



Employee taxes in Europe – 2018

A comparison of employers' costs and employees' net income in various European countries

Introduction

[Luxembourg](#)

[Austria](#)

[Belgium](#)

[Denmark](#)

[Finland](#)

[France](#)

[Germany](#)

[Greece](#)

[Ireland](#)

[Italy](#)

[Netherlands](#)

[Norway](#)

[Portugal](#)

[Spain](#)

[Sweden](#)

[Switzerland \(Geneva\)](#)

[Switzerland \(Zürich\)](#)

[United Kingdom](#)

[Summary \(€100,000\)](#)

[Summary \(€200,000\)](#)

For the second year, we present this report with a high level comparison of employee taxes in various European countries. In most countries, social security taxes and income taxes are levied separately. Income tax is typically calculated through progressive income tax rates. Social security tax rates are generally fixed and in various countries only calculated up to a certain income. Income tax is typically owed by the employee only, whereas social security tax is most often a cost to both the employee and employer. All these elements have an impact on the employee's net income as well as the costs to the employer.

For these calculations we have relied on our [KPMG LINK Cost Projector](#) technology. All calculations are prepared on the basis of default settings for a married resident employee with two dependent children, working 100% in the country of residence and subject to the country of residence's social security system. For each country we looked at two scenarios, the first scenario is based on a gross salary of € 100,000, whereas the second scenario assumed a gross salary of € 200,000. No additional income, deductions or expat tax concessions are considered.

The difference between the highest net income (Switzerland – Zürich) and lowest net income (Greece) is € 32,410 for a gross salary of € 100,000. For a gross salary of € 200,000 the gap is also largest between Switzerland (Zürich) and Greece, a difference of € 58,117.

Employer's costs in these calculations are the sum of gross salary and employer's social security contributions. Several countries have a cap on the income subject to social security. Most notably, Denmark has a low cap on social security contributions, making Denmark stand out in the comparison of social security. France has high social security rates and no cap. This explains why, for the employer, in both scenarios, Denmark has the lowest cost and France the highest cost. The difference is quite significant, € 45,792 in the first scenario and € 90,998 in the second scenario.

While these calculations do not consider the cost of living and potential social security benefits, these numbers offer an interesting perspective on employees' net income and employers' costs. On the left, all countries included in this report are listed as direct links to the respective pages. At the end there is a summary chart for each of the scenarios.

We are always happy to discuss how we can help you find the solutions to your global mobility needs. Please do not hesitate to contact your KPMG Global Mobility Services contact with any questions or for a live demonstration.

Taxes and social security in Europe



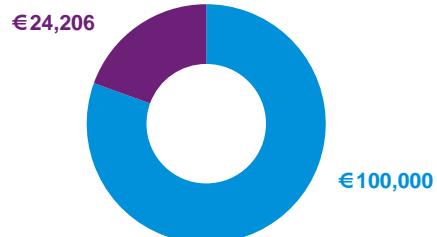


Gross annual salary €100,000

For a resident married employee, with two dependent children, subject to Austrian income tax and social security and an annual gross salary of €100,000, the net salary is €62,067. The total employer's cost is €124,206.

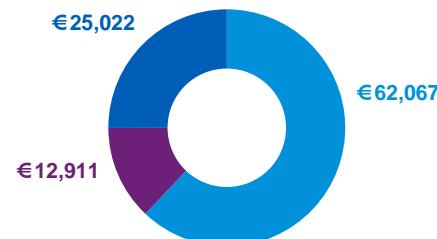
Employer's cost

- Gross salary
- Social Security



Net salary

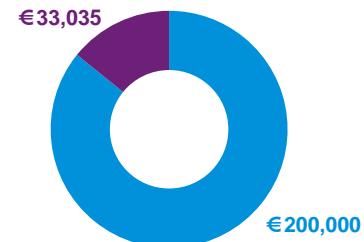
- Net salary
- Social Security
- National Tax



Gross annual salary €200,000

For a resident married employee, with two dependent children, subject to Austrian income tax and social security and an annual gross salary of €200,000, the net salary is €118,284. The total employer's cost is €233,035.

Employer's cost



Net salary



Source: Calculations prepared with default settings in KPMG LINK Cost Projector, April 2018

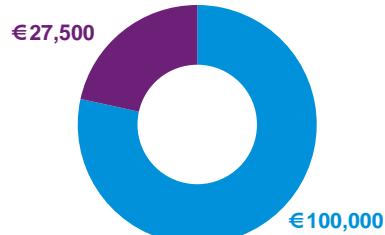


Gross annual salary €100,000

For a resident married employee, with two dependent children, subject to Belgian income tax and social security and an annual gross salary of €100,000, the net salary is €55,751. The total employer's cost is €127,500.

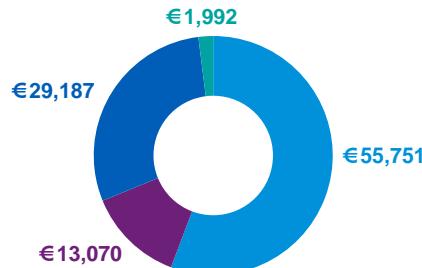
Employer's cost

- Gross salary
- Social Security



Net salary

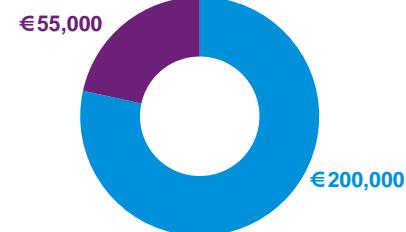
- Net salary
- Social Security
- National Tax
- Municipal Tax



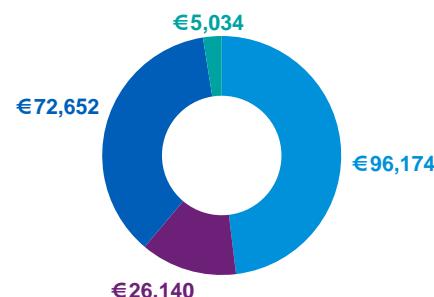
Gross annual salary €200,000

For a resident married employee, with two dependent children, subject to Belgian income tax and social security and an annual gross salary of €200,000, the net salary is €96,174. The total employer's cost is €255,000.

Employer's cost



Net salary



Source: Calculations prepared with default settings in KPMG LINK Cost Projector, April 2018

Denmark



Gross annual salary €100,000

For a resident married employee, with two dependent children, subject to Danish income tax and social security and an annual gross salary of €100,000, the net salary is €60,056. The total employer's cost is €101,333.

Employer's cost

- Gross salary
- Social Security



Net salary

- Net salary
- Social Security
- National Tax



Gross annual salary €200,000

For a resident married employee, with two dependent children, subject to Danish income tax and social security and an annual gross salary of €200,000, the net salary is €104,446. The total employer's cost is €201,333.

Employer's cost

- Gross salary
- Social Security



Net salary



Source: Calculations prepared with default settings in KPMG LINK Cost Projector, April 2018



Gross annual salary €100,000

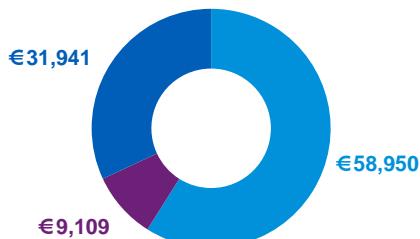
For a resident married employee, with two dependent children, subject to Finnish income tax and social security and an annual gross salary of €100,000, the net salary is €58,950. The total employer's cost is €120,700.

Employer's cost



■ Gross salary
■ Social Security

Net salary



Source: Calculations prepared with default settings in KPMG LINK Cost Projector, April 2018

Gross annual salary €200,000

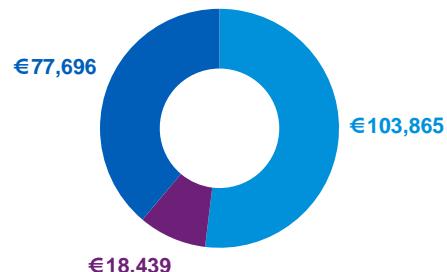
For a resident married employee, with two dependent children, subject to Finnish income tax and social security and an annual gross salary of €200,000, the net salary is €103,865. The total employer's cost is €241,400.

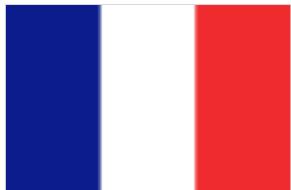
Employer's cost



■ Net salary
■ Social Security
■ National Tax

Net salary



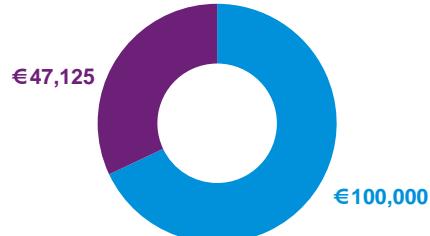


Gross annual salary €100,000

For a resident married employee, with two dependent children, subject to French income tax and social security and an annual gross salary of €100,000, the net salary is €71,857. The total employer's cost is €147,125.

Employer's cost

- Gross salary
- Social Security



Net salary

- Net salary
- Social Security
- National Tax



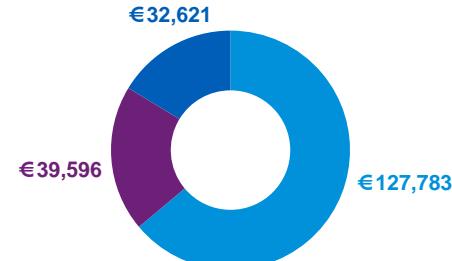
Gross annual salary €200,000

For a resident married employee, with two dependent children, subject to French income tax and social security and an annual gross salary of €200,000, the net salary is €127,783. The total employer's cost is €292,331.

Employer's cost



Net salary



Source: Calculations prepared with default settings in KPMG LINK Cost Projector, April 2018

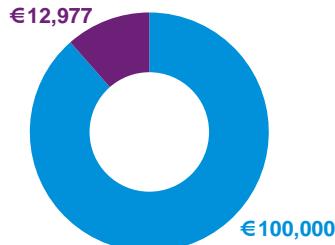
Germany



Gross annual salary €100,000

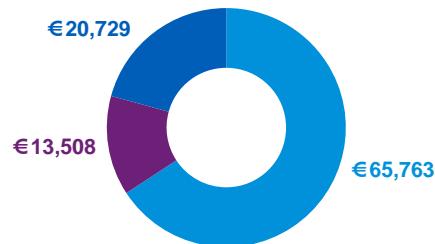
For a resident married employee, with two dependent children, subject to German income tax and social security and an annual gross salary of €100,000, the net salary is €65,763. The total employer's cost is €112,977.

Employer's cost



■ Gross salary
■ Social Security

Net salary

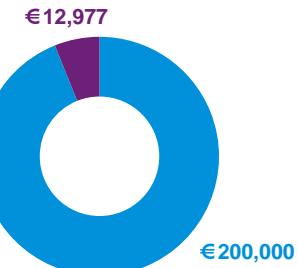


■ Net salary
■ Social Security
■ National Tax

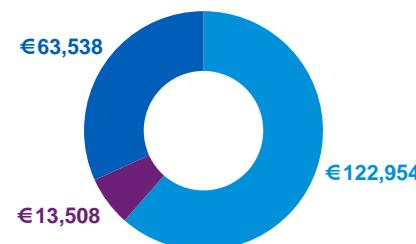
Gross annual salary €200,000

For a resident married employee, with two dependent children, subject to German income tax and social security and an annual gross salary of €200,000, the net salary is €122,954. The total employer's cost is €212,977.

Employer's cost



Net salary



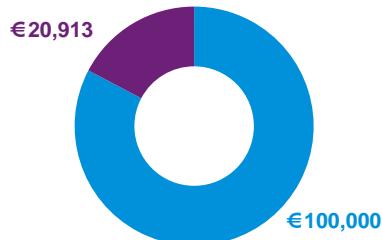
Source: Calculations prepared with default settings in KPMG LINK Cost Projector, April 2018



Gross annual salary €100,000

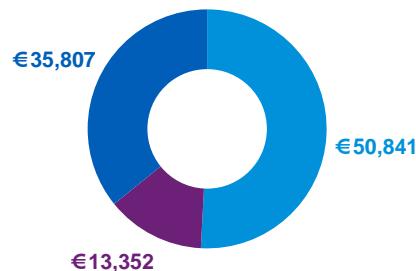
For a resident married employee, with two dependent children, subject to Greek income tax and social security and an annual gross salary of €100,000, the net salary is €50,841. The total employer's cost is €120,913.

Employer's cost



■ Gross salary
■ Social Security

Net salary

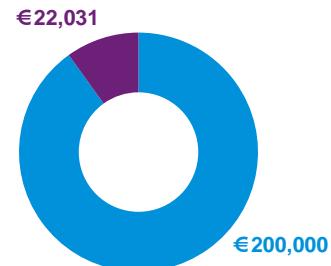


■ Net salary
■ Social Security
■ National Tax

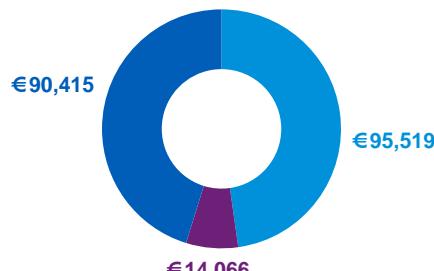
Gross annual salary €200,000

For a resident married employee, with two dependent children, subject to Greek income tax and social security and an annual gross salary of €200,000, the net salary is €95,519. The total employer's cost is €222,031.

Employer's cost



Net salary



Source: Calculations prepared with default settings in KPMG LINK Cost Projector, April 2018

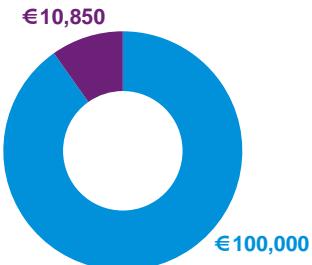


Gross annual salary €100,000

For a resident married employee, with two dependent children, subject to Irish income tax and social security and an annual gross salary of €100,000, the net salary is €65,849. The total employer's cost is €110,850.

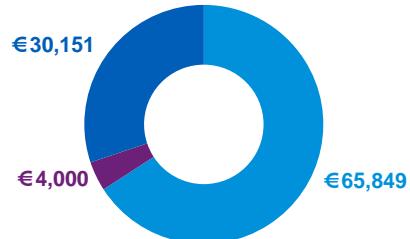
Employer's cost

- Gross salary
- Social Security



Net salary

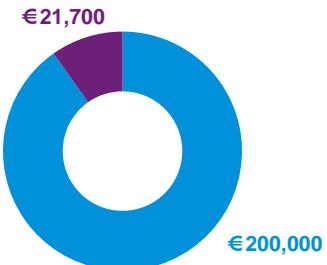
- Net salary
- Social Security
- National Tax



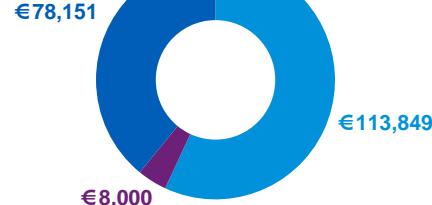
Gross annual salary €200,000

For a resident married employee, with two dependent children, subject to Irish income tax and social security and an annual gross salary of €200,000, the net salary is €113,849. The total employer's cost is €221,700.

Employer's cost



Net salary



Source: Calculations prepared with default settings in KPMG LINK Cost Projector, April 2018

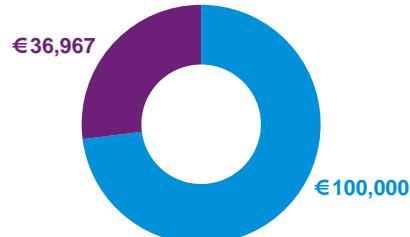


Gross annual salary €100,000

For a resident (Milan) married employee, with two dependent children, subject to Italian income tax and social security and an annual gross salary of € 100,000, the net salary is € 56,282. The total employer's cost is € 136,967.

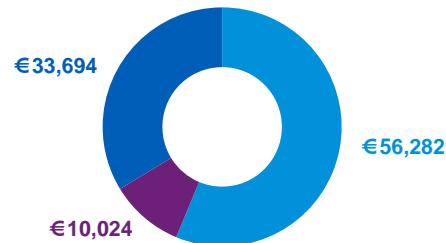
Employer's cost

- Gross salary
- Social Security



Net salary

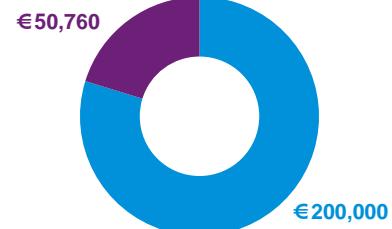
- Net salary
- Social Security
- National Tax



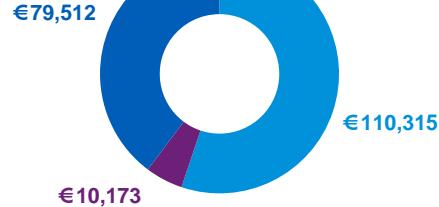
Gross annual salary €200,000

For a resident (Milan) married employee, with two dependent children, subject to Italian income tax and social security and an annual gross salary of € 200,000, the net salary is € 110,315. The total employer's cost is € 250,760.

Employer's cost



Net salary



Source: Calculations prepared with default settings in KPMG LINK Cost Projector, April 2018

Luxembourg



Gross annual salary €100,000

For a resident married employee, with two dependent children, subject to Luxembourg income tax and social security and an annual gross salary of € 100,000, the net salary is € 73,140. The total employer's cost is € 113,220.

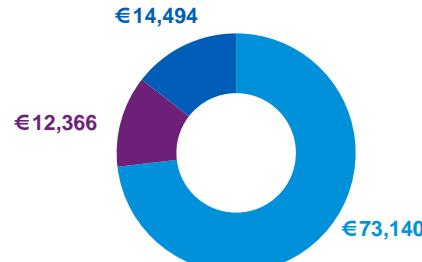
Employer's cost

- Gross salary
- Social Security



Net salary

- Net salary
- Social Security
- National Tax



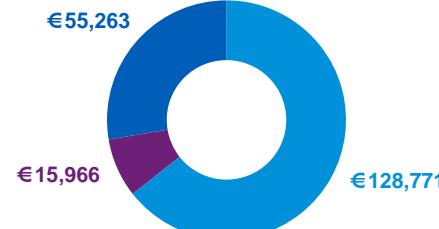
Gross annual salary €200,000

For a resident married employee, with two dependent children, subject to Luxembourg income tax and social security and an annual gross salary of € 200,000, the net salary is € 128,771. The total employer's cost is € 215,852

Employer's cost



Net salary



Source: Calculations prepared with default settings in KPMG LINK Cost Projector, April 2018

Netherlands

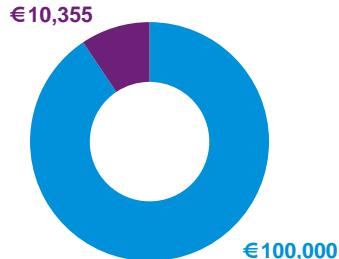


Gross annual salary €100,000

For a resident married employee, with two dependent children, subject to Dutch income tax and social security and an annual gross salary of €100,000, the net salary is €56,000. The total employer's cost is €110,355.

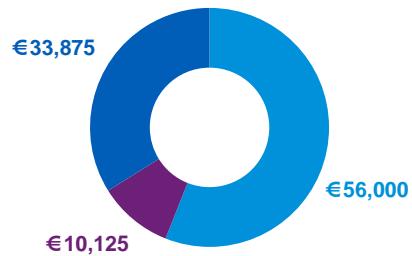
Employer's cost

- Gross salary
- Social Security



Net salary

- Net salary
- Social Security
- National Tax



Gross annual salary €200,000

For a resident married employee, with two dependent children, subject to Dutch income tax and social security and an annual gross salary of €200,000, the net salary is €103,209. The total employer's cost is €210,355.

Employer's cost



Net salary



Source: Calculations prepared with default settings in KPMG LINK Cost Projector, April 2018



Gross annual salary €100,000

For a resident married employee, with two dependent children, subject to Norwegian income tax and social security and an annual gross salary of € 100,000, the net salary is € 66,492. The total employer's cost is € 114,099.

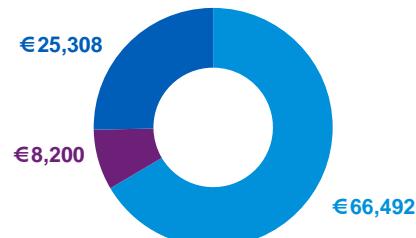
Employer's cost

- Gross salary
- Social Security



Net salary

- Net salary
- Social Security
- National Tax



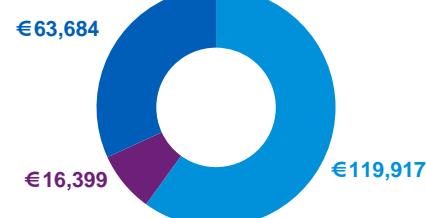
Gross annual salary €200,000

For a resident married employee, with two dependent children, subject to Norwegian income tax and social security and an annual gross salary of € 200,000, the net salary is € 119,917. The total employer's cost is € 228,200.

Employer's cost



Net salary



Source: Calculations prepared with default settings in KPMG LINK Cost Projector, April 2018

Portugal

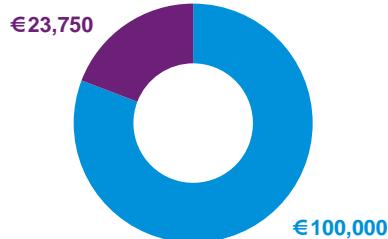


Gross annual salary €100,000

For a resident married employee, with two dependent children, subject to Portuguese income tax and social security and an annual gross salary of € 100,000, the net salary is € 62,564. The total employer's cost is € 123,750.

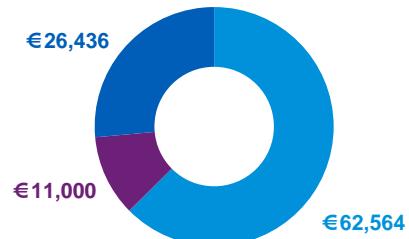
Employer's cost

- Gross salary
- Social Security



Net salary

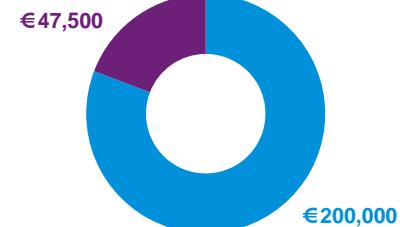
- Net salary
- Social Security
- National Tax



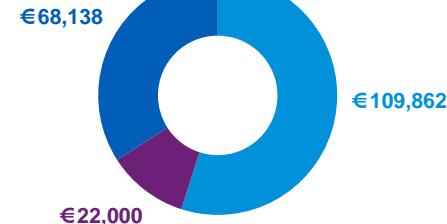
Gross annual salary €200,000

For a resident married employee, with two dependent children, subject to Portuguese income tax and social security and an annual gross salary of € 200,000, the net salary is € 109,862. The total employer's cost is € 247,500.

Employer's cost



Net salary



Source: Calculations prepared with default settings in KPMG LINK Cost Projector, April 2018



Gross annual salary €100,000

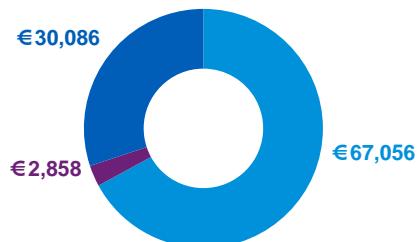
For a resident married employee, with two dependent children, subject to Spanish income tax and social security and an annual gross salary of € 100,000, the net salary is € 67,056. The total employer's cost is € 114,067.

Employer's cost



■ Gross salary
■ Social Security

Net salary

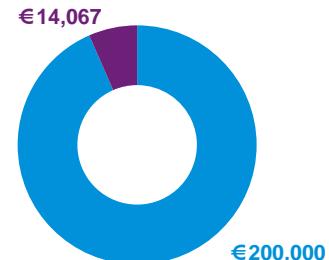


Source: Calculations prepared with default settings in KPMG LINK Cost Projector, April 2018

Gross annual salary €200,000

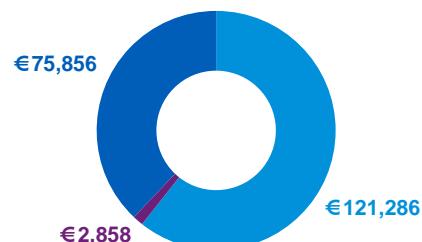
For a resident married employee, with two dependent children, subject to Spanish income tax and social security and an annual gross salary of € 200,000, the net salary is € 121,286. The total employer's cost is € 214,067.

Employer's cost



■ Net salary
■ Social Security
■ National Tax

Net salary



Sweden

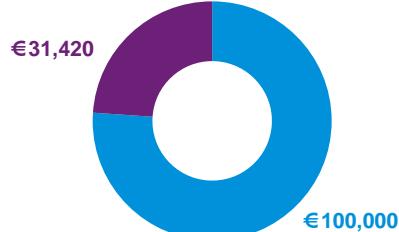


Gross annual salary €100,000

For a resident married employee, with two dependent children, subject to Swedish income tax and social security and an annual gross salary of € 100,000, the net salary is € 57,491. The total employer's cost is € 131,420.

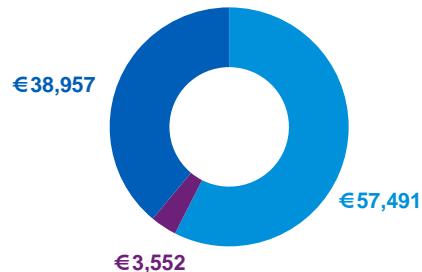
Employer's cost

■ Gross salary
■ Social Security



Net salary

■ Net salary
■ Social Security
■ National Tax



Gross annual salary €200,000

For a resident married employee, with two dependent children, subject to Swedish income tax and social security and an annual gross salary of € 200,000, the net salary is € 98,773. The total employer's cost is € 262,840.

Employer's cost

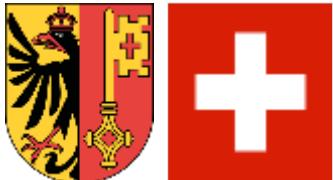


Net salary



Source: Calculations prepared with default settings in KPMG LINK Cost Projector, April 2018

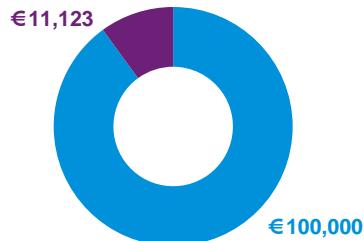
Switzerland (Geneva)



Gross annual salary €100,000

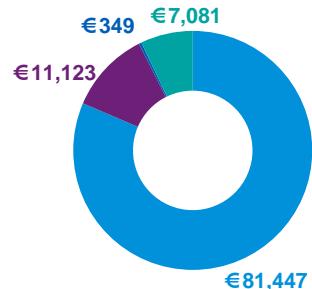
For a resident married employee, living in Geneva with two dependent children, subject to Swiss income tax and social security and an annual gross salary of € 100,000, the net salary is € 81,447. The total employer's cost is € 111,123.

Employer's cost



- Gross salary
- Social Security

Net salary



- Net salary
- Social Security
- National Tax
- Cantonal/Communal Tax

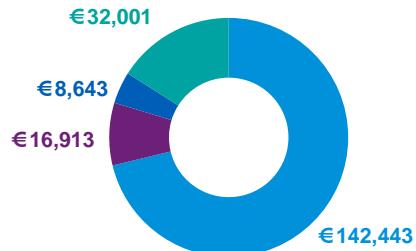
Gross annual salary €200,000

For a resident married employee, living in Geneva with two dependent children, subject to Swiss income tax and social security and an annual gross salary of € 200,000, the net salary is € 142,443. The total employer's cost is € 216,913.

Employer's cost

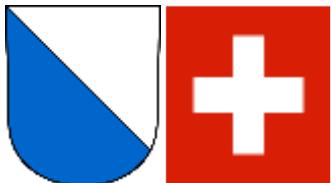


Net salary



Source: Calculations prepared with default settings in KPMG LINK Cost Projector, April 2018

Switzerland (Zürich)



Gross annual salary €100,000

For a resident married employee, living in Zürich with two dependent children, subject to Swiss income tax and social security and an annual gross salary of € 100,000, the net salary is € 83,361. The total employer's cost is € 111,123.

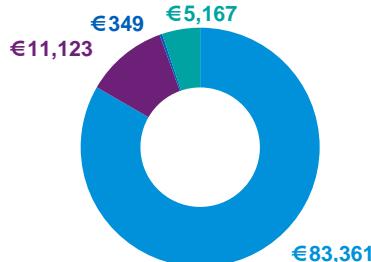
Employer's cost

- Gross salary
- Social Security



Net salary

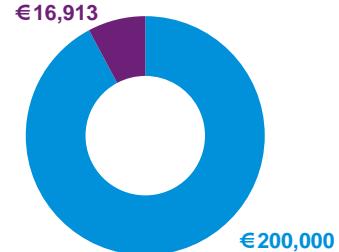
- Net salary
- Social Security
- National Tax
- Cantonal/ Communal Tax



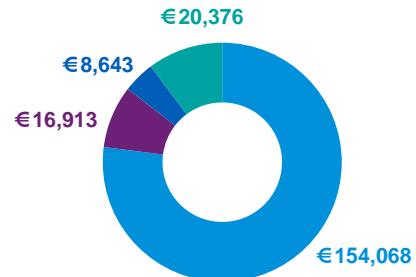
Gross annual salary €200,000

For a resident married employee, living in Zürich with two dependent children, subject to Swiss income tax and social security and an annual gross salary of € 200,000, the net salary is € 154,068. The total employer's cost is € 216,913.

Employer's cost



Net salary



Source: Calculations prepared with default settings in KPMG LINK Cost Projector, April 2018

United Kingdom¹



Gross annual salary €100,000

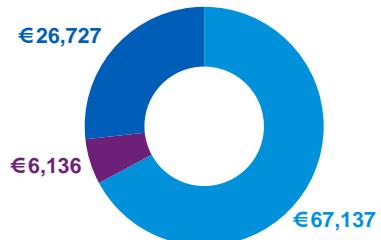
For a resident married employee, with two dependent children, subject to UK income tax and social security and an annual gross salary of €100,000, the net salary is €67,137. The total employer's cost is €112,474.

Employer's cost



■ Gross salary
■ Social Security

Net salary

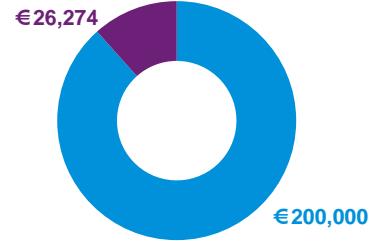


■ Net salary
■ Social Security
■ National Tax

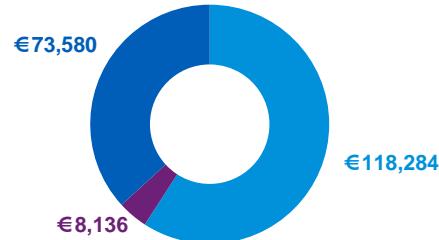
Gross annual salary €200,000

For a resident married employee, with two dependent children, subject to UK income tax and social security and an annual gross salary of €200,000, the net salary is €118,284. The total employer's cost is €226,274.

Employer's cost



Net salary

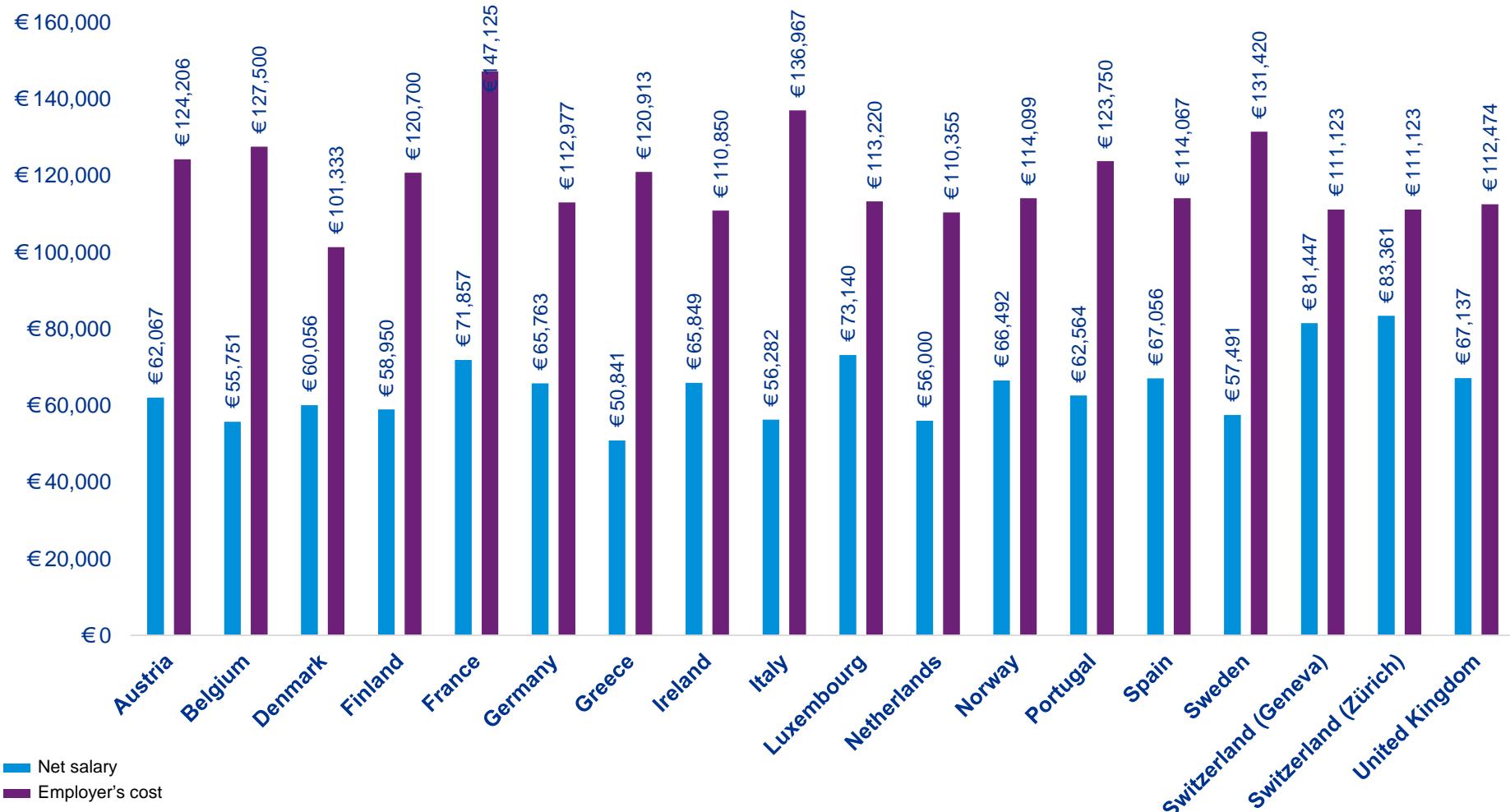


Source: Calculations prepared with default settings in KPMG LINK Cost Projector, April 2018

¹ This calculation applies to England, Wales and Northern Ireland.

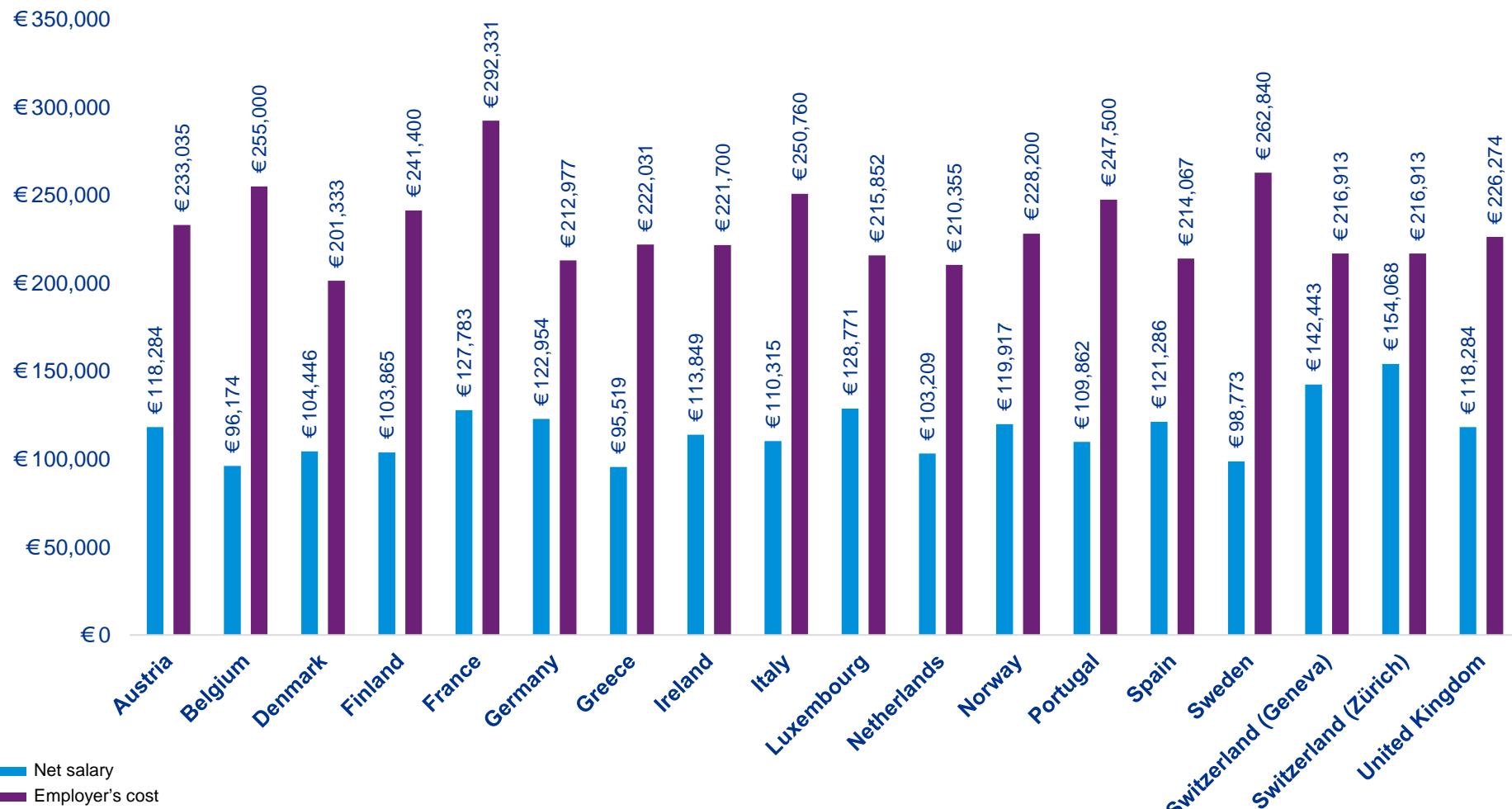
Summary (1/2)

Gross salary of €100,000



Summary (2/2)

Gross salary of €200,000





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