



# Rapidos

## Social Parameters

valid as of 1<sup>st</sup> of January 2021

<b>Current Index</b>
<b>834,76</b>

### 1. Income

Social Minimum Wage (SMW)	Index 100	263,78	Current Index	
			Hourly wage	Monthly wage
<b>Nonqualified workers (minimum)</b>				
18 years and more		100%	12,7279 EUR	2.201,93 EUR
17-18 years		80%	10,1823 EUR	1.761,54 EUR
15-17 years		75%	9,5459 EUR	1.651,45 EUR
<b>Qualified workers (minimum)</b>				
		120%	15,2735 EUR	2.642,32 EUR
<b>Students</b>				
18 years and more		80% of the SMW	10,1823 EUR	1.761,54 EUR
17-18 years		80% of 80% the SMW	8,1459 EUR	1.409,24 EUR
15-17 years		75% of 80% the SMW	7,6368 EUR	1.321,16 EUR
<b>Social inclusion income (Revenu d'Inclusion Sociale - REVIS) - monthly social inclusion benefit</b>				
			<b>Current Index</b>	
Basic lump sum per adult			772,49 EUR	
Basic lump sum per child			239,83 EUR	
- increase per child in case of a single-parent household			70,88 EUR	
Amount for common costs per household			772,49 EUR	
- increase in case of child(ren)			115,95 EUR	
<b>Unemployment compensation (current index)</b>				
80% average of the last 3 months or max.		<b>1-6 months</b>	<b>6-12 months</b>	<b>&gt; 12 months</b>
		5.504,82 EUR	4.403,86 EUR	3.302,89 EUR

### 2. Family allowances

<b>Children's allowance per child (monthly)</b>				
New system (Child(ren) born <b>after</b> the 1 <sup>st</sup> of August 2016)				
Old system (Child(ren) born <b>before</b> the 1 <sup>st</sup> of August 2016)				
	265 EUR/child			
	1 child	265,00 EUR	4 children	1.472,08 EUR
	2 children	594,48 EUR	5 children	1.910,80 EUR
	3 children	1.033,38 EUR		
<b>Children's allowance depending on age (monthly)</b>				
	<b>6-11 years:</b>	20,00 EUR	<b>≥ 12 years:</b>	50,00 EUR
<b>Special allowance for a disabled child (monthly)</b>				
		200,00 EUR		
<b>Schoolstart allowance (yearly)</b>				
	<b>6-11 years:</b>	115,00 EUR	<b>≥ 12 years:</b>	235,00 EUR
<b>Birth allowance in 3 parts</b>				
		580,03 EUR each		
<b>Parental leave (monthly)</b>				
		<b>Average work time</b>	<b>Monthly allowance (pre-tax)</b>	
Full-time	(6 or 4 months)	40 hours/week	2.201,93 EUR	- 3.669,88 EUR
		30 hours/week	1.651,45 EUR	- 2.752,41 EUR
		20 hours/week	1.100,96 EUR	- 1.834,94 EUR
		10 hours/week	550,48 EUR	- 917,47 EUR
Part-Time	(12 or 8 months)	40 hours/week	1.100,96 EUR	- 1.834,94 EUR
		30 hours/week	825,72 EUR	- 1.376,21 EUR
		20 hours/week	550,48 EUR	- 917,47 EUR
Split leave	(4 x 1 month in max. 20 months)	40 hours/week	2.201,93 EUR	- 3.669,88 EUR
		(1 day/week in max. 20 months)	40 hours/week	440,39 EUR

\* Calculated by means of the professional income of the 12 month preceeding the child raising leave

### 3. Health Insurance Pension Insurance Nursing Insurance and Allowances

#### Contribution limits for health insurance and retirement insurance funds - monthly

Minimum contribution limit (1xSMW)	2.201,93 EUR
Maximum contribution limit (5xSMW)	11.009,65 EUR
Minimum contribution for retirees (health insurance) 130% of the SMW	2.862,51 EUR

#### Contributions to the health insurance in percent

	Insurant	Employer/ State	Total	Material payments	Cash payments
<b>CNS (1)</b>	3,05%	3,05%	6,10%	5,60%	0,50%
<b>CMFEP (2)</b>	2,80%	2,80%	5,60%	5,60%	0,00%
<b>CMFEC (3)</b>	2,80%	2,80%	5,60%	5,60%	0,00%
<b>EMCFL(4)</b>	2,80%	2,80%	5,60%	5,60%	0,00%
<b>Pens./Invalid.</b>	2,80%	2,80%	5,60%	5,60%	0,00%
<b>Preretirement</b>	2,80%	2,80%	5,60%	5,60%	0,00%
<b>Ins. Continued</b>	5,60%	0,00%	5,60%	5,60%	0,00%
<b>Unemployed</b>	2,80%	2,80%	5,60%	5,60%	0,00%

1) Caisse Nationale de Santé - employees 2) State 3) Municipality 4) National Railway

#### Contributions to the pension insurance in percent

	Employees	Employer	Total	
<b>CNAP (1)</b>	8%	8%	16%	1) Employees
<b>F.P.(2)</b>	8%	8%	16%	2) State
<b>C.P.F.E.C.(3)</b>	8%	8%	16%	3) Municipality
<b>P-CFL (4)</b>	8%	8%	16%	4) National Railway
<b>Ins. Continued</b>	16%	0%	16%	

The state contributes 8 % additionally to the pension fund

<b>Revaluation factor</b> (new pension 2021)	1,462
<b>Monthly reference amount</b>	2.120,48 EUR
<b>Minimum pension with 40 years insurance contribution</b>	1.908,43 EUR
<b>Minimum widower's pension with 40 years insurance contribution</b>	1.908,43 EUR
<b>Minimum orphan's pension</b>	520,42 EUR
<b>Maximum personal pension</b>	8.835,33 EUR
<b>Lowest threshold anti-cumulatation pension</b>	733,98 EUR
<b>Lowest threshold anti-cumulatation pension surviving partner</b>	3.180,72 EUR
<b>Immunised professional income (survivor's pension)</b>	1.413,65 EUR

"Mammenrent" - Upbringing allowance - monthly - per child 86,54 EUR

**Year-end bonus** (40 years insurance contribution) 808,56 EUR

**The nursing insurance** Contribution 1,4% of the income  
Tax allowance deduction 25% of SMW on wage/salary 550,48 EUR

Cash value - Basic day-to-day tasks	82,59 EUR / hour
Cash value - Nursing home semi-stationary	80,09 EUR / hour
Cash value - Nursing home continuous residence	62,00 EUR / hour
Cash value - Nursing home intermittent residence	68,43 EUR / hour
Maximum cash value	262,50 EUR / week

Source: IGSS

#### LCGB

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