

Tax Brochure

Salary and Social Security Tax | 2016



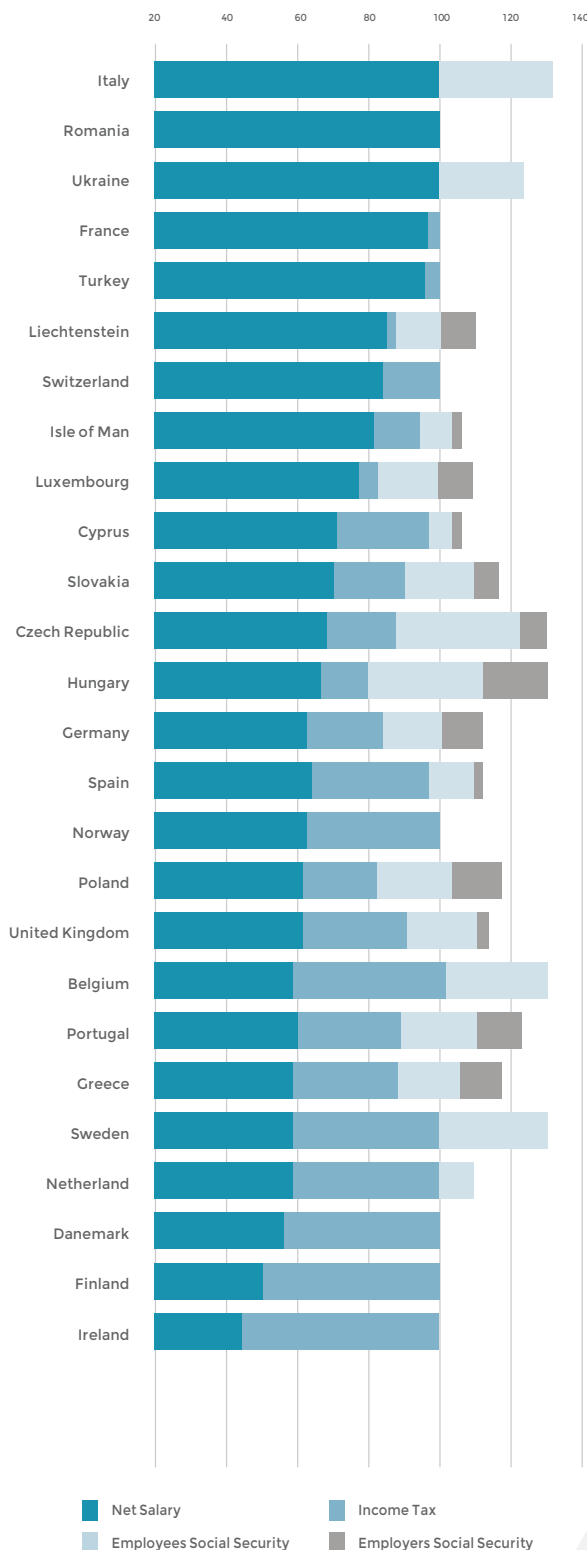
A European Comparison

The AGN European Region conducts annual surveys of corporate taxes, parent companies, self employed, value added (VAT), salary and social security and inheritance taxes. These surveys have been produced for a number of years and provide interesting comparisons from year to year and from country to country and give an insight into trends.

Europe feels like it is getting smaller with both people and companies shopping around for tax friendly places to settle. The EU tries to make life easy with freedom of movement for workers as a fundamental rule. Reality is, however, quite different as taxes are not harmonised at Community level.

The objective of the survey is to establish how much of an employee's gross salary is left after income tax and social security charges. It also calculates the employer's social charges allowing comparison of the cost of employment to an employer. The survey is based on a married individual with two children, annual gross salary of €100,000, a company car costing €40,000 when new, and paying annual mortgage interest of €7,500.

Countries Covered: The 2016 survey covers 25 countries, 22 members of the EEA (including Isle of Man) as well as , Turkey ,Ukraine and Switzerland.



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Registered office: 24 Greville Street, London EC1N 8SS, UK. Phone +44 [0] 207 971 7373 | Email: info@agn.org



Country	Taxation of Benefits in Kind:			Declaration Date (end)	Company Accommodation	Company Accommodation Basis: % of rent paid	Insurance			Share Options	Mobile Phone	Meal & Hotel Allowance	Meal & Hotel Allowance. Non Business Limit tax free / day	Personal Deductions (max):					Insurances:			Taxation of personal income for:			
	Company Car	Calculation Method (% per annum or amount)	Internet Connection				Insurance	Company Pension Scheme	Life, Invalidity, Surviving Spouse					Total for Married 2 Children	Standard	Personal Loan interest	Mortgage Loan Interest	Life, Medical, 3rd party Insurance	Pension Insurance	Investment / Savings allowances	Education allowances	Salary taxable ←183 days	Traveling between home and your country	Avoidance country's social security contributions	Entitlement to buy a house
Belgium	Y	25.00%	Y	JUN	Y	100.00%	Y	0.00%	0.00%	Y	Y	Y	0	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	N	N	Y	Y
Cyprus	Y	0.00%	N/A	APR	Y	100.00%	Y	100.00%	100.00%	Y	Y	N	0	€ 1,376.00	€ 1,376.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	Y	Y	N	Y
Czech Republic	Y	12.00%	N/A	MAR	Y	100.00%	Y	0.00%	0.00%	Y	N	N	0	€ 14,210.00	€ 2,000.00	€ 0.00	€ 1,100.00	€ 555.00	€ 555.00	€ 0.00	€ 0.00	Y	Y	Y	Y
Denmark	Y	25.00%	N/A	APR	Y	100.00%	N	0.00%	0.00%	Y	Y	Y	0	€ 13,500.00	€ 6,000.00	€ 0.00	7,500.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	N	Y	Y	Y
Finland	Y	0.00%	Y	APR	Y	100.00%	N	0.00%	0.00%	Y	Y	Y	0	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	N/A	Y	Y	Y
France	Y	9.00%	N	JUN	Y	0.00%	Y	0.00%	0.00%	Y	Y	N	0	€ 30,221.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 30,038.00	€ 183.00	N	Y	Y	Y
Germany	Y	12.00%	N/A	MAY	Y	0.00%	Y	0.00%	0.00%	Y	N	Y	3	€ 20,746.00	€ 1,000.00	€ 0.00	€ 0.00	€ 3,800.00	€ 4,344.00	€ 1,602.00	€ 10,000.00	N/A	Y	Y	Y
Greece	Y	30.00%	N/A	APR	N	0.00%	Y	0.00%	0.00%	Y	Y	N	0	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	N	N	Y	Y
Hungary	N	0.00%	N/A	MAY	Y	100.00%	Y	51.00%	51.00%	Y	N	Y	0	€ 984.00	€ 984.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	N	N	Y	Y
Ireland	Y	30.00%	N/A	DEC	N	0.00%	Y	0.00%	0.00%	Y	N	N	0	€ 4,950.00	€ 4,950.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	Y	Y	Y	Y
Isle of Man	Y	20.00%	N/A	APR	Y	100.00%	N	0.00%	0.00%	N	N	Y	0	€ 27,928.00	€ 27,928.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	Y	N	N	Y
Italy	Y	0.00%	Y	JUL	Y	0.00%	Y	0.00%	0.00%	Y	Y	Y	0	€ 6,590.00	€ 2,590.00	€ 0.00	€ 4,000.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	Y	Y	Y	Y
Liechtenstein	Y	10.00%	N/A	APR	Y	100.00%	Y	100.00%	100.00%	Y	N	N	0	€ 38,695.00	€ 17,727.00	€ 0.00	€ 0.00	€ 1,273.00	€ 9,695.00	€ 0.00	€ 0.00	Y	N	N	N
Luxembourg	Y	18.00%	N	MAY	Y	75.00%	Y	20.00%	0.00%	Y	N	Y	90	€ 22,920.00	€ 5,520.00	€ 1,344.00	€ 6,000.00	€ 2,688.00	€ 1,200.00	€ 2,688.00	€ 3,480.00	Y	N	Y	Y
Netherlands	Y	25.00%	N/A	JAN	N	100.00%	Y	0.00%	0.00%	Y	N	N	0	€ 14,570.00	€ 7,070.00	€ 0.00	€ 7,500.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	N	N	Y	Y
Norway	Y	30.00%	N/A	APR	N	100.00%	N	0.00%	0.00%	Y	Y	N	0	€ 25,205.00	€ 17,705.00	€ 0.00	€ 7,500.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	N	N	Y	Y
Poland	Y	0.00%	N	APR	Y	100.00%	Y	100.00%	100.00%	N	N	N	0	€ 1,080.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 1,080.00	€ 0.00	€ 0.00	N	Y	Y	Y
Portugal	Y	9.00%	N/A	APR	Y	100.00%	N	0.00%	0.00%	Y	N	N	4	€ 1,496.00	€ 1,200.00	€ 0.00	€ 296.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	Y	Y	Y	Y
Romania	Y	20.00%	N/A	N/A	N	0.00%	N	0.00%	0.00%	Y	N	N	0	€ 400.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 400.00	€ 0.00	€ 0.00	N	N	Y	Y
Slovakia	Y	12.00%	N/A	MAR	Y	100.00%	N	0.00%	0.00%	Y	Y	N	4	€ 3,983.33	€ 3,803.33	€ 0.00	€ 0.00	€ 0.00	€ 180.00	€ 0.00	€ 0.00	Y	Y	Y	Y
Spain	Y	100.00%	N/A	JUN	Y	100.00%	Y	0.00%	0.00%	Y	Y	N	53	€ 24,617.00	€ 15,617.00	€ 0.00	€ 9,000.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	Y	Y	Y	Y
Sweden	Y	10.00%	N/A	MAY	Y	100.00%	Y	0.00%	0.00%	Y	N	N	0	€ 7,500.00	€ 0.00	€ 0.00	€ 7,500.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	N	Y	Y	Y
Switzerland	Y	10.00%	N/A	SEP	Y	100.00%	N	0.00%	0.00%	Y	N	N	0	€ 14,570.00	€ 7,070.00	€ 0.00	€ 7,500.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	Y	N	Y	Y
Turkey	N	0.00%	N/A	per Month, 23	N/A	0.00%	N/A	0.00%	0.00%	N	N/A	N	0	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	Y	N	Y	Y
Ukraine	Y	18.00%	N	MAY	Y	100.00%	Y	0.00%	0.00%	N	Y	Y	0	€ 33,072.00	€ 16,536.00	€ 0.00	€ 0.00	€ 0.00	€ 8,268.00	€ 0.00	€ 8,268.00	Y	Y	N	N
United Kingdom	Y	37.00%	N	APR	Y	100.00%	Y	0.00%	100.00%	Y	N	N	0	€ 50,000.00	€ 0.00	€ 0.00	€ 0.00	€ 0.00	€ 50,000.00	€ 0.00	€ 0.00	N	Y	N	Y

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