in the Annual Total Pay is calculated for each job. This figure is calculated by determining the percentage of variable pay for each jobholder and then taking the median of this data.

Definitions of Terms used in the Survey

Total number of incumbents

For each position, the number of employees reported by participants is presented. The higher the number, the more reliable are the results.

Number of active incumbents

For each position, the number of lines with the data that were taken into account for analysis is indicated. To ensure the equal impact of all participants in the calculation of statistical measures for each position, up to three values from each participant in one city were taken into account. If there was more than three values on one position, minimum, median and maximum values were taken into account based on the level of the total annual pay. In some cases, less than three values were taken into account in order to ensure the principle of equal influence of all participants on the sample. The greater the number of active incumbents for each separate position, the more reliable the results are.

Number of companies-participants

For each position, the number of companies that submitted information by this position is indicated. The higher the number of companies-participants for each specific position, the more reliable the results are.

Deciles

For the purposes of statistical analysis, all the data is organized in an ascending order. Lower decile is the parameter that describes the first 10th percent of the sample. For example, if there were 100 employees on a Business Analyst position and their salaries were organized in the ascending order, the 10th lowest salary would be the figure for the lower decile. Similarly, the upper decile describes the 90th percent point of the sample (in the above example — the 90th salary). Generally speaking, deciles “cut off” the lower and upper 10 percent of the sample, due to this they describe the sample much better than the minimum and maximum that can sometimes be misleadingly extreme.

Quartiles

The abovementioned approach is used, the only difference is that quartiles represent respectively 25th percent (first or lower quartile) and 75th percent (upper quartile) of the sample, i.e., 25th salary out of 100 and 75th salary out of 100. Quartiles are considered as a stable and valid measure, because they represent the middle 50 percent of the sample (i.e., 50 percent of the salaries are between first and third quartile).

Median

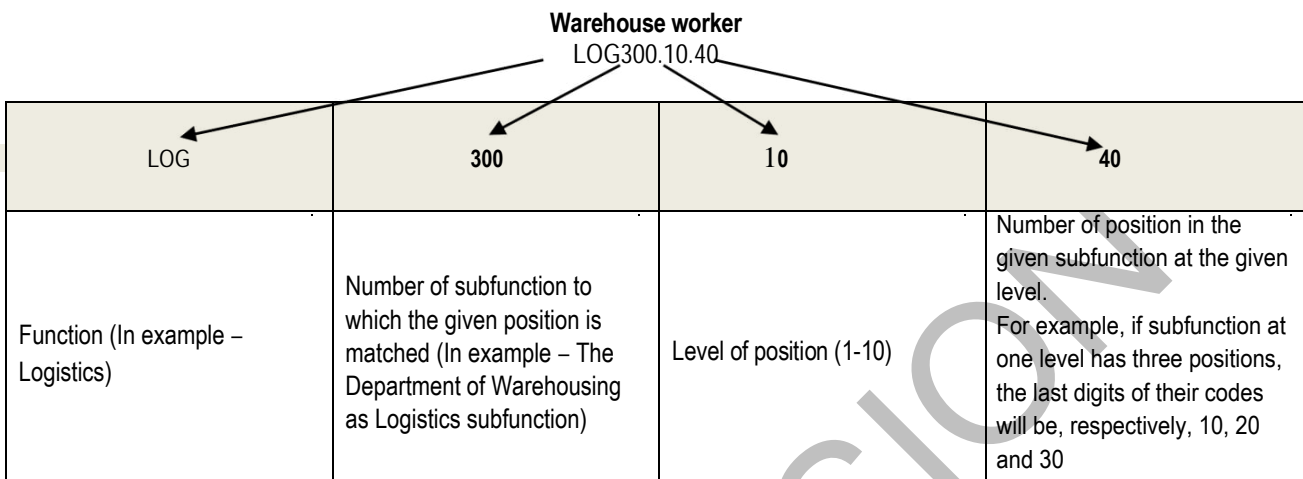
Median represents the salary of the middle employee in the sample (or the average of the two middle employees if the number of data points in the sample is even). It is used for the purposes of compensation analysis due to its stability. Median shows the value that is considered to be “the most representative” for the distribution. For example, the answer to the question “How much is HR Specialist paid?” would be the value of the median.

Average

Standard arithmetic average calculated as a sum of all the salaries divided by the number of incumbents. Average itself is not a good measure, because it is highly sensitive to the extreme minimum and maximum values. However, it is commonly used together with the median, because it serves properly as a “control parameter”, and the comparison of both values gives additional information on the distribution of the sample.

Description of the job code formation

The scheme below shows an example of job code formation, and also the link between the organizational structure and individual job code.



“Where should I look if I want to know...”

...what “lower decile” really means?	How to use this salary survey
...what is the average remuneration for middle management?	Monthly Fixed Pay and Annual Total Pay – information by levels
...what is the monthly fixed pay of HR Director?	Monthly Fixed Pay
...what is the annual fixed pay and annual total pay for a Senior Accountant?	Fixed Pay and Total Pay
...how much I should pay my Sales Representative?	Remuneration on particular positions

Description of Categories and Levels

Job categories used in the survey	Level	Examples of job titles
Top Management	1	CEO / President
	2	First Deputy of CEO / First Vice-President
Senior Management	3	Vice-President / Director
	4	Head of Department / Directorate
Middle Management	5	Head of Division
	6	Head of Division (Unit) / Manager
Professional	7	Chief / Leading Specialist
	8	Specialist
Clerical / Manual Workers	9	Junior Specialist / Worker 5-6th grade
	10	Assistant / Worker 1-4th grade

Monthly Fixed Pay

DEMO VERSION

Monthly fixed pay

Georgia

Gross monthly fixed pay expressed in GEL, including allowances and "guaranteed" payments as of 31 March 2025

Job Code	Job Title	Lower decile	First quartile	Median	Third quartile	Upper decile	Average	Number of active incumbents	Total number of incumbents
BLD001.10.17	Stone Mason						-	3	4
BLD001.10.22	Construction Colourer	-	-	-	-	-	-	6	10
BLD001.10.27	Carpenter (Qualified)		-	-	-		-	4	5
BLD001.10.28	Greenery Worker	605	914	958	1,166	1,345	-	15	16
BLD001.10.30	Construction Fitter	-	-	-	-	-	-	6	13
BLD100.06.10	Project Estimation Manager		-	-	-		-	4	5
BLD100.08.10	Estimation Engineer	-	-	-	-	-	-	8	8
BLD200.05.10	Chief Architect	-	-	-	-	-	-	4	4
BLD200.07.10	Senior Architect						-	3	6
BLD200.07.30	Construction Design Senior Engineer						-	3	3
BLD200.08.40	Construction Design Engineer						-	3	3
BLD300.05.10	Chief Construction Engineer		-	-	-		-	4	7
BLD300	Construction Engineers	-	-	-	-	-	-	18	22
BLD300.07.10	Senior Construction Engineer	-	-	-	-	-	-	10	12
BLD300.08.10	Construction Engineer	-	-	-	-	-	-	8	10
BLD400.07.10	Site Engineer	-	-	-	-	-	-	13	20
BLD400.08.10	Construction-Assembly Foreman	-	-	-	-	-	-	6	11
BLD500.08.10	Equipment Completion Engineer						-	3	3
BLD600	Geodesists	-	-	-	-	-	-	13	16
BLD600.07.10	Senior Geodesist	-	-	-	-	-	-	9	11
BLD600.08.10	Geodesist		-	-	-		-	4	5
CCD100.06.10	Capital Construction Manager		-	-	-		-	5	5
CCD100.08.10	Capital Construction Engineer	-	-	-	-	-	-	8	11
HSE000.04.10	Head of Health, Safety and Environmental Security Department	-	-	-	-	-	-	6	6
HSE000.06.10	Health, Safety and Environmental Security Manager	-	-	-	-	-	-	9	9
HSE100.06.10	Labor Safety Manager	-	-	-	-	-	-	7	15
HSE100	Labor Safety Inspectors / Specialists	-	-	-	-	-	-	43	98
HSE100.07.10	Chief Labor Safety Inspector / Specialist	-	-	-	-	-	-	18	41
HSE100.08.10	Labor Safety Inspector / Specialist	-	-	-	-	-	-	22	50
HSE100.08.20	Labor Safety Engineer						-	3	7
HSE120.06.10	Fire Safety Manager						-	3	3
HSE120.08.10	Fire Safety Specialist	-	-	-	-	-	-	7	25
HSE300.06.10	Environmental Security Manager						-	3	6
HSE300	Environmental Security Inspectors / Specialists	-	-	-	-	-	-	11	23
HSE300.07.10	Chief Environmental Security Inspector / Specialist		-	-	-		-	4	11
HSE300.08.10	Environmental Security Inspector / Specialist	-	-	-	-	-	-	7	12
LOG000.04.10	Logistics Director	-	-	-	-	-	-	7	7
LOG100.05.10	Head of Logistics Division		-	-	-		-	5	5
LOG100.06.10	Logistics Manager	-	-	-	-	-	-	9	12
LOG100	Logistics Specialists	-	-	-	-	-	-	28	51
LOG100.07.10	Chief Logistics Specialist	-	-	-	-	-	-	8	9
LOG100.08.10	Logistics Specialist	-	-	-	-	-	-	12	29
LOG100.09.10	Junior Logistics Specialist	-	-	-	-	-	-	8	13
LOG110.06.10	Import / Export Manager		-	-	-		-	5	10
LOG110	Import / Export Coordinators	-	-	-	-	-	-	11	13
LOG110.07.10	Chief Import / Export Coordinator	-	-	-	-	-	-	7	8
LOG110.08.10	Import / Export Coordinator		-	-	-		-	4	5
LOG120.06.10	Transportation Manager		-	-	-		-	4	6

Monthly fixed pay

Georgia

Gross monthly fixed pay expressed in GEL, including allowances and "guaranteed" payments as of 31 March 2025

Job Code	Job Title	Lower decile	First quartile	Median	Third quartile	Upper decile	Average	Number of active incumbents	Total number of incumbents
LOG120	Transportation Coordinators / Operators	-	-	-	-	-	-	21	26
LOG120.07.10	Chief Transportation Coordinator / Operator		-	-	-		-	5	6
LOG120.08.10	Transportation Coordinator / Operator	-	-	-	-	-	-	16	20
LOG120.09.10	Forwarding Agent						-	3	7
LOG120.10.10	Driver of Truck Transport	-	-	-	-	-	-	32	173
LOG120.10.20	Delivery Driver	-	-	-	-	-	-	16	72
LOG130.07.10	Senior Customs Clearance	-	-	-	-	-	-	9	10
LOG130.08.10	Customs Clearance Specialist / Customs Applicant		-	-	-		-	5	6
LOG200.06.10	Supply Chain Manager	-	-	-	-	-	-	6	6
LOG200	Supply Chain Specialists	-	-	-	-	-	-	10	12
LOG200.07.10	Chief Supply Chain Analyst / Specialist		-	-	-		-	4	4
LOG200.08.10	Supply Chain Analyst / Specialist	-	-	-	-	-	-	6	8
LOG300.05.10	Head of Warehousing Logistics Division		-	-				4	8
LOG300.06.10	Warehouse Manager	-	-	-	-	-	-	14	17
LOG300.06.20	Administration Warehouse Manager		-	-	-		-	4	4
LOG300.07.10	Warehouse Shift Supervisor	-	-	-	-	-	-	25	32
LOG300.08.10	Warehouse Specialist	-	-	-	-	-	-	43	79
LOG300.09.10	Warehouse Administrator	-	-	-	-	-	-	19	34
LOG300.10.10	Warehouse Loader	-	-	-	-	-	-	13	26
LOG300.10.20	Fork-lift / Storing Equipment Driver	-	-	-	-	-	-	31	60
LOG300.10.40	Warehouse Worker	-	-	-	-	-	-	17	101
LOG300.10.50	Accountant	-	-	-	-	-	-	9	20
LOG500.08.10	Inventory Inspector	-	-	-	-	-	-	6	8
LOG500.10.10	Logistics Assistant	-	-	-	-	-	-	9	10
MMM200.05.10	Head of Mine		-	-	-		-	5	11
MTE501.08.10	Engineer for analysis and control of energy consumption						-	3	4
MTS270.08.10	Mining Surveyor						-	3	3
MTS609.08.10	Production Planning Specialist	-	-	-	-	-	-	7	8
MTW201.09.20	Driller	-	-	-	-	-	-	7	63
MTW205.10.10	Bulldozer Driver	-	-	-	-	-	-	17	29
MTW206.10.10	Shovel Driver	-	-	-	-	-	-	12	80
MTW700.10.10	Crushing Unit Operator		-	-	-		-	4	18
MTW705.10.10	Pump Assembly Operator						-	3	11
MTW801.10.11	Weightman	-	-	-	-	-	-	6	42
MTW886.10.13	Flotator	-	-	-	-	-	-	8	9
OPM100.04.10	Operations Director	-	-	-	-	-	-	7	7
OPM100.06.10	Operations Manager	-	-	-	-	-	-	6	7
OPM100.07.10	Chief Operations Specialist	-	-	-	-	-	-	7	10
PRD000.03.10	Production Director	-	-	-	-	-	-	8	8
PRD000.04.10	Head of Production Department	-	-	-	-	-	-	6	11
PRD000.04.20	Technical Director (Production)	-	-	-	-	-	-	8	8
PRD100.05.10	Production Manufactory Manager	-	-	-	-	-	-	11	14
PRD100.06.10	Production Site Manager	-	-	-	-	-	-	15	26
PRD100.07.10	Production Site Foreman	-	-	-	-	-	-	22	43
PRD100.07.20	Shift Supervisor	-	-	-	-	-	-	25	118
PRD100.08.10	Shift Foreman	-	-	-	-	-	-	34	154
PRD150.06.10	Deputy Chief Technology Engineer	-	-	-	-	-	-	4	7
PRD150	Technology Engineers	-	-	-	-	-	-	10	14
PRD150.07.10	Senior Technology Engineer	-	-	-	-	-	-	4	7
PRD150.08.10	Technology Engineer	-	-	-	-	-	-	6	7

Monthly fixed pay

Georgia

Gross monthly fixed pay expressed in GEL, including allowances and "guaranteed" payments as of 31 March 2025

Job Code	Job Title	Lower decile	First quartile	Median	Third quartile	Upper decile	Average	Number of active incumbents	Total number of incumbents
PRD200.05.20	Chief Engineer (Production)	-	-	-	-	-	-	4	9
PRD200	Engineers (Production)	-	-	-	-	-	-	15	19
PRD200.07.10	Senior Engineer (Production)	-	-	-	-	-	-	7	9
PRD200.08.10	Engineer (Production)	-	-	-	-	-	-	8	10
PRD210	Dispatchers (Production)	-	-	-	-	-	-	12	113
PRD210.07.10	Dispatcher (Production)	-	-	-	-	-	-	7	67
PRD210.08.10	Dispatcher Control Operator	-	-	-	-	-	-	5	46
PRD300	Engineers of Automatic Process Control System (APCS)	-	-	-	-	-	-	6	19
PRD300.07.10	Senior Engineer of Automatic Process Control System (APCS)	-	-	-	-	-	-	3	3
PRD300.09.10	Technician of Automatic Process Control System (APCS)	-	-	-	-	-	-	3	16
PRD400.08.10	Design Engineer	-	-	-	-	-	-	8	8
PRD450.10.10	Boiler Machinist	-	-	-	-	-	-	3	13
PRD450.10.44	Boiler Plant Operator	-	-	-	-	-	-	5	18
PRD500.10.20	Plumber	-	-	-	-	-	-	4	5
PRD550.10.10	Refrigeration Equipment Operator	-	-	-	-	-	-	15	99
PRD600.06.10	Deputy Chief Power Engineer	-	-	-	-	-	-	13	18
PRD600	Power Engineers	-	-	-	-	-	-	17	21
PRD600.07.10	Senior Power Engineer	-	-	-	-	-	-	11	14
PRD600.08.10	Power Engineer	-	-	-	-	-	-	6	7
PRD610	Electrical Engineers	-	-	-	-	-	-	31	57
PRD610.07.10	Senior Electrical Engineer	-	-	-	-	-	-	13	21
PRD610.08.10	Electrical Engineer	-	-	-	-	-	-	18	36
PRD620.10.1	Electrical Fitters	-	-	-	-	-	-	38	844
PRD620.10.12	Electrical Fitter (2 level)	-	-	-	-	-	-	23	822
PRD620.10.13	Electrical Fitter (3 level)	-	-	-	-	-	-	15	22
PRD700.05.10	Chief Maintenance Engineer	-	-	-	-	-	-	6	9
PRD700.06.10	Deputy Chief Maintenance Engineer	-	-	-	-	-	-	12	18
PRD700.06.20	Chief Technical Production Support Engineer	-	-	-	-	-	-	5	5
PRD700	Maintenance Engineers	-	-	-	-	-	-	26	94
PRD700.07.10	Senior Maintenance Engineer	-	-	-	-	-	-	16	42
PRD700.08.10	Maintenance Engineer	-	-	-	-	-	-	10	52
PRD700.09.10	Leading Mechanic Fitter	-	-	-	-	-	-	6	22
PRD700.10.1	Mechanic Fitters / Repairmen	-	-	-	-	-	-	58	176
PRD700.10.13	Mechanic Fitter / Repairman (3 Level)	-	-	-	-	-	-	12	29
PRD700.10.14	Mechanic Fitter / Repairman (4 Level)	-	-	-	-	-	-	35	111
PRD700.10.15	Mechanic Fitter / Repairman (5 Level)	-	-	-	-	-	-	11	36
PRD700.10.2	Fitters of Electrical Equipment Repair and Maintenance	-	-	-	-	-	-	14	109
PRD700.10.23	Fitter of Electrical Equipment Repair and Maintenance (3 Level)	-	-	-	-	-	-	7	36
PRD700.10.24	Fitter of Electrical Equipment Repair and Maintenance (4 Level)	-	-	-	-	-	-	6	72
PRD700.10.3	Electrical and Gas Welders	-	-	-	-	-	-	54	181
PRD700.10.33	Electrical and Gas Welder (3 Level)	-	-	-	-	-	-	23	96
PRD700.10.34	Electrical and Gas Welder (4 Level)	-	-	-	-	-	-	17	54
PRD700.10.35	Electrical and Gas Welder (5 level)	-	-	-	-	-	-	10	16
PRD700.10.36	Electrical and Gas Welder (6 Level)	-	-	-	-	-	-	4	15
PRD700.10.4	Transport Equipment Fitters	-	-	-	-	-	-	10	17
PRD700.10.43	Transport Equipment Fitter (3 Level)	-	-	-	-	-	-	5	7
PRD700.10.44	Transport Equipment Fitter (4 Level)	-	-	-	-	-	-	4	7
PRD700.10.5	Mechanic, Steel Construction Assembly Fitters	-	-	-	-	-	-	15	88
PRD700.10.51	Mechanic, Steel Construction Assembly Fitter (1 Level)	-	-	-	-	-	-	6	43
PRD700.10.52	Mechanic, Steel Construction Assembly Fitter (2 Level)	-	-	-	-	-	-	4	34
PRD700.10.53	Mechanic, Steel Construction Assembly Fitter (3 Level)	-	-	-	-	-	-	5	11

Monthly fixed pay

Georgia

Gross monthly fixed pay expressed in GEL, including allowances and "guaranteed" payments as of 31 March 2025

Job Code	Job Title	Lower decile	First quartile	Median	Third quartile	Upper decile	Average	Number of active incumbents	Total number of incumbents
PRD700.10.61	Gas Cutter	-	-	-	-	-	-	6	41
PRD710.08.30	Raw Materials Engineer (Production)	-	-	-	-	-	-	3	4
PRD900.09.1	Line Operators	-	-	-	-	-	-	70	286
PRD900.09.11	Line Operator (1 Level)	-	-	-	-	-	-	25	173
PRD900.09.12	Line Operator (2 Level)	-	-	-	-	-	-	26	67
PRD900.09.13	Line Operator (3 Level)	-	-	-	-	-	-	15	29
PRD900.09.14	Line Operator (4 Level)	-	-	-	-	-	-	4	17
PRD900.10.10	Production Facilities Cleaner	-	-	-	-	-	-	17	29
PRD901.10.1	Crane Operators	-	-	-	-	-	-	30	119
PRD901.10.12	Crane Operator (2 Level)	-	-	-	-	-	-	12	26
PRD901.10.13	Crane Operator (3 level)	-	-	-	-	-	-	7	43
PRD901.10.14	Crane Operator (4 level)	-	-	-	-	-	-	4	35
PRD901.10.15	Crane Operator (5 level)	-	-	-	-	-	-	7	15
PRD902.10.21	Core Production Worker (Entry Level)	-	-	-	-	-	-	33	106
PRD902.10.22	Core Production Worker (Qualified)	-	-	-	-	-	-	23	112
PRD902.10.23	Core Production Worker (Highly Qualified)	-	-	-	-	-	-	8	13
PRD906.10.13	Lathe Operator	-	-	-	-	-	-	6	19
PRD907.10.13	Mill Operator	-	-	-	-	-	-	9	66
PRD909.10.10	Technician	-	-	-	-	-	-	11	47
PRD911.10.10	Packer	-	-	-	-	-	-	10	25
RSD000.06.10	Research and Development Manager	-	-	-	-	-	-	3	4
RSD000.09.10	Junior Researcher	-	-	-	-	-	-	3	4
RSD100.06.10	Head of Laboratory	-	-	-	-	-	-	5	6
RSD100.07.10	Laboratory Head	-	-	-	-	-	-	10	12
RSD100.08.10	Senior Laboratory Technician	-	-	-	-	-	-	16	46
RSD100.09.10	Laboratory Technician	-	-	-	-	-	-	26	52
RSD100	Laboratory Technicians	-	-	-	-	-	-	12	47
RSD100.09.40	Chemical Analysis-Laboratory Technician	-	-	-	-	-	-	8	31

Monthly fixed pay

Tbilisi

Gross monthly fixed pay expressed in GEL, including allowances and "guaranteed" payments as of 31 March 2025

Job Code	Job Title	Lower decile	First quartile	Median	Third quartile	Upper decile	Average	Number of active incumbents	Total number of incumbents
BLD001.10.28	Greenery Worker	-	-	-	-	-	-	6	6
BLD200.05.10	Chief Architect	-	-	-	-	-	-	4	4
BLD300.05.10	Chief Construction Engineer	-	-	-	-	-	-	3	6
BLD300	Construction Engineers	-	-	-	-	-	-	10	11
BLD300.07.10	Senior Construction Engineer	-	-	-	-	-	-	8	8
BLD400.07.10	Site Engineer	-	-	-	-	-	-	6	8
BLD600	Geodesists	-	-	-	-	-	-	10	12
BLD600.07.10	Senior Geodesist	-	-	-	-	-	-	7	8
BLD600.08.10	Geodesist	-	-	-	-	-	-	3	4
CCD100.06.10	Capital Construction Manager	-	-	-	-	-	-	3	3
CCD100.08.10	Capital Construction Engineer	-	-	-	-	-	-	3	4
HSE000.04.10	Head of Health, Safety and Environmental Security Department	-	-	-	-	-	-	3	3
HSE000.06.10	Health, Safety and Environmental Security Manager	-	-	-	-	-	-	6	6
HSE100.06.10	Labor Safety Manager	-	-	-	-	-	-	3	6
HSE100	Labor Safety Inspectors / Specialists	-	-	-	-	-	-	29	60
HSE100.07.10	Chief Labor Safety Inspector / Specialist	-	-	-	-	-	-	13	26
HSE100.08.10	Labor Safety Inspector / Specialist	-	-	-	-	-	-	16	34
HSE300	Environmental Security Inspectors / Specialists	-	-	-	-	-	-	4	5
LOG000.04.10	Logistics Director	-	-	-	-	-	-	6	6
LOG100.05.10	Head of Logistics Division	-	-	-	-	-	-	4	4
LOG100.06.10	Logistics Manager	-	-	-	-	-	-	9	9
LOG100	Logistics Specialists	-	-	-	-	-	-	22	37
LOG100.07.10	Chief Logistics Specialist	-	-	-	-	-	-	7	7
LOG100.08.10	Logistics Specialist	-	-	-	-	-	-	11	25
LOG100.09.10	Junior Logistics Specialist	-	-	-	-	-	-	4	5
LOG110.06.10	Import / Export Manager	-	-	-	-	-	-	5	9
LOG110	Import / Export Coordinators	-	-	-	-	-	-	11	12
LOG110.07.10	Chief Import / Export Coordinator	-	-	-	-	-	-	7	7
LOG110.08.10	Import / Export Coordinator	-	-	-	-	-	-	4	5
LOG120	Transportation Coordinators / Operators	-	-	-	-	-	-	17	21
LOG120.07.10	Chief Transportation Coordinator / Operator	-	-	-	-	-	-	4	4
LOG120.08.10	Transportation Coordinator / Operator	-	-	-	-	-	-	13	17
LOG120.10.10	Driver of Truck Transport	-	-	-	-	-	-	12	72
LOG120.10.20	Delivery Driver	-	-	-	-	-	-	4	50
LOG130.07.10	Senior Customs Clearance	-	-	-	-	-	-	8	8
LOG130.08.10	Customs Clearance Specialist / Customs Applicant	-	-	-	-	-	-	4	5
LOG200.06.10	Supply Chain Manager	-	-	-	-	-	-	4	4
LOG200	Supply Chain Specialists	-	-	-	-	-	-	7	9
LOG200.07.10	Chief Supply Chain Analyst / Specialist	-	-	-	-	-	-	3	3
LOG200.08.10	Supply Chain Analyst / Specialist	-	-	-	-	-	-	4	6
LOG300.05.10	Head of Warehousing Logistics Division	-	-	-	-	-	-	3	3
LOG300.06.10	Warehouse Manager	-	-	-	-	-	-	10	10
LOG300.06.20	Administration Warehouse Manager	-	-	-	-	-	-	4	4
LOG300.07.10	Warehouse Shift Supervisor	-	-	-	-	-	-	17	17
LOG300.08.10	Warehouse Specialist	-	-	-	-	-	-	24	50
LOG300.09.10	Warehouse Administrator	-	-	-	-	-	-	8	12
LOG300.10.10	Warehouse Loader	-	-	-	-	-	-	7	11
LOG300.10.20	Fork-lift / Storing Equipment Driver	-	-	-	-	-	-	19	25
LOG300.10.40	Warehouse Worker	-	-	-	-	-	-	8	65
LOG300.10.50	Accountant	-	-	-	-	-	-	8	12

Monthly fixed pay

Tbilisi

Gross monthly fixed pay expressed in GEL, including allowances and "guaranteed" payments as of 31 March 2025

Job Code	Job Title	Lower decile	First quartile	Median	Third quartile	Upper decile	Average	Number of active incumbents	Total number of incumbents
LOG500.08.10	Inventory Inspector						-	3	3
LOG500.10.10	Logistics Assistant		-	-	-		-	4	4
MTW206.10.10	Shovel Driver	-	-	-	-	-	-	6	28
OPM100.06.10	Operations Manager		-	-	-		-	5	5
OPM100.07.10	Chief Operations Specialist	-	-	-	-	-	-	7	10
PRD000.03.10	Production Director	-	-	-	-	-	-	6	6
PRD000.04.10	Head of Production Department		-	-	-		-	4	5
PRD100.05.10	Production Manufactory Manager	-	-	-	-	-	-	8	8
PRD100.06.10	Production Site Manager		-	-	-		-	4	4
PRD100.07.10	Production Site Foreman	-	-	-	-	-	-	11	15
PRD100.07.20	Shift Supervisor	-	-	-	-	-	-	6	8
PRD100.08.10	Shift Foreman	-	-	-	-	-	-	17	33
PRD150	Technology Engineers		-	-	-		-	5	6
PRD200.05.20	Chief Engineer (Production)		-		-		-	4	8
PRD200	Engineers (Production)		-				-	5	5
PRD200.07.10	Senior Engineer (Production)		-		-		-	4	4
PRD600.06.10	Deputy Chief Power Engineer			-	-		-	4	5
PRD610	Electrical Engineers	-	-	-	-	-	-	10	10
PRD610.07.10	Senior Electrical Engineer		-	-	-		-	5	5
PRD610.08.10	Electrical Engineer		-	-	-		-	5	5
PRD620.10.1	Electrical Fitters	-	-	-	-	-	-	20	33
PRD620.10.12	Electrical Fitter (2 level)	-	-	-	-	-	-	8	16
PRD620.10.13	Electrical Fitter (3 level)	-	-	-	-	-	-	12	17
PRD700	Maintenance Engineers	-	-	-	-	-	-	10	12
PRD700.07.10	Senior Maintenance Engineer		-	-	-		-	5	5
PRD700.08.10	Maintenance Engineer		-	-	-		-	5	7
PRD700.10.1	Mechanic Fitters / Repairmen	-	-	-	-	-	-	24	30
PRD700.10.13	Mechanic Fitter / Repairman (3 Level)		-	-	-		-	4	4
PRD700.10.14	Mechanic Fitter / Repairman (4 Level)	-	-	-	-	-	-	15	20
PRD700.10.15	Mechanic Fitter / Repairman (5 Level)		-	-	-		-	5	6
PRD700.10.3	Electrical and Gas Welders	-	-	-	-	-	-	16	22
PRD700.10.33	Electrical and Gas Welder (3 Level)	-	-	-	-	-	-	7	7
PRD700.10.34	Electrical and Gas Welder (4 Level)	-	-	-	-	-	-	8	13
PRD900.09.1	Line Operators	-	-	-	-	-	-	34	97
PRD900.09.11	Line Operator (1 Level)	-	-	-	-	-	-	10	56
PRD900.09.12	Line Operator (2 Level)	-	-	-	-	-	-	11	25
PRD900.09.13	Line Operator (3 Level)	-	-	-	-	-	-	11	13
PRD900.10.10	Production Facilities Cleaner	-	-	-	-	-	-	9	19
PRD901.10.1	Crane Operators	-	-	-	-	-	-	6	15
PRD902.10.21	Core Production Worker (Entry Level)	-	-	-	-	-	-	13	19
PRD902.10.22	Core Production Worker (Qualified)	-	-	-	-	-	-	7	22
PRD902.10.23	Core Production Worker (Highly Qualified)		-	-	-		-	5	9
PRD909.10.10	Technician	-	-	-	-	-	-	8	44
RSD000.06.10	Research and Development Manager						-	3	3
RSD100.06.10	Head of Laboratory		-	-	-		-	4	4
RSD100.07.10	Laboratory Head		-	-	-		-	4	5
RSD100.08.10	Senior Laboratory Technician	-	-	-	-	-	-	12	23
RSD100.09.10	Laboratory Technician	-	-	-	-	-	-	9	17
RSD100.09.40	Chemical Analysis-Laboratory Technician						-	3	3

Monthly fixed pay

Kvemo Kartli

Gross monthly fixed pay expressed in GEL, including allowances and "guaranteed" payments as of 31 March 2025

Job Code	Job Title	Lower decile	First quartile	Median	Third quartile	Upper decile	Average	Number of active incumbents	Total number of incumbents
BLD001.10.28	Greenery Worker		-	-	-		-	5	6
BLD300	Construction Engineers	-	-	-	-	-	-	6	7
BLD300.08.10	Construction Engineer		-	-	-		-	5	5
BLD400.08.10	Construction-Assembly Foreman						-	3	5
BLD500.08.10	Equipment Completion Engineer						-	3	3
HSE100.06.10	Labor Safety Manager						-	3	6
HSE100	Labor Safety Inspectors / Specialists		-	-	-		-	4	6
HSE100.08.20	Labor Safety Engineer						-	3	3
HSE300	Environmental Security Inspectors / Specialists		-	-	-		-	4	13
HSE300.08.10	Environmental Security Inspector / Specialist						-	3	5
LOG100	Logistics Specialists						-	3	4
LOG120.10.10	Driver of Truck Transport	-	-	-	-	-	-	8	21
LOG300.08.10	Warehouse Specialist	-	-	-	-	-	-	7	13
LOG300.09.10	Warehouse Administrator						-	3	4
LOG300.10.20	Fork-lift / Storing Equipment Driver	-	-	-	-	-	-	6	17
LOG500.08.10	Inventory Inspector						-	3	5
LOG500.10.10	Logistics Assistant		-	-	-		-	5	6
MTE501.08.10	Engineer for analysis and control of energy consumption						-	3	3
MTS609.08.10	Production Planning Specialist		-	-	-		-	4	5
MTW205.10.10	Bulldozer Driver	-	-	-	-	-	-	8	14
MTW700.10.10	Crushing Unit Operator						-	3	13
MTW801.10.11	Weightman						-	3	12
PRD000.04.20	Technical Director (Production)						-	3	3
PRD100.06.10	Production Site Manager		-	-	-		-	5	11
PRD100.07.10	Production Site Foreman	-	-	-	-	-	-	9	14
PRD100.07.20	Shift Supervisor	-	-	-	-	-	-	12	49
PRD100.08.10	Shift Foreman	-	-	-	-	-	-	10	61
PRD200	Engineers (Production)	-	-	-	-	-	-	9	13
PRD200.07.10	Senior Engineer (Production)						-	3	5
PRD200.08.10	Engineer (Production)	-	-	-	-	-	-	6	8
PRD210	Dispatchers (Production)		-	-	-		-	5	11
PRD210.08.10	Dispatcher Control Operator						-	3	9
PRD450.10.44	Boiler Plant Operator		-	-	-		-	4	17
PRD600.06.10	Deputy Chief Power Engineer	-	-	-	-	-	-	6	9
PRD610	Electrical Engineers	-	-	-	-	-	-	13	24
PRD610.07.10	Senior Electrical Engineer	-	-	-	-	-	-	6	9
PRD610.08.10	Electrical Engineer	-	-	-	-	-	-	7	15
PRD620.10.1	Electrical Fitters	-	-	-	-	-	-	11	184
PRD620.10.12	Electrical Fitter	-	-	-	-	-	-	8	179
PRD700.06.10	Deputy Chief Maintenance Engineer	-	-	-	-	-	-	7	12
PRD700	Maintenance Engineers	-	-	-	-	-	-	13	47
PRD700.07.10	Senior Maintenance Engineer	-	-	-	-	-	-	8	27
PRD700.08.10	Maintenance Engineer		-	-	-		-	5	20
PRD700.10.1	Mechanic Fitters / Repairmen	-	-	-	-	-	-	19	66
PRD700.10.13	Mechanic Fitter / Repairman (3 Level)						-	3	11
PRD700.10.14	Mechanic Fitter / Repairman (4 Level)	-	-	-	-	-	-	13	38
PRD700.10.15	Mechanic Fitter / Repairman (5 Level)						-	3	17
PRD700.10.2	Fitters of Electrical Equipment Repair and Maintenance	-	-	-	-	-	-	12	85
PRD700.10.23	Fitter of Electrical Equipment Repair and Maintenance (3 Level)	-	-	-	-	-	-	7	36
PRD700.10.24	Fitter of Electrical Equipment Repair and Maintenance (4 Level)		-	-	-		-	5	49

Monthly fixed pay

Kvemo Kartli

Gross monthly fixed pay expressed in GEL, including allowances and "guaranteed" payments as of 31 March 2025

Job Code	Job Title	Lower decile	First quartile	Median	Third quartile	Upper decile	Average	Number of active incumbents	Total number of incumbents
PRD700.10.3	Electrical and Gas Welders	-	-	-	-	-	-	25	104
PRD700.10.33	Electrical and Gas Welder (3 Level)	-	-	-	-	-	-	11	51
PRD700.10.34	Electrical and Gas Welder (4 Level)	-	-	-	-	-	-	6	37
PRD700.10.35	Electrical and Gas Welder (5 level)	-	-	-	-	-	-	7	10
PRD700.10.5	Mechanic, Steel Construction Assembly Fitters	-	-	-	-	-	-	7	20
PRD900.09.1	Line Operators	-	-	-	-	-	-	20	79
PRD900.09.11	Line Operator (1 Level)	-	-	-	-	-	-	8	20
PRD900.09.12	Line Operator (2 Level)	-	-	-	-	-	-	9	35
PRD901.10.1	Crane Operators	-	-	-	-	-	-	13	65
PRD901.10.12	Crane Operator	-	-	-	-	-	-	7	12
PRD902.10.21	Core Production Worker (Entry Level)	-	-	-	-	-	-	14	51
PRD902.10.22	Core Production Worker (Qualified)	-	-	-	-	-	-	10	81
PRD906.10.13	Lathe Operator	-	-	-	-	-	-	3	10
RSD100.07.10	Laboratory Head	-	-	-	-	-	-	4	4
RSD100.09.10	Laboratory Technician	-	-	-	-	-	-	13	28
RSD100	Laboratory Technicians	-	-	-	-	-	-	7	22
RSD100.09.40	Chemical Analysis-Laboratory Technician	-	-	-	-	-	-	3	11

Annual Fixed Pay and
Annual Total Pay

DEMO VERSION

Annual fixed pay and annual total pay

Georgia

	Gross annual fixed pay in GEL
	Gross annual total pay in GEL

Information for the period: April 2024 - March 2025

Job Code	Job Title	Lower decile	First quartile	Median	Third quartile	Upper decile	Average	Number of active incumbents	Total number of incumbents
BLD001.10.17	Stone Mason						-	3	4
BLD001.10.17	Stone Mason						-	3	4
BLD001.10.22	Construction Colourer	-	-	-	-	-	-	6	10
BLD001.10.22	Construction Colourer	-	-	-	-	-	-	6	10
BLD001.10.27	Carpenter		-	-	-		-	4	5
BLD001.10.27	Carpenter		-	-	-		-	4	5
BLD001.10.28	Greenery Worker	7,258	10,969	11,496	13,992	16,141	11,880	15	16
BLD001.10.28	Greenery Worker	9,481	11,194	12,100	15,526	17,570	12,998	15	16
BLD001.10.30	Construction Fitter	-	-	-	-	-	-	6	13
BLD001.10.30	Construction Fitter	-	-	-	-	-	-	6	13
BLD100.06.10	Project Estimation Manager		-	-	-		-	4	5
BLD100.06.10	Project Estimation Manager		-	-	-		-	4	5
BLD100.08.10	Estimation Engineer	-	-	-			-	8	8
BLD100.08.10	Estimation Engineer	-	-	-		-	-	8	8
BLD200.05.10	Chief Architect		-	-	-		-	4	4
BLD200.05.10	Chief Architect		-	-	-		-	4	4
BLD200.07.10	Senior Architect						-	3	6
BLD200.07.10	Senior Architect						-	3	6
BLD200.07.30	Construction Design Senior Engineer						-	3	3
BLD200.07.30	Construction Design Senior Engineer						-	3	3
BLD200.08.40	Construction Design Engineer						-	3	3
BLD200.08.40	Construction Design Engineer						-	3	3
BLD300.05.10	Chief Construction Engineer		-	-	-		-	4	7
BLD300.05.10	Chief Construction Engineer		-	-	-		-	4	7
BLD300	Construction Engineers	-	-	-	-	-	-	18	22
BLD300	Construction Engineers	-	-	-	-	-	-	18	22
BLD300.07.10	Senior Construction Engineer	-	-	-	-	-	-	10	12
BLD300.07.10	Senior Construction Engineer	-	-	-	-	-	-	10	12
BLD300.08.10	Construction Engineer	-	-	-	-	-	-	8	10
BLD300.08.10	Construction Engineer	-	-	-	-	-	-	8	10
BLD400.07.10	Site Engineer	-	-	-	-	-	-	13	20
BLD400.07.10	Site Engineer	-	-	-	-	-	-	13	20
BLD400.08.10	Construction-Assembly Foreman	-	-	-	-	-	-	6	11
BLD400.08.10	Construction-Assembly Foreman	-	-	-	-	-	-	6	11
BLD500.08.10	Equipment Completion Engineer						-	3	3
BLD500.08.10	Equipment Completion Engineer						-	3	3
BLD600	Geodesists	-	-	-	-	-	-	13	16
BLD600	Geodesists	-	-	-	-	-	-	13	16
BLD600.07.10	Senior Geodesist	-	-	-	-	-	-	9	11
BLD600.07.10	Senior Geodesist	-	-	-	-	-	-	9	11
BLD600.08.10	Geodesist		-	-	-		-	4	5
BLD600.08.10	Geodesist		-	-	-		-	4	5

Remuneration on
particular positions

DEMO VERSION

Job title:	Greenery Worker (Entry Level)	Department:	Construction
Job code:	BLD001.10.28	Subfunction:	Construction Specialties
Job level:	10	Job category:	Manual Workers

Job description

Is responsible for tasks related to landscaping and maintaining green spaces on construction sites. This includes tasks such as planting trees and plants, mowing lawns, pruning shrubs, watering, and ensuring the overall aesthetics and health of the green areas.

Characteristics of companies-participants										
Sales volume (mln USD)	<5	5-10	10-20	20-50	50-100	100-200	200-500	500-1,000	>1,000	Number of companies-participants: 12
% of companies-participants	33.3%	0.0%	16.7%	16.7%	0.0%	8.3%	8.3%	0.0%	16.7%	
Number of employees	<50	50-100	100-200	200-500	500-1,000	1,000-2,000	2,000-5,000	5,000-10,000	>10,000	
% of companies-participants	8.3%	16.7%	0.0%	33.3%	16.7%	25.0%	0.0%	0.0%	0.0%	

Characteristics of employees						
Level of professional qualification	Foreign language skills are necessary for this position	International experience	Actual scope of responsibilities	Slightly lower than in Job Description Manuals	Exactly like in Job Description Manuals	Slightly higher than in Job Description Manuals
	N/A	N/A		0.0%	100.0%	0.0%

Monthly fixed pay, Annual fixed pay, Annual total pay (GEL gross)	Lower decile	First quartile	Median	Third quartile	Upper decile	Average	Number of active incumbents	Total number of incumbents
Georgia								
Monthly fixed pay	605	914	958	1,166	1,345	990	15	16
Annual fixed pay	7,258	10,969	11,496	13,992	16,141	11,880	15	16
Annual total pay	9,481	11,194	12,100	15,526	17,570	12,998	15	16
Tbilisi								
Monthly fixed pay	914	930	971	1,135	1,259	1,050	6	6
Annual fixed pay	10,969	11,166	11,719	13,622	15,113	12,600	6	6
Annual total pay	11,194	11,463	13,100	15,619	17,125	13,806	6	6
Kvemo Kartli								
Monthly fixed pay	-	50	956	958	-	902	5	6
Annual fixed pay	-	9,000	11,466	11,496	-	10,823	5	6
Annual total pay	-	9,050	11,466	11,496	-	11,130	5	6

Elements of monthly fixed pay (GEL gross per month)	Lower decile	First quartile	Median	Third quartile	Upper decile	Average	Number of active incumbents	Total number of incumbents
Base salary	605	913	938	1,079	1,295	966	15	16
Company allowances	-	-	-	-	-	-	-	-
Statutory allowances	-	-	-	-	-	-	-	-
Amount of other monthly fixed payments	-	-	-	-	-	-	-	-
TOTAL FIXED PAY	605	914	958	1,166	1,345	990	15	16

Elements of annual variable pay (GEL gross per year)	Lower decile	First quartile	Median	Third quartile	Upper decile	Average	Number of active incumbents	Total number of incumbents
Annual performance-related bonus	-	-	-	-	-	2,785	3	3
Monthly, quarterly and semi-annual bonuses	-	-	-	-	-	1,568	3	3
13th salary and other guaranteed annual payments	-	709	875	1,094	-	928	4	5
Long-term incentive payments	-	-	-	-	-	-	-	-
Amount of other annual variable payments	-	-	-	-	-	-	-	-
TOTAL VARIABLE PAY	508	750	1,043	2,750	3,752	1,863	9	10

Compensation structure				
% of incumbents by which companies-participants provided information on the actual paid variable remuneration	100.0%	Compensation structure (median) among such companies:	Annual fixed pay	90.8%
			Annual variable pay	9.2%

Corporate car			
% of companies-participants that provide corporate car to employees on this position	0.0%	% of incumbents within this position that use a corporate car (median)	N/A

Contact information

DEMO VERSION

Contact information



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