



Contents

Introduction.....4

Czech Republic.....5

Most interesting findings.....7

Minimum salary8

Average salary9

Gross annual salary of EUR 25,000.....10

Gross annual salary of EUR 50,000.....11

Gross annual salary of EUR 100,00012

The Visegrad Four.....14

Maternity, Paternity and Parental leave benefits16

Rates and Caps 2016.....20

Contacts.....34

Introduction

The Social Security Survey was conducted in the 28 countries of the European Union and Norway and Switzerland.

In some countries the actual contributions depend on the industry of the employer or some other criteria. In these countries we used the highest possible rates.

The countries provided data for the 2016 period related to the employer social security and employee social security contributions, tax and net income.

Social security – includes all mandatory contributions related to pension, sickness, health insurance etc. depending on the local legislation of the particular country

The calculations were provided based on the situation of a single individual with a certain level of income (categories with annual income of EUR 25,000; EUR 50,000; EUR 100,000 and for some countries (where applicable) average annual salary and minimum annual salary).

This survey only compares the effective income received or contributions paid and it does not consider purchasing power parity. All data was provided in EUR with the exchange rate applicable in each country in 2016.

The purpose of this survey is to compare the level of social security contributions paid by employers and employees and also the net income that the employees receive within the European region. It strictly compares the net pay received and it does not compare what employees can afford or what their cost of living is in each country.

As not only contributions but also benefits provided by the particular systems are interesting, for this edition we have decided to dedicate part of the survey to maternity/ family benefits since people concerned want to make sure that they will maintain their life standard also in the event of any exceptional situation such as parenthood.

All participating countries were asked to provide us with the data regarding the length and conditions for the entitlement to the maternity leave, parental leave and paternity leave outlined by the respective national legislation where applicable.

Terms used:	
EE	Employee
ER	Employer
SSHI	Social Security and Health Insurance contributions
Net income	Gross income – tax – EE SSHI,
Net/cost ratio	net/(gross salary plus employer contributions)

Czech Republic

Based on the data provided the Czech Republic has one of the lowest minimum and average gross salaries compared to the other European countries.

This goes together with the fact that the net income received from the minimum and/or average salary compared to the total employment costs is the lowest in the Czech Republic, i.e. social security and health insurance contributions plus withholding tax are eating almost half of the employment costs. Other Visegrad countries are in a similar position with Hungary and Slovakia being in the same group as the Czech Republic; Poland being in a better position.

The trend is similar at the level of the EUR 25,000 annual income where the Czech Republic is 25th with the lowest net income; however being in the middle with the employee social security contributions; withholding tax being one of the highest at this level of income.

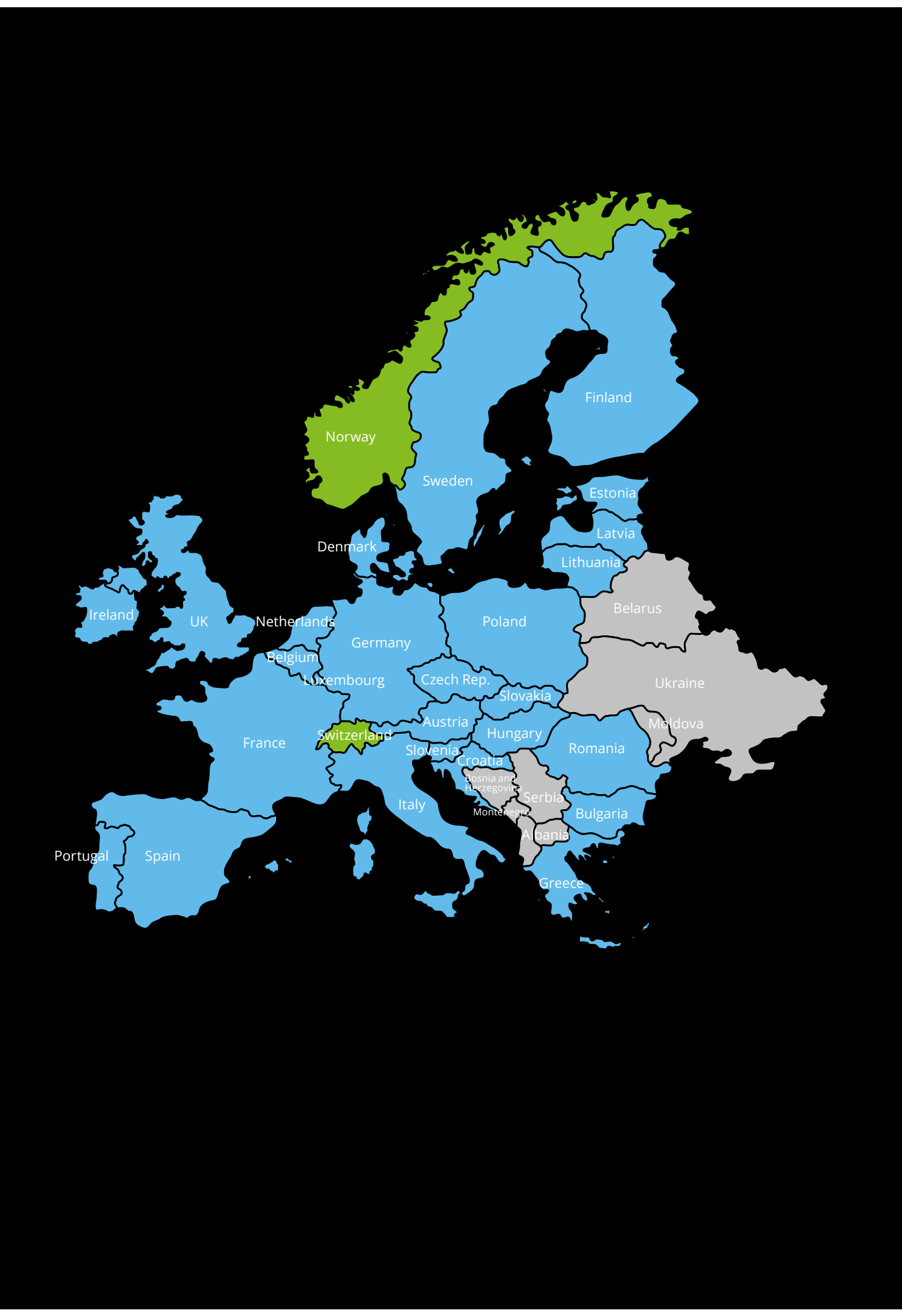
With the income in the amount of EUR 50,000 per annum the position of the Czech Republic improves, i.e. the ratio between the net income received and the total costs of employment puts the Czech Republic in 20th place among the European countries; the net income criterion puts the Czech Republic in the 15th place, i.e. right in the middle.

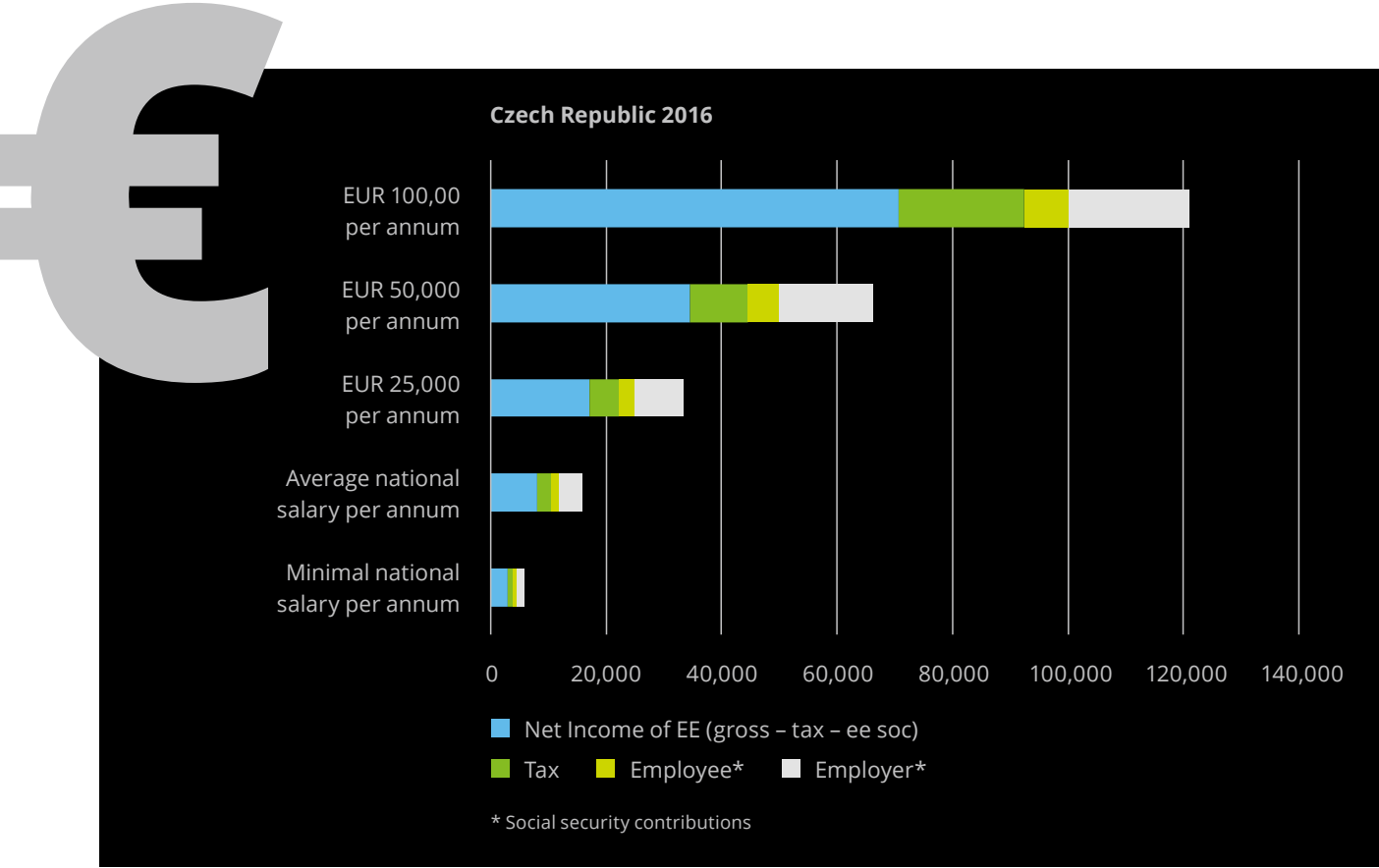
The best position of the Czech Republic is at the level of annual income of EUR 100,000 where the Czech Republic is in 9th place in the net income criterion as well as the net/costs ratio criterion.

The tendency among all analysed levels of income is that the Czech Republic has one of the highest costs of employer social security contributions on all levels.

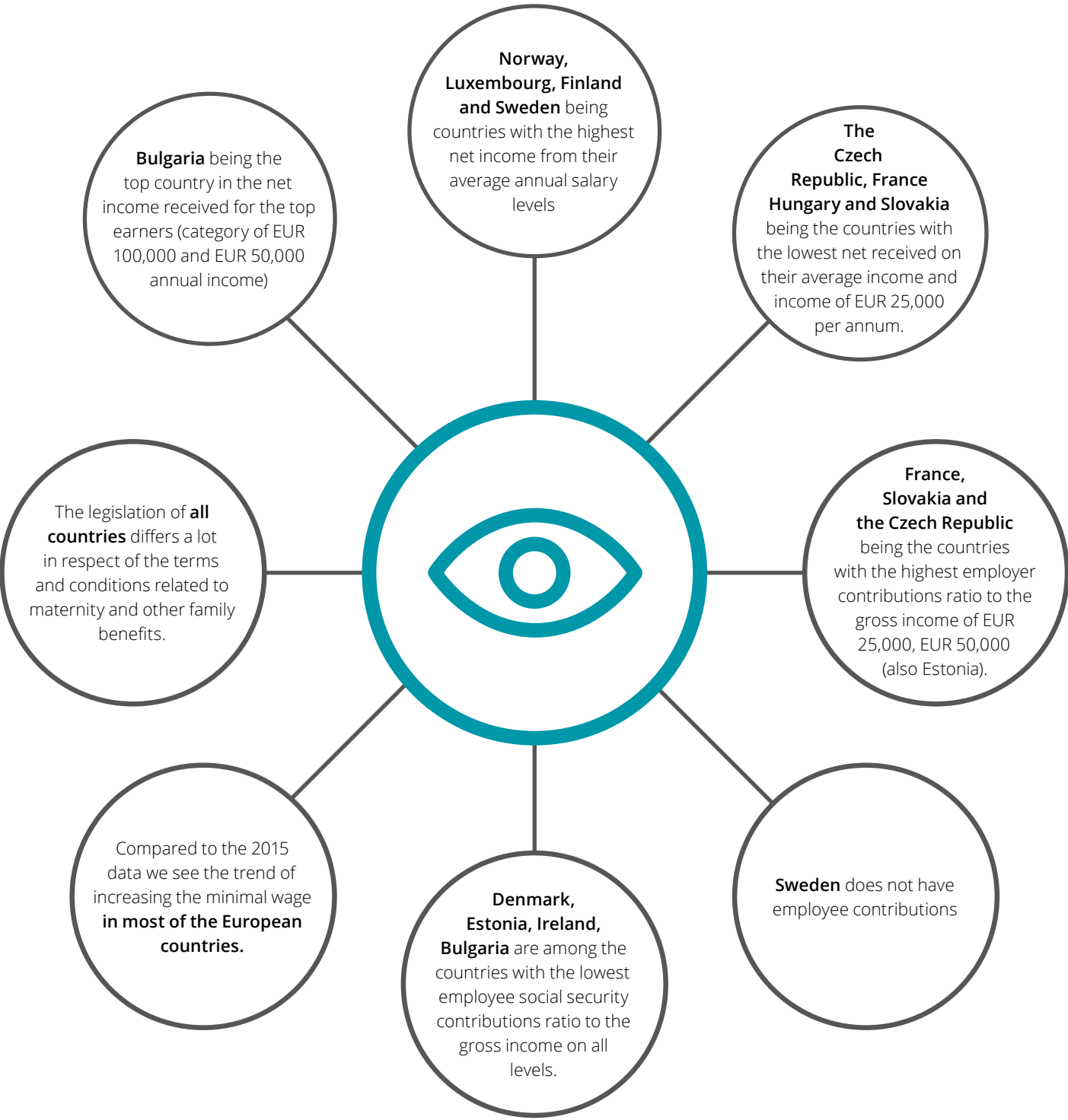
The Czech Republic provides a standard length of maternity benefits compared to the other European states, with a quite generous option to stay at home on paternal leave until a child is 4 years old.

There is a willingness to introduce paternity leave from 2018 in the Czech Republic, which has already been implemented in the Czech legislation.





Most interesting findings



Minimum salary

General comments

- Only 21 countries have stated they have a minimum salary
- The largest minimum salary is in Norway, Demark and Luxembourg
- The Czech Republic (hereinafter “CZ”) is among the three lowest minimum gross wages – with Romania and Bulgaria

Net income

- Net income received from the minimum salary is highest in Norway, Luxembourg, Denmark due to the level of their minimum salary; however ratio of net income to gross minimum salary is the highest in Cyprus, Netherlands and Malta.

- CZ is among Hungary, Romania and Bulgaria with the lowest net income from the minimum salary; the ratio of net income to gross minimum salary is the lowest in Slovenia, Hungary, Czech Republic, Latvia and Denmark.

Ratio of employer contributions to gross salary

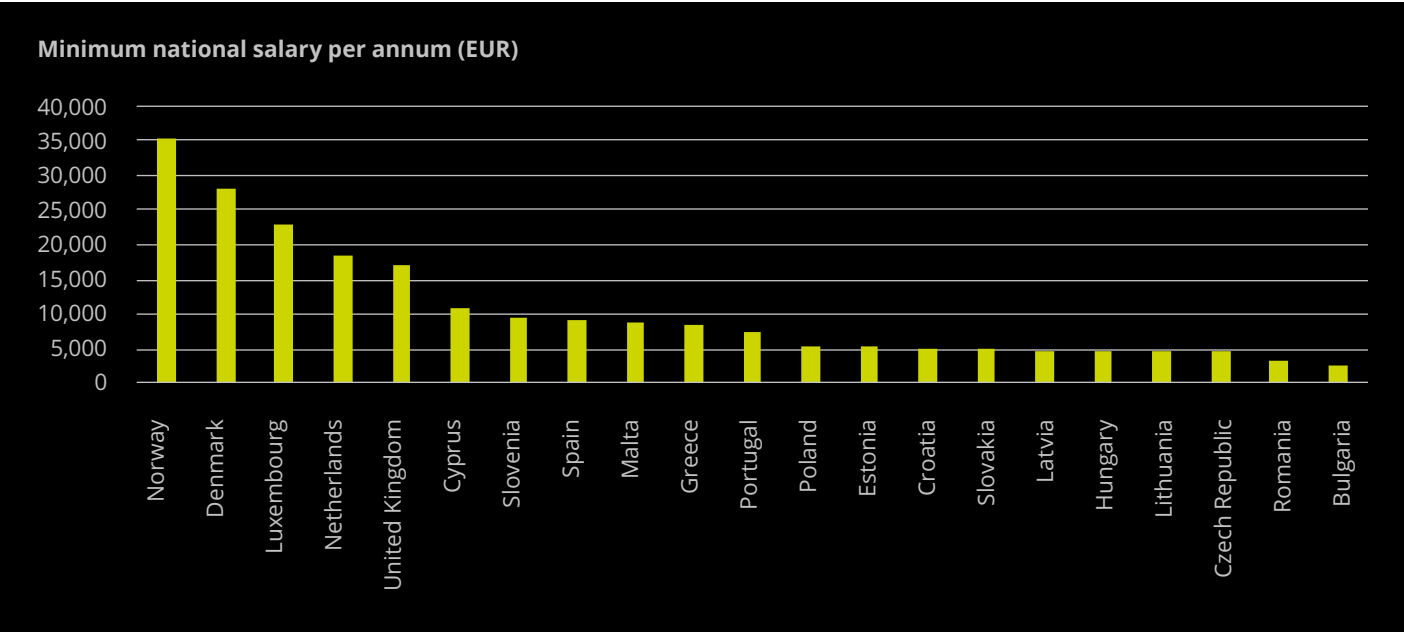
- CZ has the second highest employer contributions compared to the gross minimum salary, where Slovakia is first and Czech Republic is followed by Estonia and Lithuania
- The lowest employer contributions compared to the gross minimum salary are in Denmark, the UK and Malta

Ratio of employee contributions to gross salary

- The lowest employee contributions compared to the gross minimum salary are in Denmark, Estonia, UK, Spain
- The highest employee contributions compared to the gross minimum salary are in Slovenia, Poland, Croatia; Czech Republic being in 10th place out of 21 countries

Ratio of net income to total employment costs

The highest net income to the total employment costs (i.e. net/cost ratio = net/ (gross salary plus employer contributions)) is in Norway, Denmark and Luxembourg with the lowest ratio in Romania, Bulgaria and the Czech Republic.



Average salary

General comments

- Only 23 countries reported the data about average salary
- The highest average salary is in Norway; then much lower Luxembourg, Finland and Denmark
- The lowest average salaries are Bulgaria, Romania, Lithuania and Hungary followed by Slovakia, Poland and the Czech Republic

Net Income

- Net income received from their average salary is highest in Norway, Luxembourg, Finland and Sweden due to the level of their average salary; however ratio of net income to gross average salary is the highest in Cyprus, Greece, Malta, Ireland and Estonia.

- The lowest net income from their average salary is in Bulgaria, Romania, Hungary, Lithuania, Slovakia, the Czech Republic, and Poland; the ratio of net income to gross average salary is the lowest in Germany, Hungary, Denmark, Italy, Czech Republic.

Ratio of employer contributions to gross salary

- The highest ratios of employer contributions to average gross salary are in Slovakia, the Czech Republic, Estonia, Sweden and Lithuania
- The lowest ratios of employer contributions to the average salary are in Denmark, the UK, Malta, Ireland and Cyprus

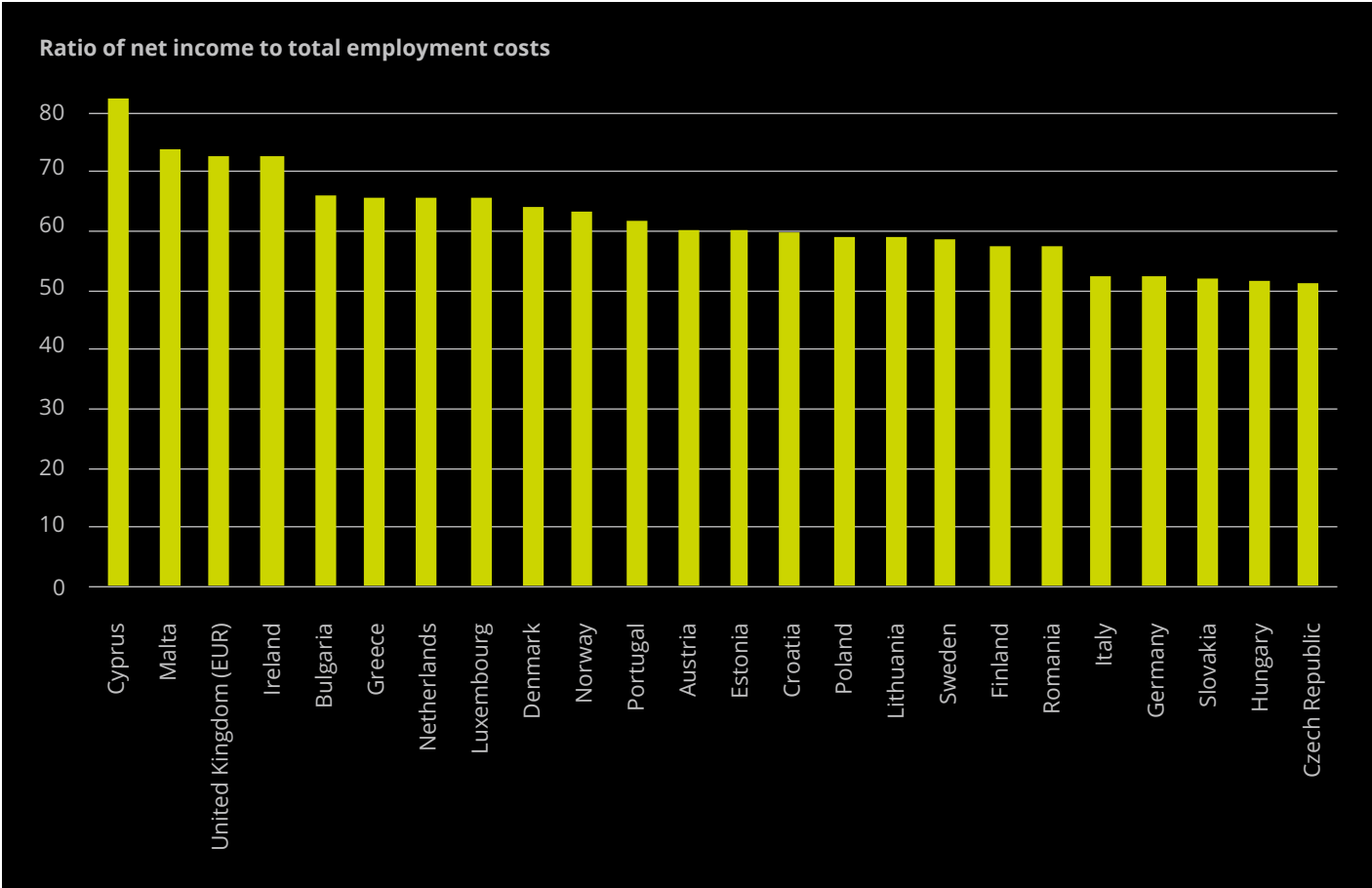
Ratio of employee contributions to gross salary

- The highest ratios of employee contributions to gross average salary are in Poland, Germany, Croatia
- The lowest are in Denmark, Estonia, Ireland and Finland

Ratio of net income to total employment costs

The highest net/cost ratios are in Cyprus, Malta, UK, Ireland

The lowest are in the Czech Republic, Hungary and Slovakia



Gross annual salary of EUR 25,000

General comments

- All 30 countries provided the data

Net income

- Net income is the highest in Switzerland, Cyprus, Ireland and Luxembourg
- Net income is lowest in Slovenia, Croatia, Hungary, Germany, and Portugal
- The Czech Republic is right after them (25th place). Slovakia is in 10th place from the bottom (21st place); the best place is taken by Poland that is 19th.

Ratio of employer contributions to gross salary

- The highest ratio of employer contributions compared to the gross income is in France, Slovakia, the Czech Republic, Estonia, Belgium and Sweden.
- The lowest ratio of employer contributions compared to the gross income is in Denmark, Switzerland, the UK and Malta

Ratio of employee contributions to gross salary

- The highest ratio of employee contributions compared to gross income is in France, Slovenia, Poland and Germany

- The lowest ratio of employee contributions compared to gross income is in Denmark, Estonia, Ireland, Switzerland and Spain and Finland

Ratio of net income to total employment costs

- The highest net/costs ratio is in Switzerland (above 88.28%) followed by Cyprus, Ireland, the UK, Luxembourg, Bulgaria, Norway and Malta (above 70%).
- The lowest net/costs ratio is in France (below 50%) and then the Czech Republic, Hungary, and Slovakia (below 52%).

Gross annual salary of EUR 50,000

General comments

- All 30 countries provided the data

Net income

- The highest net income is in Bulgaria, followed by Switzerland, Cyprus, Estonia and Malta
- The lowest net income is in Slovenia, Croatia, Germany and Belgium
- The Czech Republic is right in the middle in 15th place

Ratio of employer contributions to gross salary

- The highest ratio of employer contributions compared to the gross salary are in France, Slovakia, Estonia and the Czech Republic in 4th place followed by Belgium, Sweden, Lithuania
- The lowest are in Denmark, Malta, Bulgaria, Switzerland and Ireland

Ratio of employee contributions to gross salary

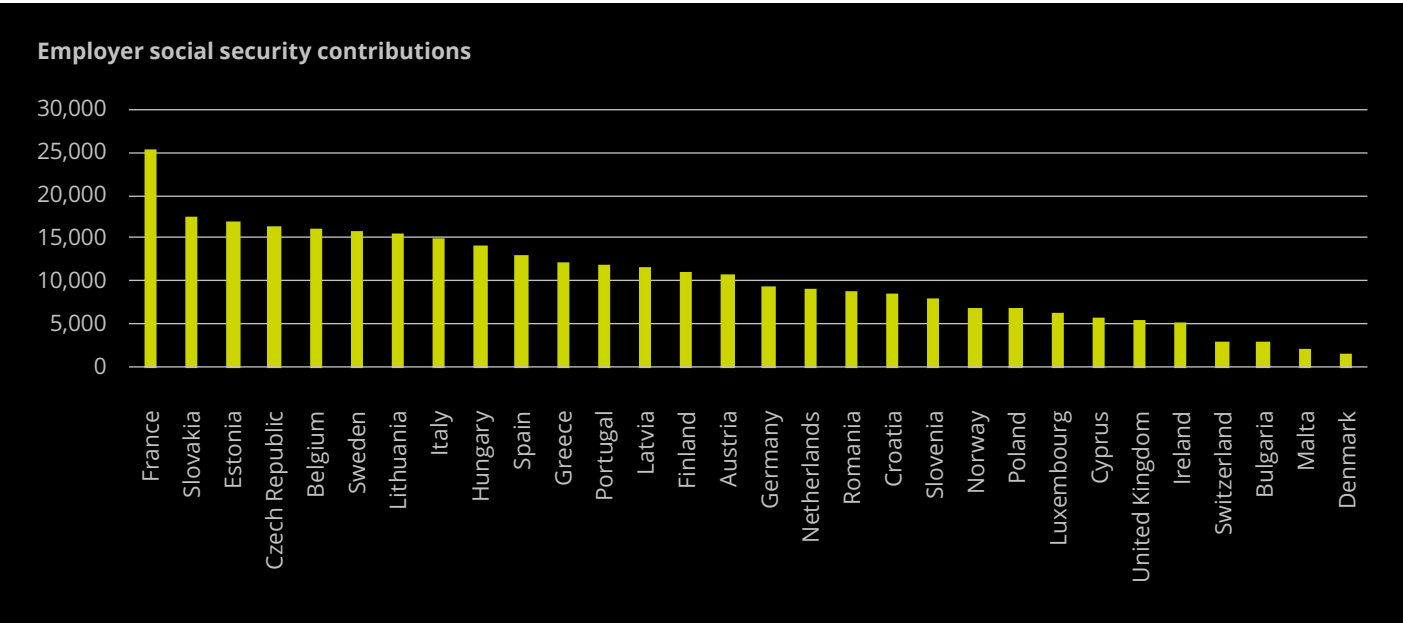
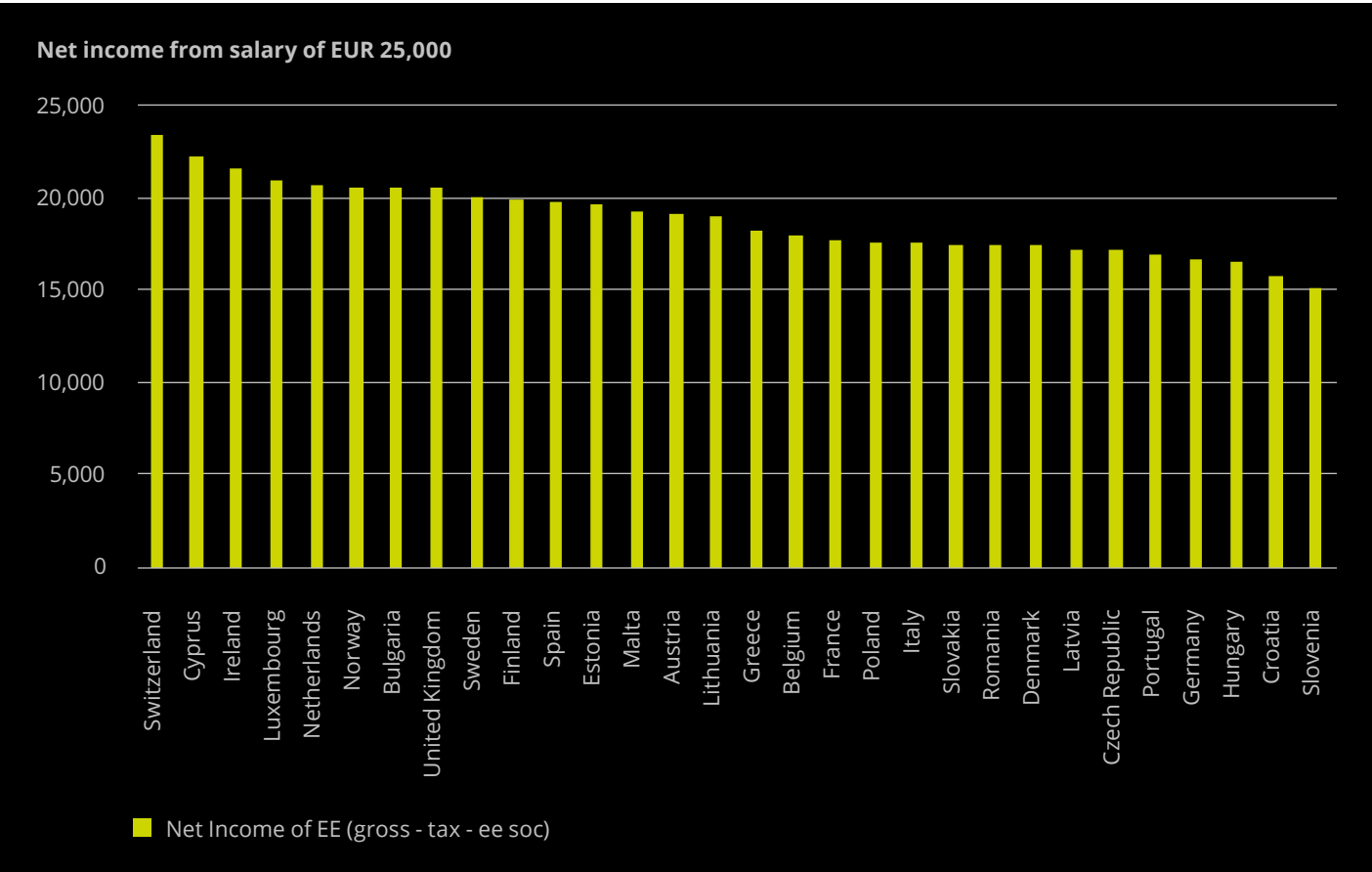
- The highest ratio of employee contributions compared to the gross salary is in France, Slovenia, Germany Croatia and Hungary

- The lowest is in Denmark, Estonia, Ireland, Bulgaria, and Malta.
- The Czech Republic had the 15th highest place, Slovakia 11th, Hungary is 5th, and Poland the 7th highest.

Ratio of net income to total employment costs

The highest net/costs ratio is in Bulgaria followed by Switzerland, Malta and Cyprus

The lowest net/costs ratio is in France and Belgium, followed by Slovenia, Croatia and Italy; the Czech Republic is in the 20th position among 30 analysed countries.



Gross annual salary of EUR 100,000

General comments

- All 30 countries provided the data

Net income

- Net income is highest in Bulgaria, Estonia, Switzerland, Lithuania and Romania.
- The lowest in Belgium, Slovenia, Italy, Croatia
- The Czech Republic is the 9th highest, Slovakia is 6th, Hungary is 11th and Poland is the 13th highest

Ratio of employer contributions to gross salary

- The highest proportion of employer contributions compared to gross salary is in France, Italy, Estonia, Belgium, and Sweden
- The lowest is in Denmark, Malta, Bulgaria, Switzerland, and Cyprus

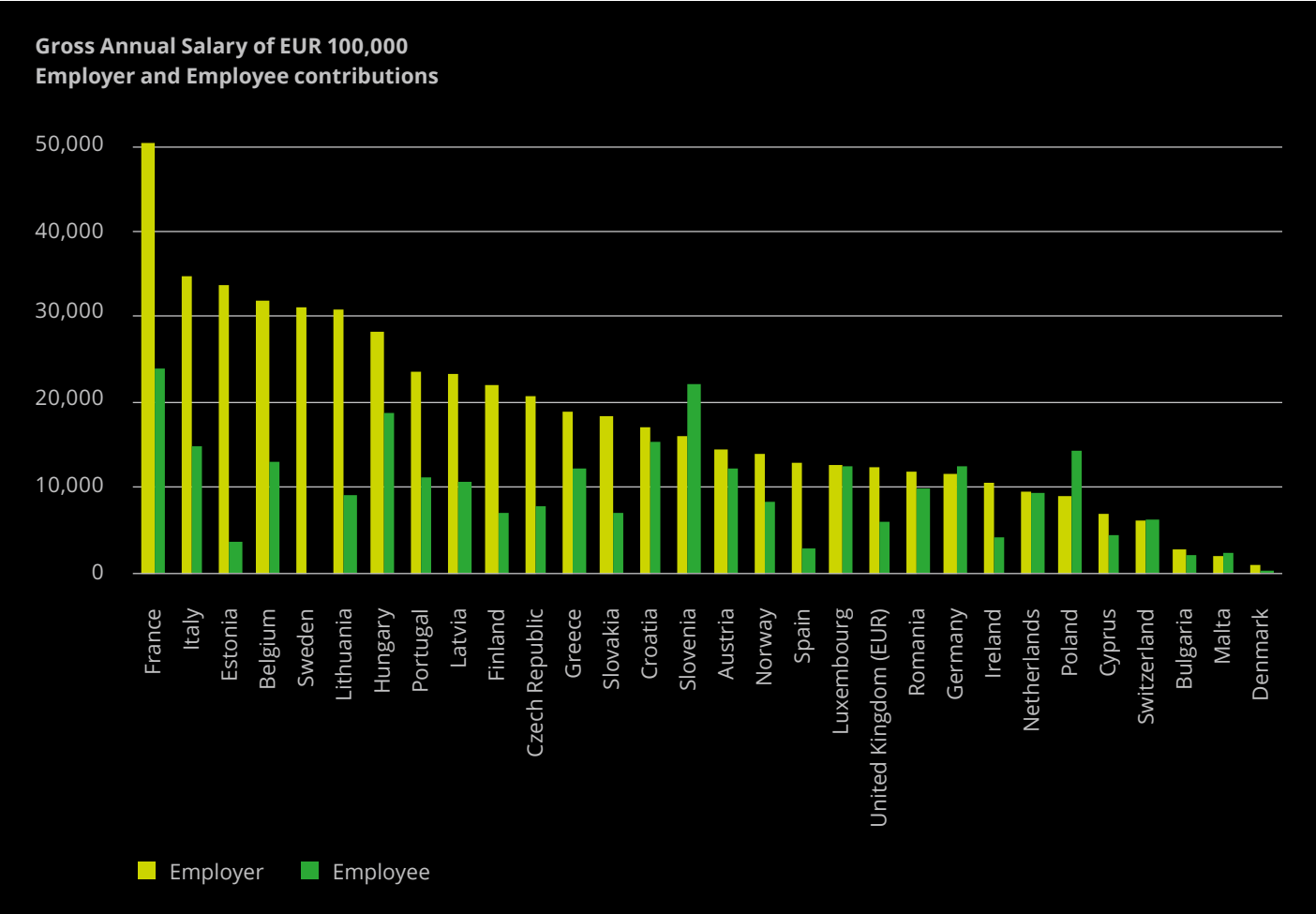
Ratio of employee contributions to gross salary

- The highest proportion of employee contributions to the gross salary is in France, Slovenia, and Hungary

- The lowest proportion is in Denmark, Bulgaria, Malta, Spain and Estonia.
- The Czech Republic is the 18th highest, Hungary 3rd, Poland 6th, and Slovakia 19th

Ratio of net income to total employment costs

The highest net/costs ratio is in Bulgaria followed by Switzerland, Malta, Romania and Cyprus. The lowest net/costs ratio is in Belgium, Italy and France, followed by Portugal, Slovenia and Croatia; the Czech Republic is in the 9th position among 30 analysed countries.



The Visegrad Four

Labour costs incurred by employers are the lowest in Poland and the highest in Slovakia and the Czech Republic. The higher the salary, the lower the costs in all countries except for Hungary, which is the only country where no cap has been placed on social security contributions (health insurance is funded from taxes there). The decline is the most marked in Poland, where it is noticeable approximately from the annual pay of EUR 25,000 upwards. In contrast, in Slovakia and the Czech Republic, the decline in costs is noticeable from annual salaries in excess of EUR 51,000 and EUR 49,800, respectively.

Regarding the burden placed on employees and their social security and health insurance contributions, the conclusion is that employees with the lowest salaries pay the highest insurance premiums in Poland and Hungary – approximately 20% of their gross salaries, while in the Czech Republic the figure is only 11%. The same applies to salaries highly above the average, where the highest amounts are also paid by employees in Hungary – about 19%, and the lowest in Slovakia – 7%.

The tax burden placed on minimum-wage employees is zero in the Czech Republic, whereas in Hungary it is the highest. However, in respect of above-average salaries, employees pay the most in the Czech Republic (22%) and Slovakia (21%), and the least in Hungary (15%).

Therefore, the composition of the funding of the state social security and health insurance system is different in each state. In the Czech Republic and Slovakia, employers pay an extra 34% or 35% per average salary, with 11% or 13% deducted from employees, respectively. In Poland and Hungary, employers pay an extra 21% or 29% per average salary, with 21% or 19% deducted from employees, the latter in Hungary where, however, these are only social security contributions. Therefore, in the Czech Republic and Slovakia, employers make greater contributions, which increases their labour costs. Employees contribute less, whereby their ratio of the net salary to the gross salary is higher than that of their colleagues in Poland and Hungary. Nevertheless, in order to assess in which country employees make objectively more money, it would also be necessary to reflect the purchasing power parity, which is not the subject of this study.

Average national salary per annum in EUR
Employer

Country	Gross salary	SSHI	Total costs	SSHI/gross
Czech Republic	11,884	4,040	15,924	0.34
Hungary	9,820	2,799	12,619	0.29
Poland	11,586	2,388	13,974	0.21
Slovakia	10,308	3,628	13,936	0.35

Employees

Country	Gross salary	SSHI	Tax	Net income	Net/gross	SSHI/gross	Tax/gross
Czech Republic	11,884	1,307	2,389	8,188	0.69	0.11	0.20
Hungary	9,820	1,817	1,473	6,530	0.67	0.19	0.15
Poland	11,586	2,488	834	8,264	0.71	0.21	0.07
Slovakia	10,308	1,381	1,696	7,231	0.70	0.13	0.16

It is also interesting to compare the aggregate amount of social security and health insurance premiums, ie the ratio of the insurance premiums paid by both the employer and the employee to the gross salary. While the ratio is more or less equal between 42% and 49% in respect of salaries up to EUR 25,000, with salaries in the amount of EUR 50,000 contributions

in Poland drop to 31%. With salaries in the amount of EUR 100,000, contributions amount to 47% in Hungary; however, in the remaining countries they decrease under 30%, even down to 23% in Poland. Therefore, except for Hungary, the smallest contributions to the state social security and health insurance systems are made from above-average salaries.

Maternity, Paternity and Parental leave benefits

Maternity leave

Maternity benefits are intended to compensate the loss of the mother’s income due to her inability to work just before birth and in the first months after birth. The conditions for entitlement, length and amount of the benefits vary across the European countries. In some countries (e.g. Austria, Belgium), the mother is forbidden to work by law to eliminate any potential negative impact on her or the child, whereas in some countries (e.g. Sweden, Norway) the maternity leave is not automatically foreseen for the mother unless she performs a occupation connected with a high risk or enormous physical strain.

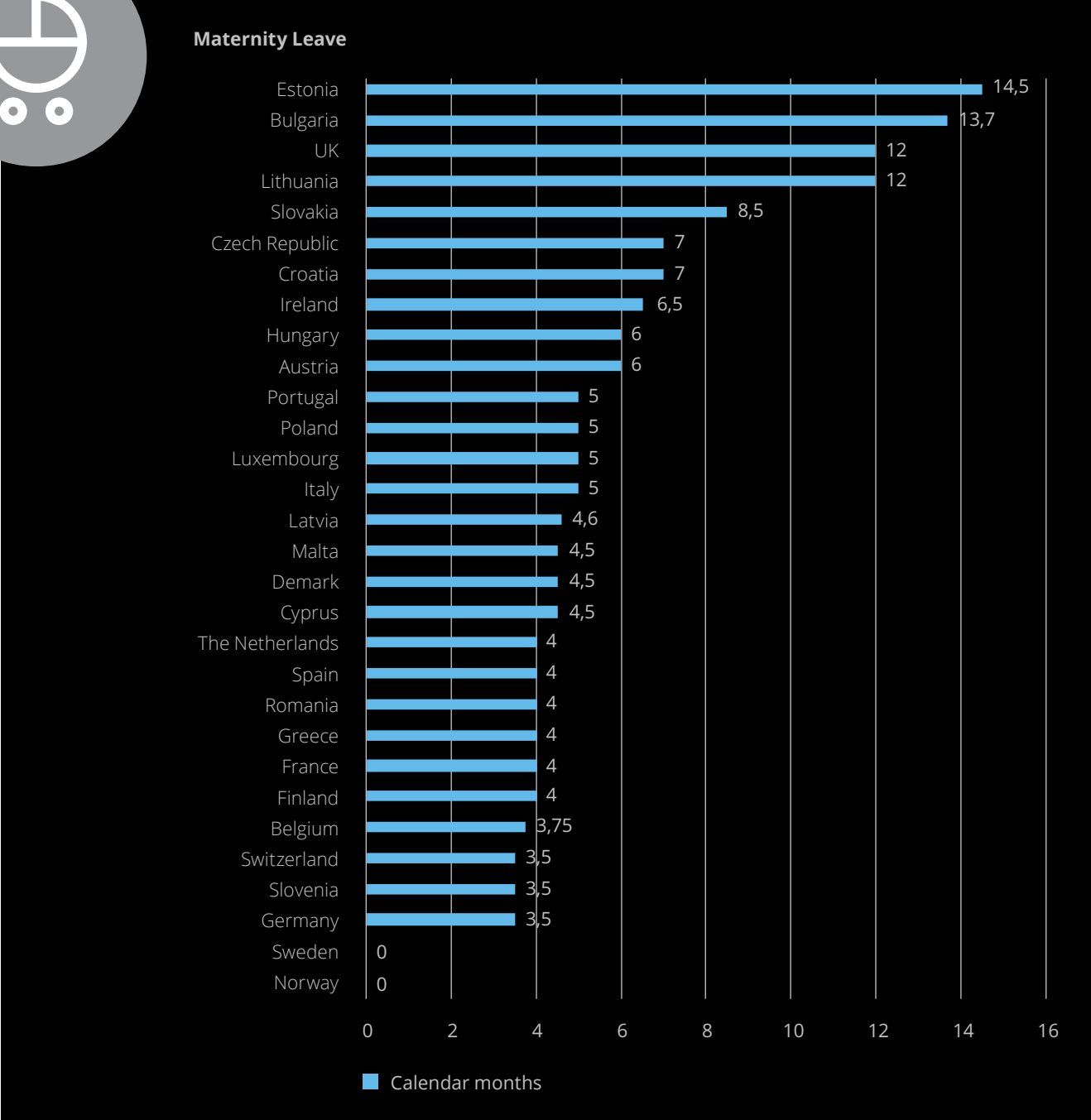
The five longest maternity leave countries are Estonia (14.5 months), Bulgaria (13.7 months), Lithuania (12 months with 100% of earnings or 24 months with decreased % of earnings), the UK (12 months) and Slovakia (8.5 months).

The Czech Republic stands together with Croatia in the seventh spot with a maternity leave length of 7 months (with a possible extension by 9.25 months in the event of a multiple birth in the case of the Czech Republic).

On the opposite side of the spectrum, there are countries such as Norway, Sweden, Switzerland, Slovenia, Germany and Belgium where the mother is allowed to stay home as a result of her pregnancy/ maternity not only for 4 months. In Sweden, there is no arrangement such as maternity leave at all; however, they have the benefit granted under the parental leave terms up to 18 months. A similar situation is in Norway, where at least 49 weeks are covered at 10% of earnings under parental leave. Norwegian legislation does not stipulate maternity leave, however there is a possibility to take pregnancy leave for 3 weeks.

Most of the countries provide mothers with a break in the length of around 5 months (Italy, Luxembourg, Poland, Portugal, Latvia, Cyprus, Malta, and Denmark) during their pregnancy and in the early stage of parenthood. Among these countries, in France it is possible to take up to 11.5 months of maternity leave in case of a multiple birth or serious health issues.

The average length of maternity leave across these European countries is 5.7 calendar months.



Paternity leave

Some countries allow also the child’s father to stay home after the birth as a way of supporting the mother and helping her take care of the child and also to strengthen the relationship between the father and the newborn child on the one hand and between the parents themselves on the other hand. Such a break might be relatively high up to 70 or 54 days (Slovenia and Finland, respectively) which seems to be an exception among these European countries. The more common length of paternity leave amounts up to 15 (Bulgaria, Denmark, Portugal, Ireland, Poland) or 10 days (France, Latvia, Belgium). In case of a multiple birth, the father is entitled to 18 days of paternity leave in France.

In the Czech Republic, there is a new legislation that entitles also the father to the paternity leave in the length of one week and benefit from the paternity allowance. This law will be effective as of February 2018.

Parental leave

Parental leave follows the expiry of the maternity leave; however, it is not the rule in every country. Most of them enable one of the parents (or both, e.g. in Denmark) to stay home to take further care of the child which might last even until the child is 4 years old. The parents can take the paternal leave in accordance with certain conditions outlined by the respective national legislation and also the amounts of parental allowances differ. In some countries, the parent is to have the possibility to take a break from work to

raise the small child, however this leave is unpaid (e.g. Estonia, Malta). On the other hand, some countries provide the parent with a reduced monthly remuneration or the parent is provided with a certain amount of parental allowance and needs to decide what the monthly payment is that he/she would like to receive from the State, which is applicable also for the Czech Republic. Based on the Czech legislation, the parent is entitled to claim, given that other conditions are met, a maximum benefit of CZK 220,000 until the child reaches the age of four.

The Member States usually let the parents decide whether it will be just the one of them taking care of the child or if they want to somehow share the parental leave. In Denmark, both parents are entitled to take 32 weeks of parental leave (64 weeks in total), but the parental benefits will be paid out only for 32 of these weeks. In Slovenia, each parent is entitled to 130 days of parental leave, of which the mother may transfer 100 days to the father so that the father may use 230 days; the father may transfer all 130 days so that the mother may use 260 days. In Sweden, the parents receive parental allowance for a total amount of 480 days per child, they can choose to allocate the days between them as they want apart from the mandatory 60 days per parent. Most countries recognise the entitlement for the parent to stay home with the child until it is 3 years old (Lithuania, Slovakia, France, Romania, Spain, Finland, and Hungary).

In Luxemburg, the amount of parental benefits and the duration should be subject to a reform planned by the Luxembourg government.

As the national laws do not always differentiate between the maternity and parental leave, no data regarding the parental leave were available. However, this does not necessarily mean that the State does not enable the parents to prioritise the care of the child to work. We assume that both leaves are included in the summary period of time the parent can make use of.

It seems to be quite common that the parent staying home is allowed to work at a certain time limit even during the parental leave. However, in some countries (e.g. Spain) the parental leave suspends the employment contract. According to the Spanish legislation, during the first year of parental leave the company will be obliged to offer to the employee the same job position he/she used to develop. Afterwards, the company will just be obliged to offer to the employee a job position included in the employee’s same professional group or category.

In some countries (e.g. Estonia, Croatia, Slovenia), parents also have the opportunity to work from home after taking parental leave. Such arrangement requires that half of the standard working hours be covered and the conditions vary depending on the respective country.

Parental leave

Country	Entitlement
Austria	N/A
Belgium	4 months
Bulgaria	until the child is 2 years old
Croatia	6 months for first and second child if this right is used only by one parent; 8 months for first and second child if this right is used by both parents; 30 months for third and each following child
Cyprus	18 weeks
Czech Republic	until the child is 4 years old
Demark	7 months per parent, both parents are entitled
Estonia	unpaid for up to 3 years of age of child
Finland	6 months After parental leave can stay home until the child is 3 years old
France	36–72 months
Germany	14 months
Greece	6 month 3.5 months leave prior to their 6-months leave
Hungary	30 months
Ireland	4.5 months
Italy	10 months
Latvia	Until the child reaches the age of 18 months
Lithuania	Until the child is 3 years old
Luxembourg	6 months for each parent
Malta	4 months unpaid
Norway	Either 49 weeks of 100% covered earnings, or 59 weeks with a compensation rate of 80%. 10 weeks is reserved for each parent
Poland	8 months Up to 36 months combine of unpaid paternal leave that can be used by both mother and father
Portugal	N/A
Romania	Up to 24 months May be extended up to 36 months if the child has handicap
Slovakia	Until the child is 3 years old
Slovenia	130 days each, of which the mother may transfer 100 days to the father so that the father may use 230 days; the father may transfer all 130 days so that the mother may use 260 days
Spain	36 months since the childbirth;
Sweden	Parents receive parental allowance for a total amount of 480 days per child, they can choose to allocate the days between them as they want apart from mandatory 60 days per parent Until the child is 18 months years old
Switzerland	N/A
The Netherlands	26 work hours a week (as stated in the employment contract)
UK	N/A

Rates and Caps 2016

Mandatory Social Security				Mandatory Health Insurance (or other type if applicable)			Base for SS/HI
Country	Employer	Employee	Self-employed	Employer	Employee	Self-employed	
Austria	21,48%	18,12%	18,5% retirement pension insurance; € 9,11 per month accident insurance; 7,65% mandatory health insurance	3,78% (included in SS)	3,87% (included in SS)	7,65%	Gross income capped at € 68.040,- (2016) per year [employees: € 4860,- per month for recurring payments, self-employed € 5670,-]; marginal limit € 415,72 per month (2016)
Belgium	Gradually lowering up till 2019 to approx 30%-25% of gross salary (uncapped)	13,07% of gross salary (uncapped)	21,5% on first part of indexed net taxable income of current year < € 55.576 EUR; 14,16% on second part of indexed net taxable income of current year with cap at € 81.902. Contributions to be increased with approx. 5% commission tax for social insurance fund. Contributions are capped at approx. € 16,500/year (incl. commission tax)	Included in mandatory soc. sec.	Included in mandatory soc. sec.	Included in mandatory soc. sec.	For employer and employee contributions: total gross salary, uncapped (some elements/benefits are exempt from contributions); for self-employed workers: indexed net taxable income of current year (provisional contributions are in a first instance calculated on indexed net taxable income of 3 years ago and then regularized once income of current year is known).
Bulgaria	13%-13.7%	9,7%	17,8%	4,8%	3,2%	8,0%	For employees - the gross income but not less than the minimum monthly insurable thresholds per principal economic activities and occupation groups and not more than the maximum insurable cap of BGN 2,600 / EUR 1,330 per month. For self-employed - the gross income less 25% statutory deduction for expenses, but not less than the minimum monthly insurable threshold of BGN 420 / EUR 215 per month and not more than the maximum insurable cap of BGN 2,600 / EUR 1,330 per month.

Mandatory Social Security				Mandatory Health Insurance (or other type if applicable)		Base for SS/HI	
Country	Employer	Employee	Self-employed	Employer	Employee	Self-employed	
Croatia	17,20%	20% up to EUR 6.345,00 per month	37,2% on prescribed base	15,0%	N/A	15,0%	Gross income for employer and employee (for employee capped up to EUR 6.345,00; minimum base for employer and employee EUR 370,13) For self-employed - different bases depending on type of self -employment (from EUR 422,89 to EUR 1.163,16)
Cyprus	11.5% - Broken down as follows: Capped (Please see column H - Base for SS) Social Insurance Contribution (SIC): 7.8% Redundancy Fund: 1.2% Industrial Training Fund: 0.5% Uncapped: Social Cohesion Fund: 2%	7.8% - Capped - please see Base for SS (column H)	14.6%	N/A	N/A	N/A	Upper limit on the Gross income where SS contributions apply: For weekly paid employees: €1,046 per week (from 1/1/2014) and €54,392 per annum For monthly paid employees: €4,533 per month and €54,396 per annum. Contributions for self employed individuals depends on the occupational category with lower and upper weekly limits of gross incomes.
Czech Republic	25 %, capped at 48times average monthly wage per year (CZK 1,296,288 for 2016)	6.5 %, capped at 48times average monthly wage per year (CZK 1,296,288 for 2016)	29.2 %, capped at 48times average monthly wage per year (CZK 1,296,288 for 2016)	9 %, no cap	4.5 %, no cap	13.5 %, no cap	Employees: gross income; self-employed: 50 % of the tax base, i.e. difference between income and expenses (respecting the statutory minimum amounts; might be increased voluntarily for the social security, up to the statutory cap)
Denmark	The employer social security contribution is a fixed amount of approx. 1,610 EUR per year	The employee contribution is a fixed amount of approx. 145 EUR per year	N/A. No mandatory social security contributions. Therefore privates insurances/pension schemes necessary.	N/A	N/A	N/A	N/A

Mandatory Social Security				Mandatory Health Insurance (or other type if applicable)		Base for SS/HI	
Country	Employer	Employee	Self-employed	Employer	Employee	Self-employed	
Estonia	Social tax 33% (comprising 20% pension part and 13% health insurance), no cap. The minimum social tax obligation which has to be paid on the monthly rate of social tax established in the state budget (the monthly rate of social tax for 2016 is EUR 390, so the minimum social tax obligation for 2016 is $(390 \times 33\%) = \text{EUR } 128,7$ per month. Unemployment insurance contribution 0,8%.	Unemployment insurance contribution 1,6%. Funded pension contribution 2% for the persons under the obligation.	Social tax 33%, taxable base capped up to an amount equal to 15 official minimum monthly salaries (the minimum monthly salary is EUR 430 for 2016). The minimum social tax obligation which has to be paid as advance payments once in a quarter is at least 3 times the monthly rate of social tax established in the state budget (the monthly rate of social tax for 2016 is EUR 390, so the minimum social tax obligation for 2016 is $(390 \times 3 \times 33\%) \times 4 = 1\,544,4$) and the maximum is $(430 \times 12 \times 15 \times 33\%) = \text{EUR } 2\,554,2$. Funded pension contribution 2% for the persons under the obligation.	No distinction is made between social insurance and social security in Estonia. The pension and health insurance schemes are contributory social security schemes that are financed principally by the social tax. Please see column B and D.	N/A	N/A	Base for SS/HI = gross income

Mandatory Social Security				Mandatory Health Insurance (or other type if applicable)		Base for SS/HI	
Country	Employer	Employee	Self-employed	Employer	Employee	Self-employed	
Finland	<ul style="list-style-type: none"> • Employer's Social security charge: 2.12 % (no cap) • Employer's Pension insurance contribution: 18.00 % (on average, no cap) • Employer's Unemployment insurance contribution: 1.00 % / 3.90 % for total salaries exceeding 2 044 500 EUR (no cap) • Group life insurance premium: 0.07 % (on average, no cap) • Accident insurance premium: ranges between 0.1 % – 7 % (1 % on average, no cap) 	<ul style="list-style-type: none"> • Employee's pension insurance contribution: 5.7% / 7.2% used for employees of age 53 or over (no cap) • Employee's unemployment insurance contribution: 1.15% (no cap) • Employee's health insurance contribution: 2.12% (no cap) 		N/A	<p>Employee's health insurance contribution: 2.12% (no cap)</p> <p>Health insurance contribution (2.12%) consists of two insurance parts, contribution for daily allowance insurance 0.82% and contribution for medical care insurance 1.3%.</p>		Gross income. However, please note that there are several exemptions when some or all employer's and employee's contributions are not payable on certain taxable benefits.
France	Vary on the size of the company and its activity. Average of 45%. Can reach 50%.	Vary on the size of the company and its activity and on the level of the salary. It generally ranges between 20% and 22%.	<p>About 30% (health, maternity, CSG/CRDS, basic pension).</p> <p>For complementary pension and invalidity/death, rates depend on the activity performed.</p>	Included in mandatory social security contributions.	Included in mandatory social security contributions.	Included in mandatory social security contributions.	Gross income + benefits in kind

Mandatory Social Security				Mandatory Health Insurance (or other type if applicable)		Base for SS/HI	
Country	Employer	Employee	Self-employed	Employer	Employee	Self-employed	
Germany	Pension insurance: 9,45%; unemployment insurance: 1,5 % . Furthermore, accident insurance and apportionment contributions are due. The pension and unemployment insurance contributions apply up to an annual salary of EUR 71.400,00 (upper income limit for former West Germany). For former East Germany a different ceiling of EUR 60.000 applies.	Nension insurance: 9,45%; unemployment insurance: 1,5 % The pension and unemployment insurance contributions apply up to an annual salary of EUR 71.400,00 (upper income limit for former West Germany). For former East Germany a different ceiling of EUR 60.000 applies.	N/a (please also see additional comments)	Health insurance: 7,3 % ; long-term nursing care insurance: 1,025%. The health and long-term nursing care insurance contributions apply up to an annual salary of EUR 48.600,00 (upper incomer limit).	Health insurance: 8,2 %; long-term nursing care insurance: 1,025%. The health and long-term nursing care insurance contributions apply up to an annual salary of EUR 48.600,00 (upper incomer limit).	Health insurance: 14,9%; long-term nursing care insurance: 2,05%. The health and long-term nursing care insurance contributions apply up to an annual salary of EUR 48.600,00 (upper incomer limit). Alternatively, self-employed person could also obt for a private health and long-term nursing care insurance.	Employee's gross employment income (limited to the upper income limit for contributions)
Greece	20,01% (SSC are calculated up until the gross monthly salary of 5.543,55 EUR)	12,95% (SSC are calculated up until the gross monthly salary of 5.543,55 EUR)	According to local legislation, self-employed people are responsible for paying themselves their social security contributions to the Social Security Fund (SSF is defined by their profession or business)	4,55% (SSC are calculated up until the gross monthly salary of 5.543,55 EUR)	2,55% (SSC are calculated up until the gross monthly salary of 5.543,55 EUR)	According to local legislation, self-employed people are responsible for paying themselves their social security contributions to the Social Security Fund (SSF is defined by their profession or business)	Gross income up to 5.543,55 EUR per month (monthly cap) on a 15 months basis for “new” employees (first insurance date after 1 January 1993) and on a 14 month basis for “old” employees (first insurance date until 31 December 1992).

Mandatory Social Security				Mandatory Health Insurance (or other type if applicable)		Base for SS/HI	
Country	Employer	Employee	Self-employed	Employer	Employee	Self-employed	
Hungary	27% + 1.5% training fund contribution (uncapped)	18.5% uncapped	28.5%+18.5%*	n/a	n/a	n/a	Generally the base of social security is the individual's gross income taxable, but in case of individual taxable in other country, the social security base is different.
Ireland	10.75% (If gross weekly pay is less than or equal to €376 then 8.5%)	4% (New tapered tax credit of €12 from 1 January 2016 for individuals with weekly income greater than €352 but less than or equal to €424. The credit of €12 is reduced by one-sixth of earnings over €352.01. No credit if weekly income exceeds €424)	4,00%	n/a	n/a	n/a	The base for social security is the individual's gross remuneration.
Italy	Total rate around 29,86% IVS - Pension 23,81% (cap equal to 100.324 applicable for worker without seniority at 31.12.1995) Minor contributions around 6,05%	9,49% (cap equal to 100.324 applicable for workers without seniority at 31.12.1995)	27,72% - 28,72%, it depends on the specific category of self-employed (cap equal to 100.324)	for managers/ high level employees a private health insurance is usually applied (fixed 2.916,00)	for managers/ high level employees a private health insurance is usually applied (fixed 880)	n/a	Generally the base of social security is the individual's gross income

Mandatory Social Security				Mandatory Health Insurance (or other type if applicable)			Base for SS/HI
Country	Employer	Employee	Self-employed	Employer	Employee	Self-employed	
Latvia	23,59%	10,50%	30,58%	n/a	n/a	n/a	For social security = gross income (base capped at 48600 EUR per year; above the cap withholding is continued according to the same pattern (collons B-D), however these contributiouns are made into general state budget not into social security budget; this contribution is referred to as "solidarity tax")
Lithuania	27.98% (uncapped)	3% (uncapped)	28.5% (capped - the base for calculation of SS/HI for the month cannot exceed 4 insured income levels - 445 EUR x 4)	3% (uncapped)	6% (uncapped)	9% (capped - the base for calculation of SS/ HI for the month cannot exceed 4 insured income levels - 445 EUR x 4)	For employees - gross employment related income. For persons performing individual activities - 50% of taxable income. Taxable income is calculated by reducing 1) the amount of income by 30% or 2) the amount of income by the amount of actual expenses incurred provided that proving documents are presented.
Luxembourg	12,42 % / 15,20 %	12,20 % / 12,45 %	25,01 % / 27,54 %	n/a	n/a	n/a	Employment: Gross annual remuneration both in cash and in kind capped to the annual social security ceiling of EUR 115.377,84 as at 1st January 2016
							Self-employment: Net business profit as determined for income tax purposes capped to the annual social security ceiling of EUR 115.377,84 as at 1st January 2016

Mandatory Social Security				Mandatory Health Insurance (or other type if applicable)		Base for SS/HI	
Country	Employer	Employee	Self-employed	Employer	Employee	Self-employed	
Malta	10% of basic weekly wage subject to cap of Eur344.86/weekly wage for persons born before 1.1.62 and Eur425.73/weekly wage for persons born after 31.12.61	10% of basic weekly wage subject to cap of Eur344.86/weekly wage for persons born before 1.1.62 and Eur425.73/weekly wage for persons born after 31.12.61	15% of net profit for year subject to cap of maximum profit for year of Eur17,934 for persons born before 1.1.62 and maximum profit for year of Eur22,139 for persons born after 31.12.61	None - Health Insurance covered by Social Security payments	None - Health Insurance covered by Social Security payments	None - Health Insurance covered by Social Security payments	Basic weekly wage capped for employees and net profit for year for self-employed also capped
Netherlands	Salary capped at EUR 52,763 (employee insurances)	salary capped at EUR 33,715 (national insurances)	salary capped at EUR 33,715 (national insurances)				
	Disability benefit general contribution 6,38%	State pension 17,90%	State old age pension 17,90%				
	Disability benefit industry contribution 1,07% (average percentage)						
	Unemployment benefit general contribution 2,44%	State pension for surviving dependants 0,60%	State pension for surviving dependants 0,60%	6,75% (salary capped at EUR 52,763)	Approximately EUR 1.288	5,5% (salary capped at EUR 52,763)	Gross salary
	Unemployment benefit industry contribution 1,78% (average percentage)	Exceptional medical expenses coverage 9,65%	Exceptional medical expenses coverage 9,65%				

Mandatory Social Security				Mandatory Health Insurance (or other type if applicable)			Base for SS/HI
Country	Employer	Employee	Self-employed	Employer	Employee	Self-employed	
Norway	14,1 % (uncapped)	8,2 % (uncapped)	11,4 % (uncapped)	Mandatory occupational injury insurance. Premium depending on occupation. Mandatory occupational pension plan: 2%			Gross employment related income
Poland	16.26% up to PLN 121,650	11.26% up to PLN 121,650	Contributions are due on a self-declared basis. The minimum for 2016 equal to approximately PLN 773 / EUR 185 per month (and can decrease to PLN 176 / EUR 42 only in case of individuals starting their self-employment during the first 2 years)	n/a	9% (uncapped)	Contributions are due on a self-declared basis. The minimum contributions for 2016 equal to approximately PLN 289 / EUR 69 per month.	For social security = gross income
	2.95% - 6.15% (uncapped)	2.45% (uncapped)					For health insurance = gross income decreased by employee's part of social security contributions
Portugal	23,75%	11,00%	29,60%	n/a	n/a	n/a	<p>Employer / Employees: contributions are uncapped and calculated as a percentage of an employee's gross remuneration. The applicable rates are 23.75% for the employer and 11% for the employee. In general terms, all remuneration items that qualify as remuneration under the terms of the Portuguese Labour Law are subject to Portuguese social security contributions.</p> <p>Self-employees: the social security rates apply on a monthly basis on an amount determined by the Authorities based on the gross income reported for tax purposes in the previous tax year equal to between 1 and 12 times the IAS ("Indexante dos Apoios Sociais"), i.e. $12 \times \text{€ } 419,22 = 5.030,64$. The self-employees whose relevant income is less than 6 times the IAS (Euro 2512.32), is exempt of contributions payment.</p>

Mandatory Social Security				Mandatory Health Insurance (or other type if applicable)			Base for SS/HI
Country	Employer	Employee	Self-employed	Employer	Employee	Self-employed	
Romania	Pension: 15.8%/20,8%/25,8% up to RON 2,118/ RON 2,788/ RON 3,458. Cap available depending on number of employees. unemployment: 0.5% uncapped accidents fund: 0.15% - 0.85% uncapped salary guarantee fund: 0.25% vacation & medical leave: 0.85% up to RON 107.1 (until April 30th 2016) and up to RON 127.5 (starting with May 1st 2016)	Pension: 10.5% (taxable base capped at RON 1408) Unemployment: 0.5% uncapped	10.5% or 26.3%; the pension contribution rate can be chosen by the individual - minimum contribution is 99 RON and is capped at RON 3,526/month	5.2% uncapped	5.5% uncapped	5.5% uncapped	Salary: gross income both for social security and health insurance Self-employed: gross income less deductibe expenses; the individual can choose the pension contribution rate: either the individual rate of 10.5% or the full contribution rate of 26.3% - minimum contribution is capped at RON 99/month or at RON 3,526/month
Slovakia	24.4% up to EUR 4,290 (monthly cap) + 0.8% uncapped	9.4% up to EUR 4,290 (monthly cap)	33.15% up to EUR 4,290 (monthly cap)	10% up to EUR 4,290 (monthly cap)	4% up to EUR 4,290 (monthly cap)	14% up to EUR 4,290 (monthly cap)	Gross income - capped

Mandatory Social Security				Mandatory Health Insurance (or other type if applicable)		Base for SS/HI	
Country	Employer	Employee	Self-employed	Employer	Employee	Self-employed	
Slovenia	16,1% (uncapped) - Please note that as of 12.4.2013 an employer concluding an employment contract for indefinite time is not liable to pay employer social security contributions for unemployment insurance for two years (rate of SSC of the employer for unemployment insurance is 0,06%), while employer concluding an employment contract for definite time is liable to pay employer social security contributions for unemployment insurance in the five times of prescribed amount of such contribution.	22,1% (uncapped)	Both employer and employee SSC are paid by the self-employed person (38,2%).	6,56%+0,53% for professional illnesses (uncapped, included in the mandatory SSC)	6,36% (uncapped, included in the mandatory SSC)	6,56%+6,36% + 0,53% of insurance base	<p>Salary or salary compensation and all other income from the employment relationship, including bonuses and benefits in kind. Reimbursement of expenses in connection with the work paid in cash, holiday allowance, jubilee awards and severance payments are exempt up to certain amounts and under certain conditions. For assigned workers only part of the salary for equal work in Slovenia is subject to social security contributions, part of the salary for working abroad is exempt (this applies to salary only).</p> <p>For self-employed individuals SSC are paid from the prescribed base depending on the profit of the self-employed person in the previous fiscal year. The minimum basis from 2015 to 2017 is 52% of the last published average annual salary in Republic of Slovenia and after 2017 it increases every year by 2 percentage points until it reaches the amount of 60% of the last published average annual salary in Republic of Slovenia in 2021. The maximum basis is 3,5 of average Slovene wage. Legal changes are expected in this regard.</p>

Mandatory Social Security				Mandatory Health Insurance (or other type if applicable)		Base for SS/HI	
Country	Employer	Employee	Self-employed	Employer	Employee	Self-employed	
Spain	Common benefits: 23,60% Salary Guarantee Fund: (FOGASA):0,20% Professional training 0,60% Unemployment: 5,50% The Company should additionally pay for work accidents and professional illness purposes. Such contribution rate will depend on the exact Company's activity.	Common benefits: 4,70% Professional training: 0,10% Unemployment: 1,55%	Common benefits: 29,80%, or 29,30% if the self-employed is either covered for (i) the protection of professional contingences or (ii) stoppage of activity. If the interested person does not have coverage as regards the temporary disability protection: 26,50% Self-employees who do not have protection for eventualities arising from accidents at work and occupational diseases: +0,10% applied over the contribution bases chosen to finance benefits for risk during pregnancy and risk during breastfeeding In this case the accidents at work and occupational diseases rate would need to be added, such rate would depend on the field of activity of the individual	N/A	N/A	N/A	Employee: Social Security costs are calculated as a percentage of the total remuneration paid to the employee. Nevertheless, for the purpose of calculating Social Security contributions due on a monthly basis, there are minimum and maximum contribution bases; the minimum contributions bases differ according to the Social Security contribution group of the employees, whereas there is only one maximum base for all contribution groups, as set forth in the charts below (i.e. all amounts correspond to employees under the General Employment Regime as opposed to the Self Employment or Assimilated Regime. Also, all figures are those foreseen for 2016 year and calculated in Euros): Contribution Group Minimum Maximum 1 1.067,40 € 3.642 € 2 885,30 € 3.642 € 3 770,10 € 3.642 € 4 764,40 € 3.642 € 5 764,40 € 3.642 € 6 764,40 € 3.642 € 7 764,40 € 3.642 € Self- Employed: Regarding the calculation of social security contributions by Self-employed individual, it is important to stress that the individual is the one to choose his contribution base within the legally established limits, following certain rules. The bases in 2016 are the following: Minimum: € 893,10 Maximum: € 3.642

Mandatory Social Security				Mandatory Health Insurance (or other type if applicable)		Base for SS/HI	
Country	Employer	Employee	Self-employed	Employer	Employee	Self-employed	
Sweden	31.42 % uncapped	n/a	28.97 % uncapped	N/a (included as part of mandatory social security)	N/a (included as part of mandatory social security)	N/a (included as part of mandatory social security)	Total gross compensation including salary, benefits etc is basis for social security charges due.
United Kingdom	<p>NI categories A, B, C and J:</p> <ul style="list-style-type: none"> Up to and including £156 a week: 0% Above £156 a week: 13.8% <p>NI categories M (under 21), H (apprentice under 25), or Z (under 21 – deferment)</p> <ul style="list-style-type: none"> Up to and including £827 a week: 0% Above £827 a week: 13.8% <p>Employers also pay Class 1A NIC on any benefits provided to employees by reason of employment that are taxable in the UK as general earnings at 13.8%. Employers may also pay Class 1B NIC on the value of any minor benefits and tax thereon returned to HMRC as part of a PAYE Settlement Agreement (PSA) again at 13.8%</p>	<p>NI category A, and M (under 21)</p> <ul style="list-style-type: none"> Up to and including £155: 0% Above £155 and up to and including £827: 12% Above £827: 2% <p>NI category B:</p> <ul style="list-style-type: none"> Up to and including £155: 0% Above £155 and up to and including £827: 5.85% Above £827: 2% <p>NI category C: 0%</p> <p>NI category J, H (Apprentice under 25) and Z (under 21 – deferment):</p> <ul style="list-style-type: none"> Up to and including £155: 0% Above £155: 2% 	<p>Currently Class 2 and Class 4 NI contributions are payable:</p> <ul style="list-style-type: none"> Class 2: £2.80 a week if the profit per year is above £5,965 (or if person chooses to pay) Class 4: <ul style="list-style-type: none"> Annual profits between £8,060 and £43,000: 9% On profit over £43,000: 2%* Class 4 profits as for tax i.e. certain expenses can be deducted in arriving at profit levels 	N/A	N/A	N/A	Gross earnings from the employment/employments concerned including cash, allowances, bonus certain equity awards, reimbursement of non qualifying expenses and the meeting of pecuniary liabilities (personal debts) e.g. taxes which should be engrossed if part of equalisation or protection policy

Mandatory Social Security				Mandatory Health Insurance (or other type if applicable)			Base for SS/HI
Country	Employer	Employee	Self-employed	Employer	Employee	Self-employed	
Switzerland	AHV (old age insurance) 1st pillar 5.125% uncapped Unemployment insurance I 1.10% up to CHF 148,200 Unemployment insurance II 0.5% for amounts as of CHF 148,201 (uncapped) + II. Pillar pension	AHV (old age insurance) 1st pillar 5.125% uncapped Unemployment insurance I 1.10% up to CHF 148,200 Unemployment insurance II 0.5% for amounts as of CHF 148,201 (uncapped) + II. Pillar pension	(at the discretion of the authorities if someone is self-employed with regard to social security) No mandatory accident insurance; has the right to take voluntary insurance under 2nd pillar; no unemployment insurance	N/a	Not related to employment (obligation of the individual) Sickness/Health insurance - It's mandatory in Switzerland and each resident must organize the insurance himself. No involvement of the employer	Not related to employment (obligation of the individual) Sickness/Health insurance - It's mandatory in Switzerland and each resident must organize the insurance himself. No involvement of the employer	AHV: Gross income Unemployment insurance I: Gross income; max. 148'200 Unemployment insurance II: as of 148'201 (uncapped) 2nd pillar pension: Depending on the age of the employee and the gross income Health insurance: Not related to employment (based on private factors as area of living, age, annual deductible amount, etc.)

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