



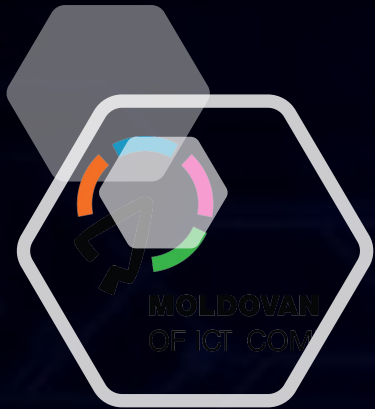
ATIC

# ATIC



COMUNITATE. ANTREPRENORIAL. DIVERSITATE





# About Us:

THE MOLDOVAN ASSOCIATION OF ICT COMPANIES ("ATIC") is the business Organization uniting 90+ companies. Umbrella Organization gathering over 9000 employees.

- 90+ Members
- 4 New Members
- 40+ Position Papers
- 100+ Meetings with authorities

## Strategic Areas:



- **Lobby and Advocacy**



- **Knowledge sharing:  
Communication with Members &  
Business Networking**



- **Development of strategic  
partnerships and projects**

# Agenda

- Deschiderea Adunării Generale, cuvânt de salut și intervenția Membrilor Consiliului Directorilor al ATIC și a oaspeților onorifici.
- Prezentarea Raportului de activitate pentru anul 2022.
- Prezentarea Raportului Cenzorului.
- Prezentarea priorităților strategice și a activităților pentru 2023 (Prezentarea Bugetului ATIC).
- Alegerea membrilor Consiliului Directorilor.
  - - Procesul de votare;
  - - Declararea noii componenței a Consiliului Directorilor.
- Închiderea Adunării Generale a Membrilor.

# ATIC BOARD 2022

## Message

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**Veaceslav Cunev**  
ATIC BOARD President

Deeplace



**Olga Surugiu**  
ATIC BOARD Vice-President

Orange



**Roman Stirbu**  
Simpals



**Andrey Aydov**  
Qsystems



**Victor Baci**  
Rapidlink



**Eugen Moșanu**  
S&T Mold



**Mihail Andreev**  
Esempla



# ATIC Membership

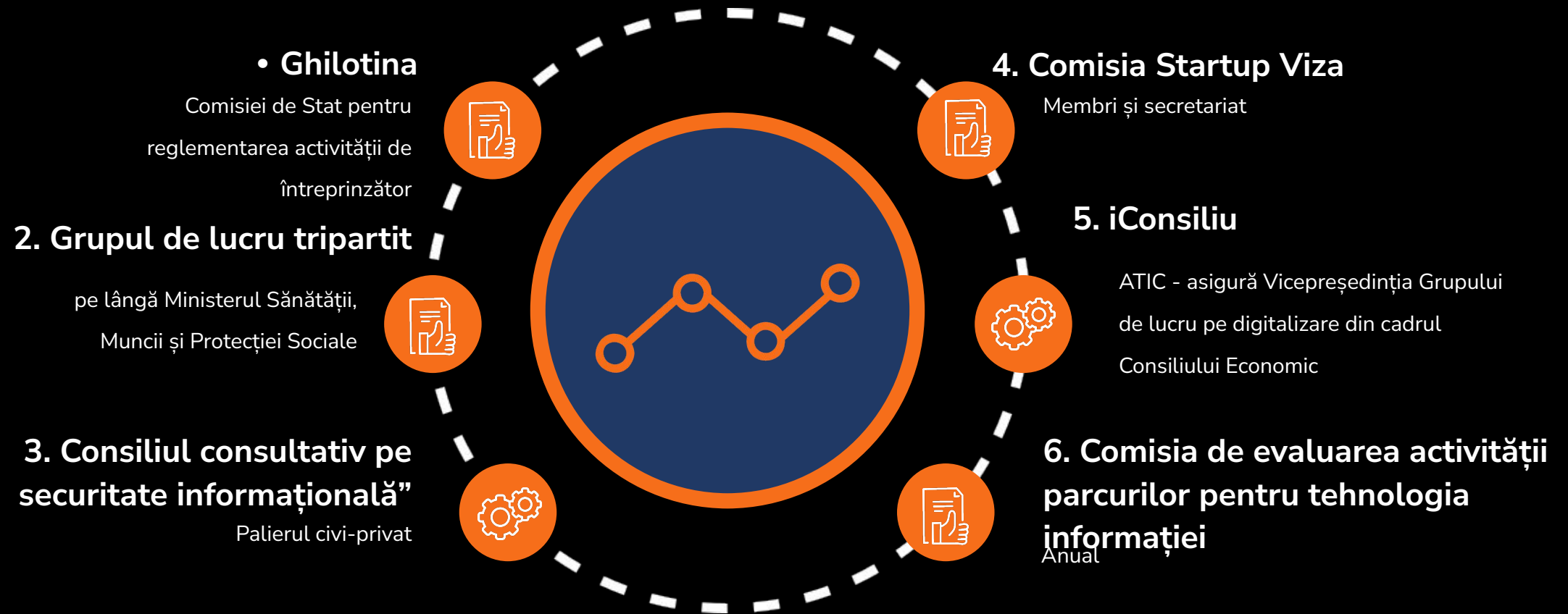
## ATIC New members 2023

- Govpredict Remote SRL
- OlsysLTD
- Xontech SRL
- Your Story interactive SRL
- Beetroot Academy AB

## ATIC Changes in Membership

- Switchover – Suspended membership
- Nova Posta – Suspended membership
- Datalinie -Suspended membership
- "ISIGHT PARTNERS" S.R.L. – from Regular to Associate membership

# ATIC negotiating on behalf of the ICT sector





# ATIC – Vice President of the Group

- Digitalization Package 1
  - Remote registration of companies
  - Data Protection Notification
- E-commerce
  - Legislation on information society services
  - Harmonising the domestic legal framework on domestic trade
- Contactless Business
  - eKYC
  - MobiSign
  - Remote work

ATIC priorities ongoing:

- VAT Reimbursement
- Fintech Sector development





# ATIC 2023 Networking Business Events

A great opportunity for our members to meet partners, peers, learn about the latest news and enjoy being part of a community.



- ATIC Committee Meetings
- ATIC Anniversary
- ATIC General Assembly
- Business Breakfasts and Lunches
- ATIC Christmas Party





2023

At least 500 EUR in value per person

# ATIC WORKSHOPS

**01** Echitatea salariala de gen în sectorul IT – particularitati legislative si provocari de adaptare

**02** Greselile tipice în evidenta contabila a rezidentilor parcurilor IT. Impozitarea corecta a tranzactiilor cu nerezidentii

**03** Regimul juridic si fiscal aferent muncii la distanța (în afara țării) – riscuri aferente

**04** Regimul juridic si fiscal aferent prețurilor de transfer. Practici internaționale

**05** Platforme de matchmaking  
Oportunitățile programului Bridge

**06** "What metrics lead Outsource Software development companies to double/triple annual growth"



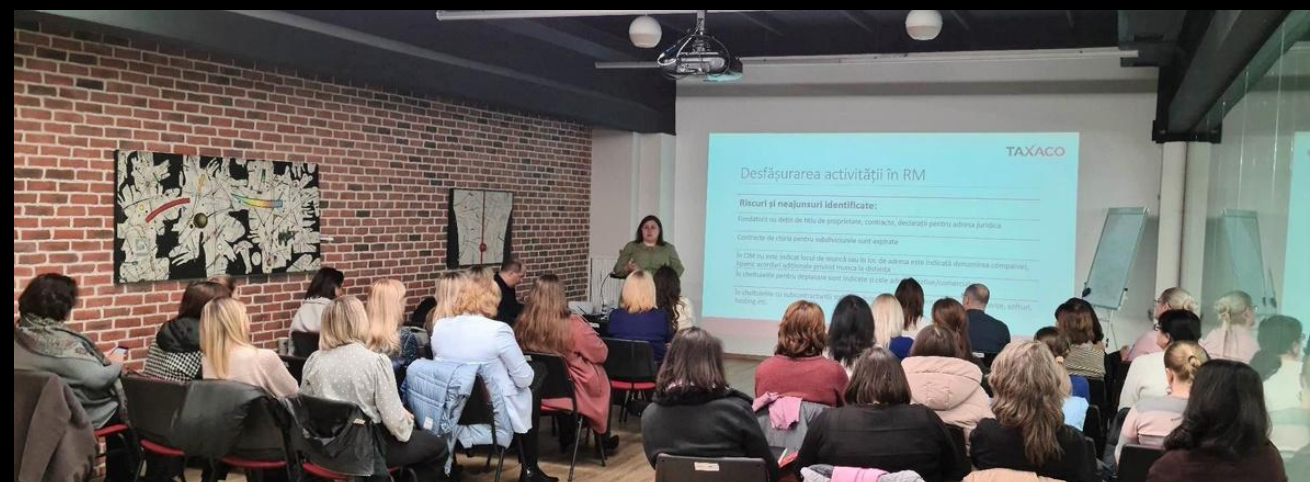
leverist.de

The platform is successfully operating and scaling worldwide



**Status Quo Numbers:**

<b>200+</b>	<b>1950+</b>	<b>700+</b>
Active Business Opportunities	Registered Companies	Matches Made



- Contactless
- E-commerce (partially)
- Intellectually Property Law
- Telecom (Luxury Tax and Portability TAX
- Remote Work ...

# 16 Advocacy WINS...





# ATIC Position Papers

- 50 Position papers
- 24 Authorities sent to
- 6 Committees (Legal, Fiscal, Fintech, HR&Education, Telecom, Hardware)
- Various topics and thematics
- 17 Policy WINS

<b>1</b>	Remote work. Amendments to the Labor Code
<b>2</b>	Intellectual Property Law. Adoption, Negotiation. Development
<b>3</b>	Contactless Business. Remote registration and interaction with authorities.
<b>4</b>	E-commerce. eKYC. MobiSign
<b>5</b>	Telecom. Luxury Tax. Portability. Roaming. Acces to Infrastructure etc.
<b>6</b>	Government Action Plan Proposals. Economy. Education. Digitalization and Infrastructure.

CORPORATE

POLICY WIN

HEADLINE 2023

- IDNP de la distanță
- Acte notariale electronice
- Formulare, documente de constituire, acte permissive, interacțiune cu ASP, etc. în Eng



**NO STAMPS**

**NO INVOICES**

**NO PAPERWORK**

**Contactless  
Business in Moldova.**



CORPORATE

# Labor CODE POLICY WIN HEADLINE 2022



## mai puține hârtioage

### modificări în Codul Muncii



1

**Comunicarea prin panourile informative**  
devine opțională

2

**Programarea concediilor anuale**  
nu mai este obligatorie

3

**Contractele individuale de muncă în IT**  
pot fi realizate pe durată determinată



CORPORATE

# Labor CODE POLICY WIN HEADLINE 2022

4

**Adăugarea posibilității angajatorului de a suspenda contractul de muncă** al angajatului (nu doar de a-l concedia), dacă acesta nu se prezintă la serviciu și nu există informație despre motivul lipsei acestuia

5

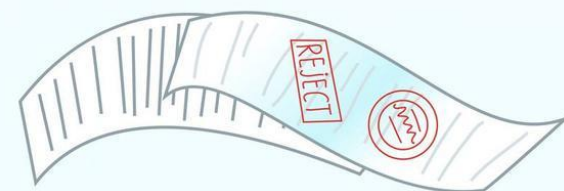
**Prezentarea documentelor de evidență militară** nu este obligatorie pentru antreprenori

6

Se oferă flexibilitate angajatului de a negocia cu angajatorul **termenul de plată a indemnizației de concediu**

7

**Eliminarea carnetului sanitar**



CORPORATE



# Telecom POLICY WIN

## HEADLINE 2023

- Reducerea birocrației pentru amplasarea de noi situri
- Taxa de lux 2.5%
- Taxa pentru Portabilitate

2,5%



**REDUCEM  
BIROCRAȚIA DIN  
CALEA  
INFRASTRUCTURII  
DIGITALE**







# Policy Win

Intellectual Property Law

- Private Copy Levy from 3% to 0.3%
- EU Directive on Intellectual Property transposed in Moldova
- Advanced regulations on Computer Programs



# More than 100 INFORMATIVE SESSIONS and Meetings WITH AUTHORITIES

Vice-prime  
Minister on  
Digitalization

Ministry of  
Economy

Ministry  
Infrastructure  
and Regional  
Development

Ministry of  
Finance

Ministry of  
Health, Labour  
and Social  
Protection

Economic  
Council to the  
Prime Minister

National Bank of  
Moldova

The  
e-Governance  
Agency

Moldovan  
Syndicates

Moldova IT Park

European  
Council

Parliamentary  
Commissions

State Tax  
Service

National Center  
for Personal  
Data Protection

Bureau for  
Migration and  
Asylum

National Social  
Insurance  
House

Custom Service  
of RM

Ministry of  
Defense of RM

Chisinau City  
Hall

AGEPI

ANRCETI

ASP





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- ATIC General Assembly
- Business Breakfasts and Lunches
- ATIC Christmas Party





# ATIC ONLINE

- 3 editions Live Public Talks by ATIC
  - ATIC presence extended:
- Facebook – 4.6K followers (+500)
- LinkedIn – 1333 followers (+500)
  - Instagram - 440
- Telegram – 134 (Exclusively for ATIC Members)



[Acasă](#) [Despre](#) [Ghidare în carieră](#) [Noutăți](#) [Angajatorul tău](#) [Oportunități](#) [Autentificare](#)

Găsești mai mult de 100 joburi și oportunități pentru o carieră ICT de succes





# ATIC CORPORATE EVENTS & CONFERENCES





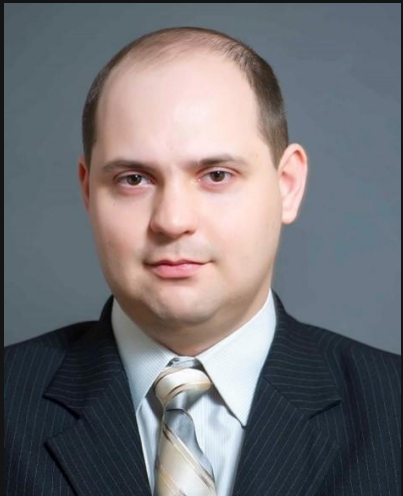
# ATIC Committees

ATIC Committees 2022



# Fiscal Committee

Vladimir Melnic – Co-President  
Maxim Banaga –Co President



ATIC Fiscal Committee 2022

## Committee Meetings - 5

ATIC held 5 Committee Meetings focused on committees priorities.

## Position Papers - 8

Fiscal Policy 2022. Law on IT Parks. BPO draft Law. Tax Policy 2022-2023

Overcharging of the ICT sector. VAT refund for IT Companies. Remote Working (fiscal aspects). E-Commerce. Digitalization

## ATIC Priorities - Meeting with the Ministry of Finance

- IT Parks law – long term perspective
- Extension of existing facilities
- Exclude Overcharging of the Telecom Sector
- VAT refund for IT Companies
- Remote work and delegation of employees

## Committee Members - 67

ATIC Members were able to share their experience. Transfer Pricing was one of the highlight of the year and IT Parks law amendments.



# Legal Committee

Dorian Doronceanu- President



ATIC Legal Committee 2022

## Position Papers – 16

IT Parks Law. Intellectual Property. Data Protection.

Remote Work. Labor Code amendments. Private Copy

Levy. Digitalization policy proposals. E-commerce.

De-reglementation.

## Committee Meetings - 10

Besides the Committee Meetings, ATIC Members participated in

technical meetings, organized by various stakeholders such as

AGEPI, Economic Council, EBRD, Parliamentary Commission,

National Center for Personal Data Protection, E-Gov etc.

## Committee Members - 63

## Policy Wins - 10

- Labor Code amendments approved by Parliament. Remote work
- IT parks law. Contactless Business approved in Parliament.
- E-commerce. Intellectual Property Law. Reduced military reporting.
- Remote IDNP for Employees. Remote Work

# HR&Education Committee

Alina Malbas – Co-President  
Sabina Paulesco – Co-President



ATIC HR & Education  
Committee 2022

## Committee Meetings - 7

Sharing teleworking practices and guides. ICT Education Roadmap Presentation. Psychological conciliation of the Team due to war. OFFline with UTM and UTM College.

## IT HR Conference - Offline

International Practices. Remote working. Trends in HR

## Committee members - 78

## Position Papers - 4

Scholarships for the ICT Sector. Amendments to the Educational Code. Labor Code Amendments. Remote work. Electronic flow of documents. Occupational Standards.

## Policy Win 1

Education Strategy

## Committee's Projects

- HR Tech Conference
- ATIC Jobs Newsletter
- careers.ict.md portal
- Studying e-learning in IT



# FinTech Committee

Vasile Valcov - President



## Committee Meetings - 4

The FinTech Committee priority areas are:

- Implementation and Adoption of PSD2 in Moldova
- Crowdfunding
- Clear and transparent rules for eKYC
- Alternative payment systems

## Instant Payment System Committee members - 48

The Committee Members with local and international practices in FinTech have the opportunity to share thoughts and expertise during ATIC FinTech Committee Meetings.

## Position Papers - 2

PSD2 recommendations. eKYC. Crowdfunding.

## Policy Wins - 3

PSD2 Law. Crowdfunding. eKYC.



# Telecom Committee

Created in 2022

## Committee Members - 6

- Created and consolidated in 2022
- Electronic communication Law. Shared use of infrastructure. Essential Infrastructure draft Laws. Advertisement Regulations. Cybercrime regulations.

## Policy Wins - 3

- Luxury Tax Abolished
- Portability tax reduced
- Reduced procedural burden for Telecoms



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Găsești mai mult de 100 joburi și oportunități pentru o carieră ICT de succes





**ATIC**  
4.1K likes • 4.6K followers



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## ATIC News

134 subscribers

[me/ATICNews](#)

ink

analul oficial de Telegram al Asociației  
laționale a Companiilor TIC din Repul  
Moldova

escription

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# International Outreach

- Digital Europe
  - Digital SMEs
  - WITSA
  - EuroISPA
  - ABSL
  - Cluj IT Cluster
  - ANIS
  - IT Association of Ukraine
  - Astana Hub
  - RoFintech
- 



# ATIC Policy Plan 2023

## 30 Subjects

The advocacy plan of ATIC for 2023 contains 30 subjects. The highlights are indicated below. Note that during the year ATIC monitors any other policy initiative posed by the public sector.

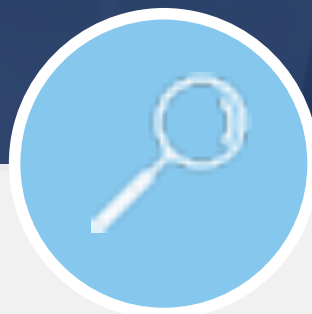


- IT Parks extension with 10 years
- Private contributions to the social fund
- Digitalization and sector strategy



### Taxes&others:

- Transfer pricing
- VAT Reimbursement
- Business travel regulation

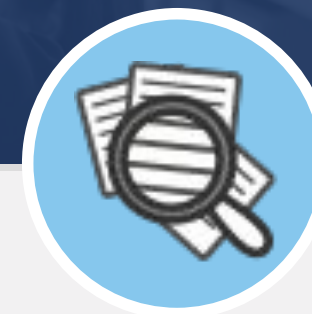


- Contactless Business
- Digital Nomads
- Access to finance for Startups



### Telecom Sector:

- Electronic Communications Code
- Roaming



- Fintech Development (PSD2)
- GDPR
- Cybersecurity Regulations

# ATIC Work Plan

ATIC Capacity  
building

Workforce  
Development

International  
Promotion

Event  
organization

## Activity & Outcomes

## Activity & Outcomes2

## Activity & Outcomes3

## Activity & Outcomes

ATIC Website

Policy Development +Market Studies

Participation in international Conferences

ATIC HR&Recruitment Conference

Internal Platform for Members

[Career.ict.md](https://career.ict.md)

Program to support ATIC members in  
participation in international conferences

ATIC Meetups (Ministry of Labor, Education,  
Ambassadors etc.)

ATIC Talks

Online courses for regional development

ATIC Talks (International Version)

ATIC Anniversary

Company profiles for ATIC Members

ATIC Scholarship (students & teachers)

Catalogue of ATIC Members (updated version)

Moldova Digital Summit

Market research & studies

IT Career Orientation/Aleg Cariera IT

Membership in International Organizations  
(EuroIPSA, Digital Europe, WITSA)

Business Bridge (Fintech &Gaming)

Promotion activities and additional benefits for  
members

ATIC Jobs Newsletter

Workshops for Members (Exit on International  
markets)

Legal and HR Trainings (7)

Tech Events (.NET Event, AWS Day)

Data Protection Conference

ATIC Christmas Party 2023

Activities





## ATIC Budget Plan 2023

Income	Unit	Rate	Ammount	New estimated members 2023	Estimated Ammount
<b>Membership Fees</b>		<b>EUR</b>			
Gold Members	1	6000	6000	1	4000
Members (200+ employees)	8	2000	16000	1	1000
Regular Members	48	1500	72000	4	6000
Associate Members	24	500	12000	2	1000
Associate Members Barter	2	500			
Startup Members	8	200	1600	1	200
Suspended	2				
<b>Total</b>	<b>93</b>		<b>107600</b>	<b>102</b>	<b>6100</b>
<b>Other incomes</b>					
Seminars, Workshops and Conferences	7	500			3500
Sponsorships	3	500			1500
<b>Total (EUR)</b>			<b>112600</b>		<b>118700</b>
<b>Grand Total (MDL)</b>	<b>20.00</b>		<b>2,252,000.00</b>		<b>2,374,000.00</b>

Approx. 8.5% of ATIC Members have delays in payments. Therefore the budget is not fully covered by the end of the year.

The budget uncovered is up to 9 k EUR

Compared to the last year of 15%, we can see an improvement



Expense type	Unit	Rate (MDL)	Base/Unit	Proposed 2023
<b>A. DIRECT LABOR (gross salaries)</b>				
ATIC Executive Team Salaries (Executive Director, Policy Managers, Membership Engagement Manager, Accountat)	Month			1,072,050.00
Company taxes (Salaries)	Month		10	257,292.00
Jan-Feb	Month	183,612.00	1	214,435.00
<b>SubTOTAL DIRECT LABOR</b>				<b>1,543,777.00</b>
<b>B. Administrative Costs</b>				
Rent	Month	4,000.00	12	48000.00
Bank expenses	Month	1,000.00	12	12000.00
Admin expences	Month	2,000.00	12	24000.00
Office Supplies	Month	200.00	12	2400.00
Transport expenses	Month	1,000.00	12	12000.00
Censor	Year	20,000.00	1	20,000.00
Seminars, Workshops and Conferences	Units	15000.00	7	105000.00
<b>B. SubTOTAL Administrative Costs</b>				<b>223400.00</b>
<b>C. Other Direct Costs</b>				
Communication/Branding Materials and Expenses	Month	20,000.00	10	200000.00
Association Management Platform Fee, Event Management, Email Marketing,	Year	18,000.00	1	18000.00
International Outreach Membership Expenses (Digital Europe, WITSA)	Year	100,000.00	1	100000.00
Courier Services	Year	5,000.00	1	5000.00
Networking Events	Month	50,000.00	4	200000.00
Motivation Fund/Bad Debt	One time	50000.00	1	50000.00
Other Expenses	Month	3,500.00	12	42000.00
<b>C. SubTOTAL Direct Costs</b>				<b>615,000.00</b>
<b>Grand Total</b>				<b>2,382,177.00</b>





# Rocking ICT

Moldovan Association of ICT  
Companies

