



Rapidos

Social Parameters

valid as of 1. Januar 2012

Index 737,83

1. Income

Social Minimum Wage (SMW)	244,16	Index actual	
		Hourly wage	Monthly wage
Nonqualified workers (minimum)			
18 years and more	100%	10,4132 €	1 801,49 €
17-18 years	80%	8,3306 €	1 441,19 €
15-17 years	75%	7,8099 €	1 351,11 €
Qualified workers (minimum)	120%	12,4959 €	2 161,78 €
Pupils and students			
18 years and more	80% of the SMW	8,3306 €	1 441,19 €
17-18 years	80%	6,6645 €	1 152,95 €
15-17 years	75%	6,2479 €	1 080,89 €
Minimum guaranteed income (MGI)		Index 100	Act. Index
1. Adult person		173,92 €	1 283,24 €
2 adult persons in the household		260,88 €	1 924,86 €
Additional adult person in the household		49,76 €	367,15 €
Child in the household		15,81 €	116,66 €
Unemployment compensation (9-3-12 months)	9 months	3 months	12 months
80% average of the last 3 months	4 503,71 €	3 602,97 €	3 602,97 €

2. Family allowances

Children's allowance (monthly)		Act. Index	
1 child		185,60 €	
2 children		440,72 €	
3 children		802,74 €	
4 children		1 164,56 €	
5 children		1 526,38 €	
Children's allowance depending on age (monthly)			
6-11 years		16,17 €	
more than 12 years		48,52 €	
Special allowance for disabled child (monthly)		185,60 €	
Schoolstart allowance (yearly)			
		6-11 years 12 years and more	
1 child		113,15 € 161,67 €	
2 children		194,02 € 242,47 €	
3 children + more		274,82 € 323,34 €	
Child Raising Allowance (monthly)			
1 or 2 children (2 years)			
allday	100%	485,01 €	
(0-2(4) years old	halfday	50%	242,50 €
Parental leave (raise a child during 6 months)			
Parental leave fulltime upbringing		1 778,31 €	
Parental leave halfime upbringing		889,15 €	

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11, rue du commerce
B.P. 1208 | L-1012 LUXEMBOURG
Tél: 49 94 24-1
Fax: 49 94 24-49

Birth allowance in 3 parts		580,03 € each
Maternity allowance for maximum 16 weeks for non-working mothers		194,02 € per week 3 104,32 € total 16 weeks
Child profit ("Boni enfant")	(monthly)	76,88 € per child

3. Health Insurance Pension Insurance Nursing Insurance and Allowance

Contribution limits for health insurance and retirement insurance funds

Minimum contribution limit (1xSMW)	1 801,49 €
Maximum contribution limit (5xSMW)	9 007,43 €
Minimum contribution for retirees (Health Insurance) 130% of the SMW	2 341,93 €

° The Pension Insurance pays the difference if the brutto pension is less than 1823,84 €

Contribution to the health insurance in percent

	to	Employee	Employer	Total	Material payments	Cash payments
CNS (1)						
employee		3,05%	3,05%	6,10%	5,60%	0,50%
employee (formerly: worker)	2012	4,05%	3,05%	7,10%	5,60%	1,50%
employee (formerly: worker)	2013	3,55%	3,05%	6,60%	5,60%	1,00%
employee (formerly: worker)	2014	3,05%	3,05%	6,10%	5,60%	0,50%
CMFEP (2)		2,80%	2,80%	5,60%	5,60%	0,00%
CMFEC (3)		2,80%	2,80%	5,60%	5,60%	0,00%
EMCFL(4)		2,80%	2,80%	5,60%	5,60%	0,00%
Pens./Invalid.		2,80%	2,80%	5,60%	5,60%	0,00%
Preretirement		2,80%	2,80%	5,60%	5,60%	0,00%
Ins. Continued		5,60%	0,00%	5,60%	5,60%	0,00%
Unemployed		2,80%	2,80%	5,60%	5,60%	0,00%

1) Caisse Nationale de Santé - employees 2) State 3) Municipality 4) Railway-man/woman

Contribution to the pension insurance in percent

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

The state adds additional 8% to the pension fund

Amount of Reference	1 801,18 €
Minimum pension with 40 years insurance contribution	1 621,06 €
Minimum widower's pension with 40 years insurance contribution	1 621,06 €
Minimum orphan pension	440,54 €

Upbringing allowance - monthly - per child 86,54 €

Year-end bonus (40 years insurance contribution) 692,52 €

The nursing insurance	Contribution 1,4% of the income	
Tax allowance deduction 25% of SMW on wage/salry		450,37 €
Cash value - care at home - per hour		63,23 €
Cash value - care in nursing home - per hour		51,58 €
Cash value - nursing aid - monthly		105,66 €
Maximum cash value - weekly		262,50 €