



tpa

study

Information for your success. 2024

Quantifying personnel costs as a factor for choosing a business

Costs for groups of employees
in different countries.

A comparison

Albania Austria Bulgaria Croatia Czech Republic Hungary
Montenegro Poland Romania Serbia Slovakia Slovenia

Kienbaum



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ABOUT THE TPA GROUP



12 countries. 1 company. The TPA Group.

Our most important tools are not calculators, tables and cutting-edge technology, but rather a close eye, a keen ear, a good nose and an honest talk.

Only those who communicate on an equal footing and who can identify with every project will find the most suitable solution. This is our understanding of face-to-face business. Every day at regional and international level..

31 offices in Central and South Eastern Europe.

The TPA Group is active in twelve countries throughout Central and South Eastern Europe: Albania, Bulgaria, Croatia, Czech Republic, Hungary, Montenegro, Poland, Romania, Serbia, Slovakia and Slovenia. Over 2,050 employees across the Group at 31 locations in twelve countries look after the concerns of customers.

The TPA Group: Regional roots, global network.

The TPA Group is an independent member of Baker Tilly Europe Alliance and is thus able to provide to its clients with a worldwide network of tax advisors, auditors and business consultants.

The twelve countries making up the independent TPA Group are exceptionally well connected around the world through its alliance with the Baker Tilly International network, which enables them to provide high-quality services in all of the world's important economic hubs.

The Baker Tilly International network currently consists of more than 42,500 employees and is one of the top ten consulting networks worldwide.

EXECUTIVE SUMMARY

The TPA Group, together with the personnel consulting firm Kienbaum, has conducted a survey to determine the average gross remuneration for four groups (managing directors – executives – white-collar workers – blue-collar workers) in twelve selected countries, including Austria and eleven other countries from Central and South Eastern Europe (known as the CEE / SEE region).

TPA used the gross remuneration to calculate the total costs (gross amounts, employer's share of social insurance contribution, non-wage labour costs) for employers on the one hand and the net amounts paid out to employees on the other.

Total personnel costs for employers:

- Austria is – unsurprisingly – always in first place by a wide margin in terms of total costs.
- This is followed by Slovenia, the Czech Republic and Slovakia for all groups, all three being direct neighbours of Austria.
- Poland, Croatia and Hungary are in the middle in terms of total costs.
- Montenegro, Romania, Serbia and Bulgaria have low total costs (their ranking varies depending on the group).
- Albania consistently has the lowest total costs for all groups of persons.

Personnel costs are noticeably low in the non-EU countries. Furthermore, those countries that joined the EU earlier (Slovenia, Czech Republic, Slovakia, Poland, Hungary), have higher costs than the countries that joined the EU later (Romania, Bulgaria).

This means that personnel costs are definitely lower in South Eastern Europe. When considering the figures / calculations, it must of course be remembered that employees in the individual countries have different levels of training and qualifications and that other criteria (e.g. restrictions due to labour law provisions) should also be taken into account when deciding on a business location.

Within the scope of the study, personnel costs were extended to include the group of workers who work in production.

In the blue-collar sector, on the other hand, personnel costs are consistently lower for those working in production: between 5 % and 15 %.

Conclusion: The study confirmed general life experience that personnel costs vary greatly from one industry to the next.

Net amounts for employees:

Please note that this study is based on gross amounts of varying sizes depending on the country. This means that, in individual cases, high net amounts may result despite high taxes and social insurance contributions.

- Given that Austria has by far the highest gross amounts, it is therefore not surprising that it has the highest net amounts despite high taxes and social security contributions.
- The picture then differs depending on the group of people due to the different tax systems (flat tax / progressive tax rate; social insurance with / without maximum contribution base).
- With the exception of the blue-collar group, the Czech Republic is always second; Slovenia is second in the blue-collar group.
- In the upper midfield of the high net amounts, Slovakia stands out, but also other countries depending on the person group, e.g. Poland (management and executives), Slovenia (white-collar workers) and Croatia (blue-collar workers).
- Low net amounts can be seen in Bulgaria, Montenegro, Romania and Serbia.
- The net amounts are lowest in Albania. As already mentioned, however, this is not due to high taxes and social security contributions, but to the low starting level of the average gross salaries determined by the recruitment consultancy.

When looking at the net amounts, it should of course not be forgotten that the cost of living can vary greatly from country to country.

The relationship between the employer's total personnel costs on the one hand and the employees' net amounts on the other shows how much the state collects in taxes and social security contributions and uses to finance its infrastructure, the various social security systems and other important public goods and services.

Note

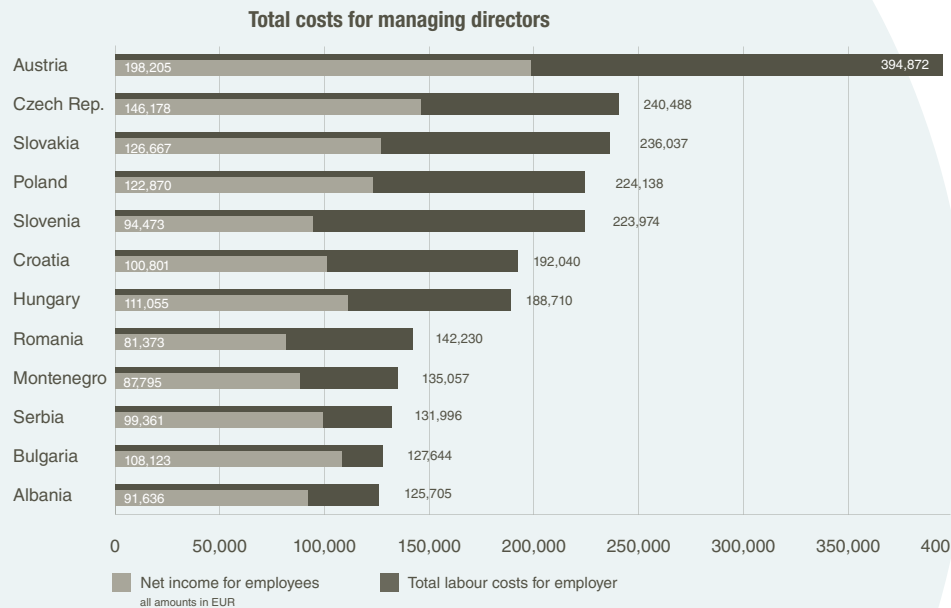
Please note that, in some countries, certain benefits in kind are guaranteed by law and others are customary in practice.

Examples here might be, for instance, relatively high per diems for business trips (e.g. Slovakia), reimbursement of costs for travelling between home and the place of work (e.g. Slovenia), meal vouchers (e.g. Romania) and others. There is no standard approach to how these are treated for tax purposes (from tax-exempt, partially taxable to taxable). These particularities were not taken into account in the calculations.

OVERVIEW

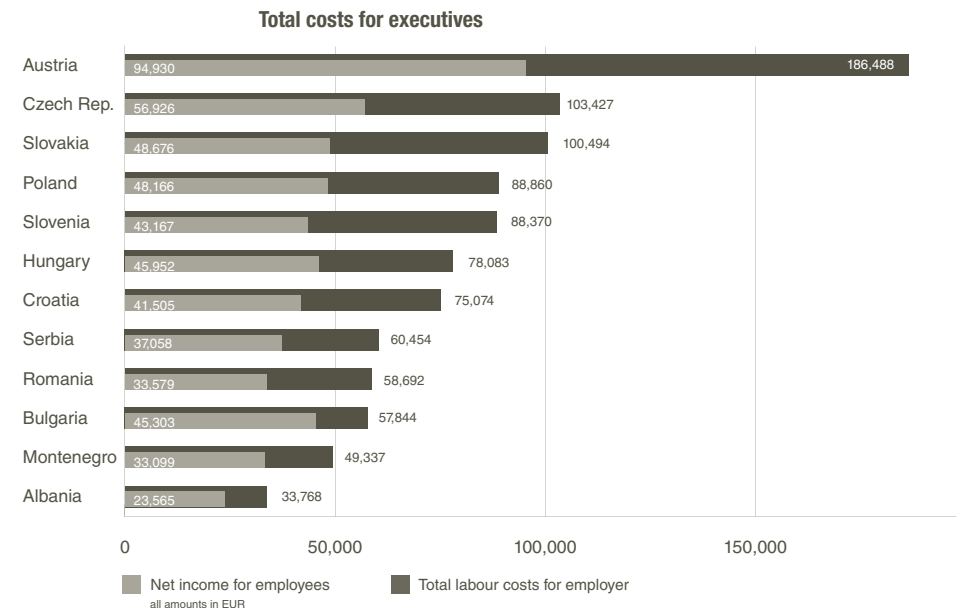
Managing directors

In Austria, the expected average personnel costs (gross amounts, employer social insurance contributions, other non-wage labour costs) for this group are about 65% higher than in the second-ranked country, the Czech Republic. After the Czech Republic, Slovakia, Poland, and Slovenia also stand out for their high costs. The absolute difference between the second-ranked Czech Republic and the country with the lowest labor costs (Albania) is smaller than that between Austria and the Czech Republic. **The lowest costs are found in Albania, Bulgaria, and Serbia.**



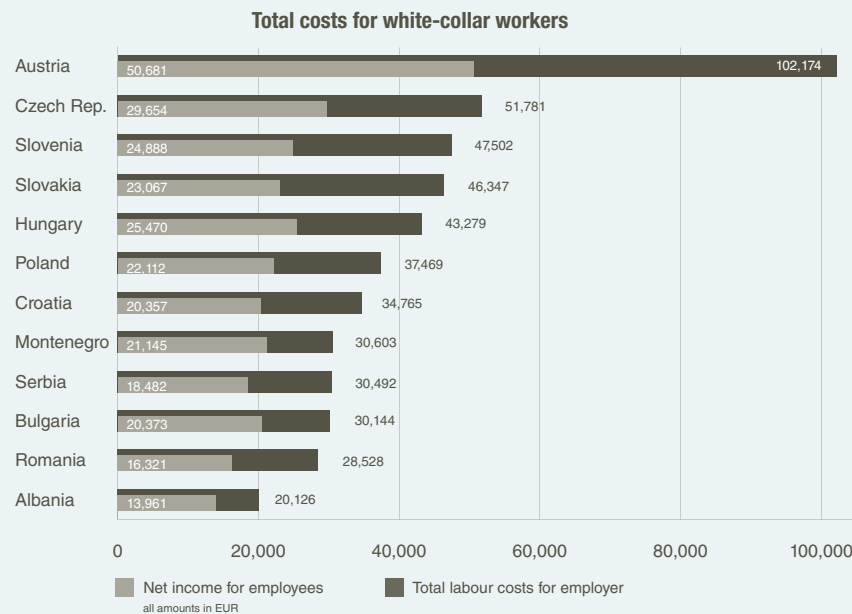
Executives

In Austria, the expected average personnel costs (gross amounts, employer social insurance contributions, non-wage labour costs) for this group are more than approx. 80% higher than in the second-ranked country, the Czech Republic. After the Czech Republic, Slovakia, Poland and Slovenia also stand out with high costs. **Albania clearly has the lowest costs, with Montenegro, Bulgaria, Romania and Serbia at the bottom of the table.**



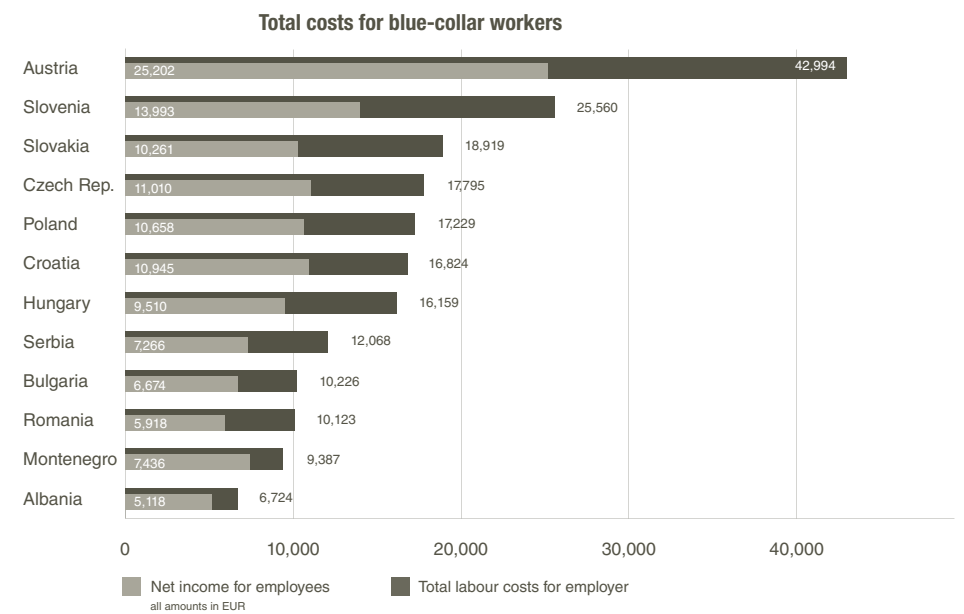
White-collar workers

The expected average personnel costs (gross amounts, employer social security, other direct non-wage labour costs) for this group of people are 100% (!) higher in Austria than in the second-ranked country, the Czech Republic. After the Czech Republic, Slovenia and Slovakia also stand out with high costs. **Albania clearly has the lowest costs, with Romania, Bulgaria, Serbia and Montenegro at the bottom of the table.**



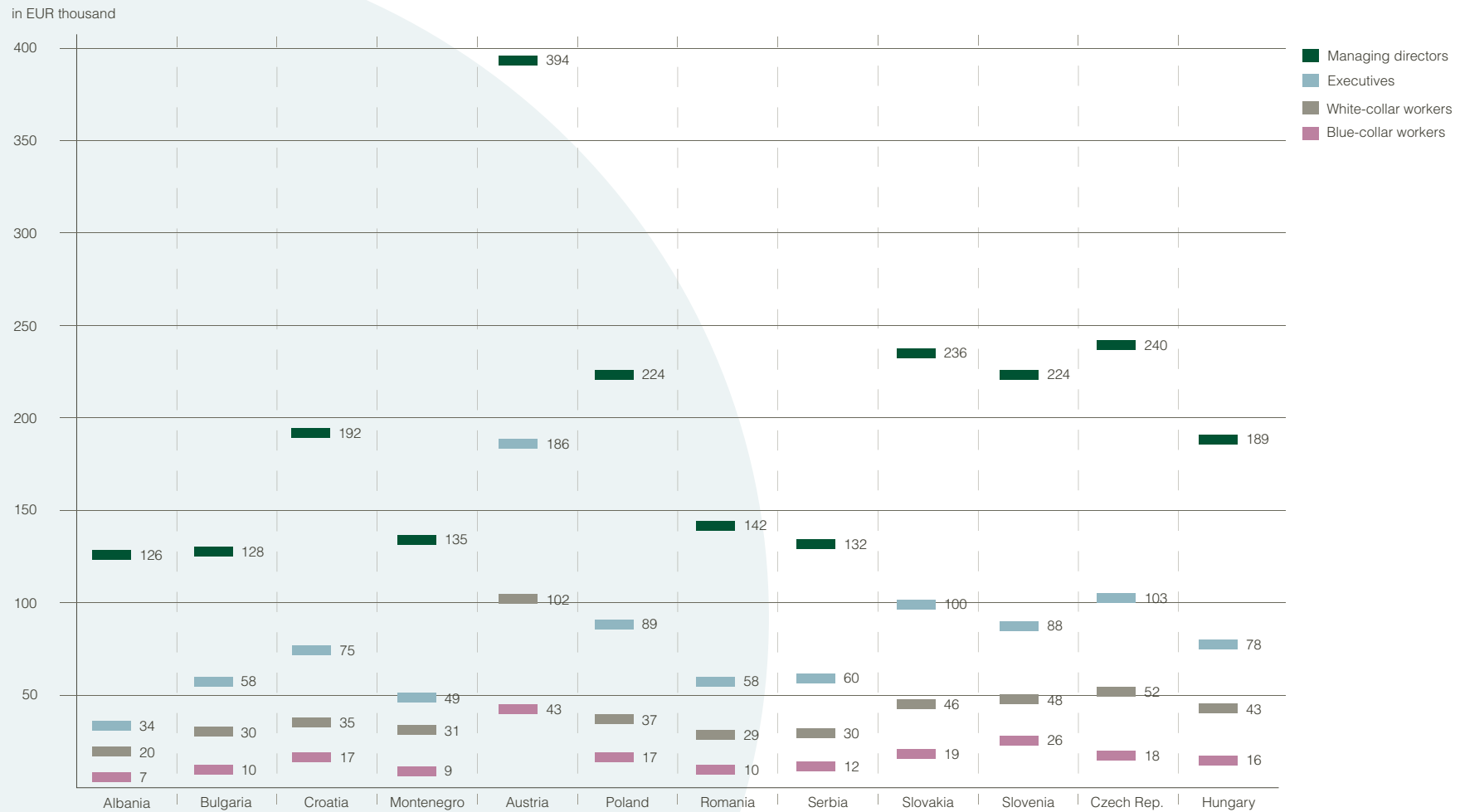
Blue-collar workers

The expected average personnel costs (gross amounts, employer social security, other direct non-wage labour costs) for this group of people are approx. 68% higher in Austria than in Slovenia, which ranks second. Slovakia and the Czech Republic follow at a relatively large distance. **Albania clearly has the lowest costs, with Montenegro, Romania and Bulgaria at the bottom of the table.**

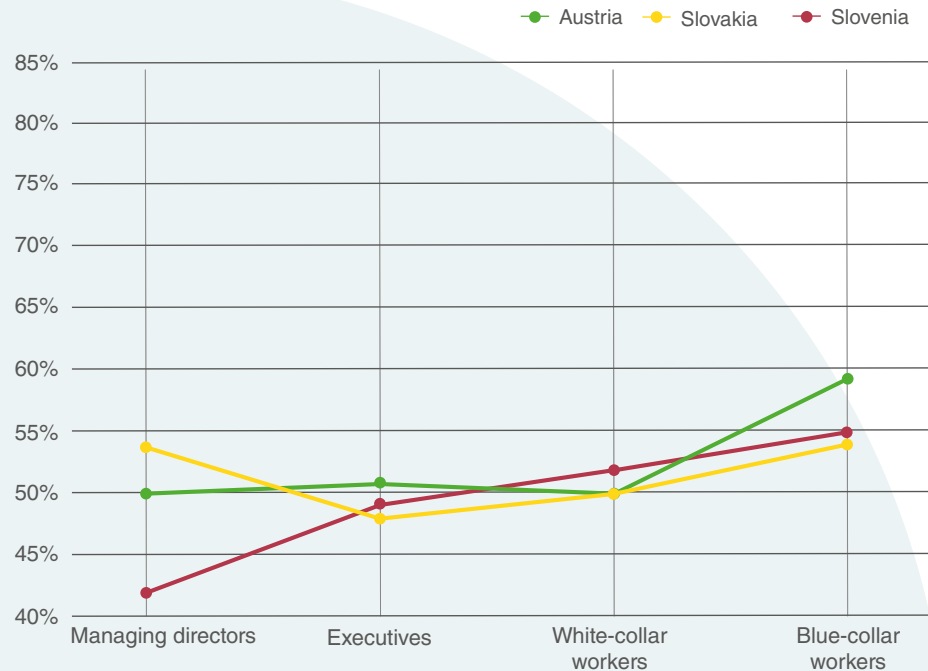


OVERVIEW

Overview of total costs per country and per professional position

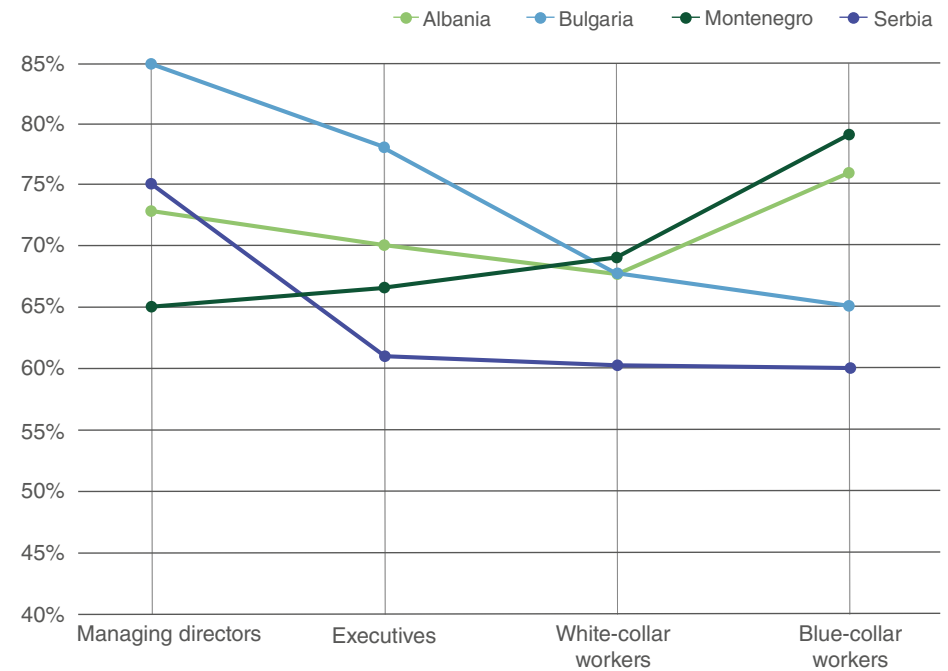


RATIO OF NET INCOME TO TOTAL LABOUR COSTS



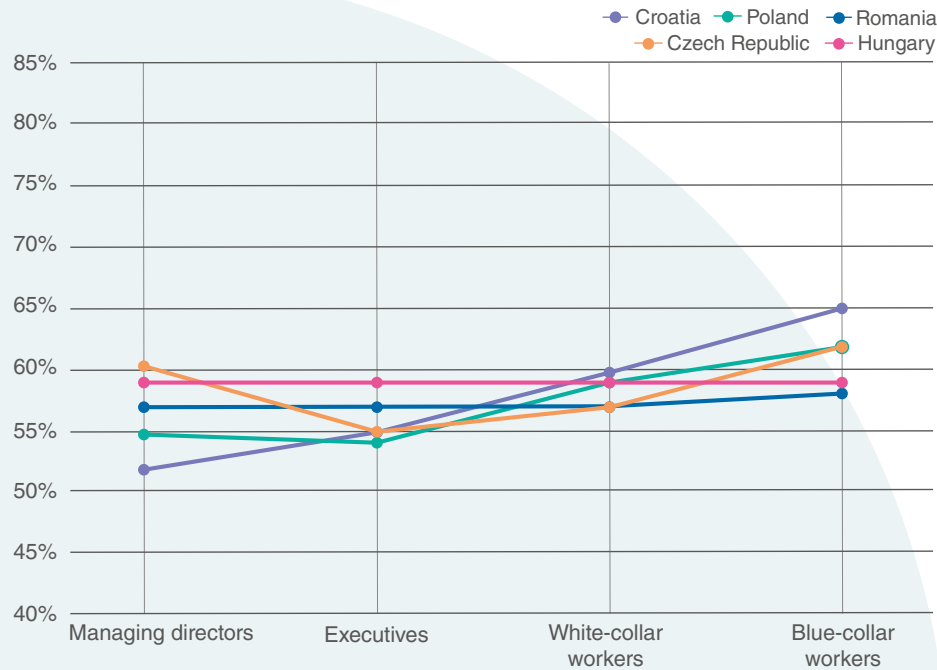
If you compare the first graph with Austria, Slovakia and Slovenia with the second graph (with Albania, Bulgaria, Montenegro and Serbia), you can clearly see the effects of the different tax and social security systems due to the different line curves.

While the net total cost ratio rises in Austria and Slovenia with falling remuneration (in particular due to the progressive tax system and high maximum social



security contribution bases), it develops in the opposite direction in Albania, Bulgaria, Montenegro and Serbia (due to the flat tax and low maximum social security contribution bases).

In the latter countries, this leads to the socially remarkable result that high earners not only earn more in absolute terms, but usually also in relation to total costs.



In the management group, Bulgaria, Serbia and Albania are in the top three places for this criterion (85%, 75% and 73% net total cost ratio). This can simply be explained by the fact that these countries have relatively low tax rates and social security contribution limits with low maximum contribution bases. Slovenia has the lowest net total cost ratio (42%), followed by Austria (50%) - both countries with a progressive tax rate and a high marginal tax rate (50%) in the upper income brackets. Slovenia also has no maximum contribution base..

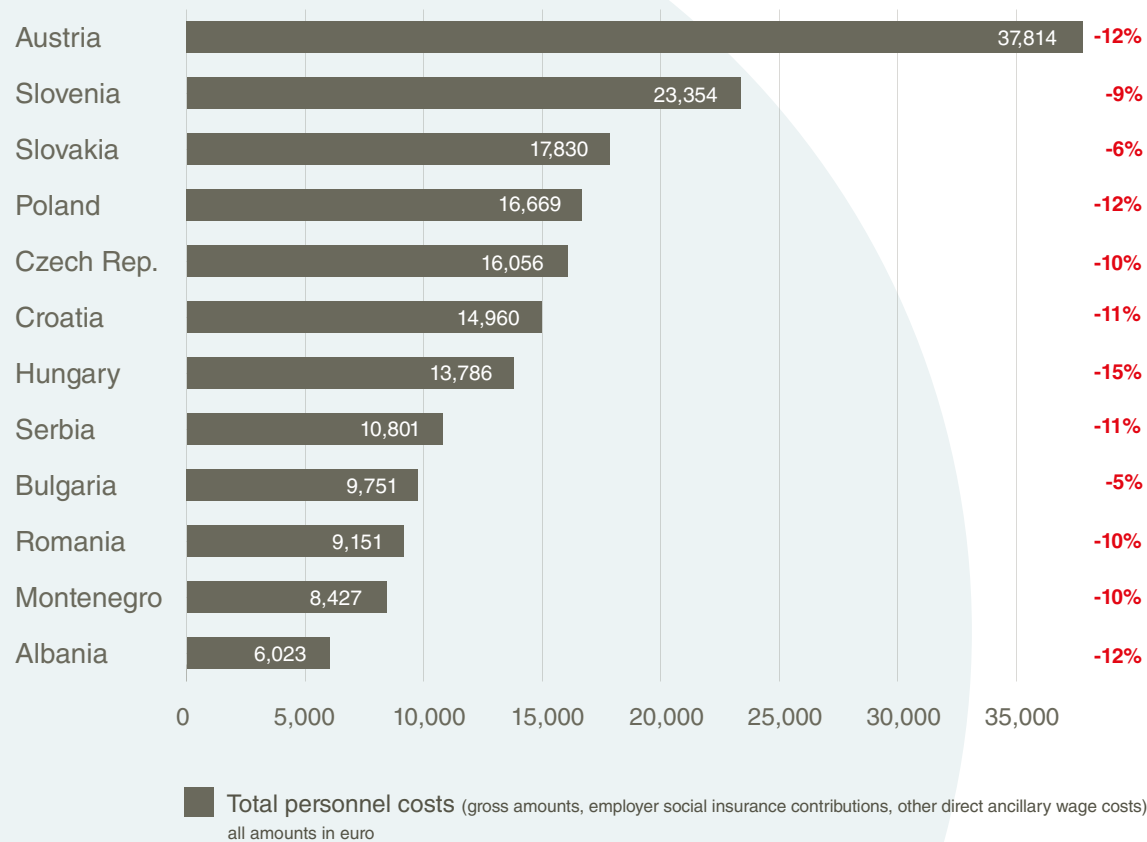
In the executives group, Bulgaria has the highest ratio of net income to total costs (78%), followed by Albania (70%). This is because of low tax rates and low maximum contribution bases for social insurance. Slovakia, Slovenia and Austria have the lowest ratio of net income to total costs here (48%, 49% und 51%).

As regards white-collar workers, Montenegro, Albania and Bulgaria have the highest net total cost ratio (69% / 68% / 68%), while Austria and Slovakia have the lowest (50%).

For blue-collar workers, Montenegro and Albania have the highest net total cost ratio (approx. 79% and 76% respectively), followed at some distance by Bulgaria (65%). All other countries are within 10 percentage points (55% to 65% net total cost ratio).

Total costs for blue-collar workers in the MANUFACTURING INDUSTRY

Deviation from national average in %



Blue-collar workers in the MANUFACTURING INDUSTRY:

The CEE region is a popular region for investment in production locations due to its proximity and lower labour costs. When deciding on a production location the focus is not just on labour costs, but specifically on specifically those of production workers. The present study therefore examines whether there are differences here in personnel costs.

As the study has shown, there are significant deviations in labour costs for workers - depending on whether they work in manufacturing or other areas. The deviations are between 5% and 15% (see also the percentages on the right in the chart).

However, the highest personnel costs (gross amounts, employer social security, other direct non-wage labour costs) for workers in the manufacturing sector are - as is generally the case for workers - in Austria, followed by Slovenia, Slovakia, Poland and the Czech Republic. The lowest costs are in Albania. Montenegro, Romania, Bulgaria and Serbia are again at the bottom of the table.

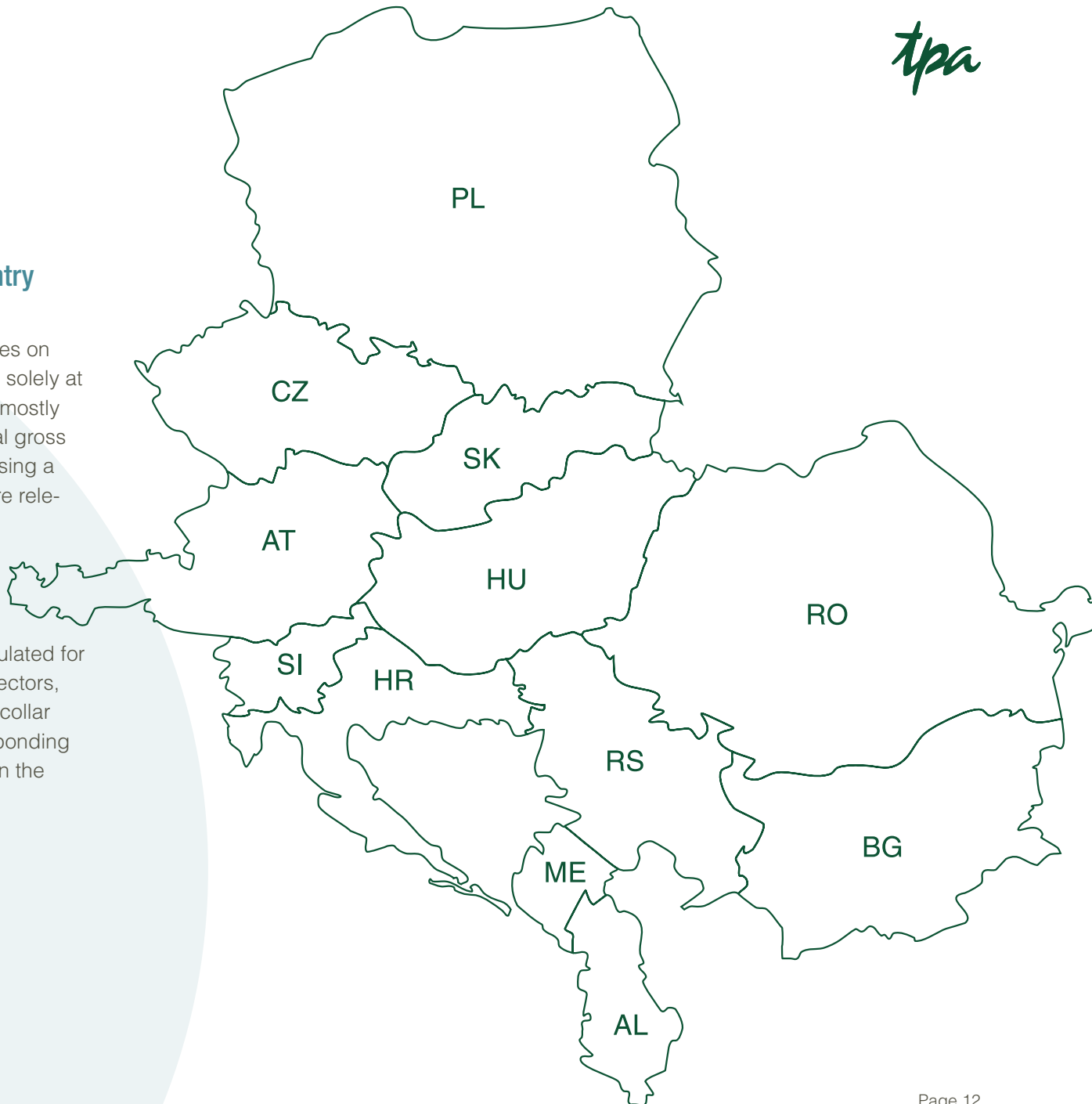
COUNTRY OVERVIEW

General information about the country overview

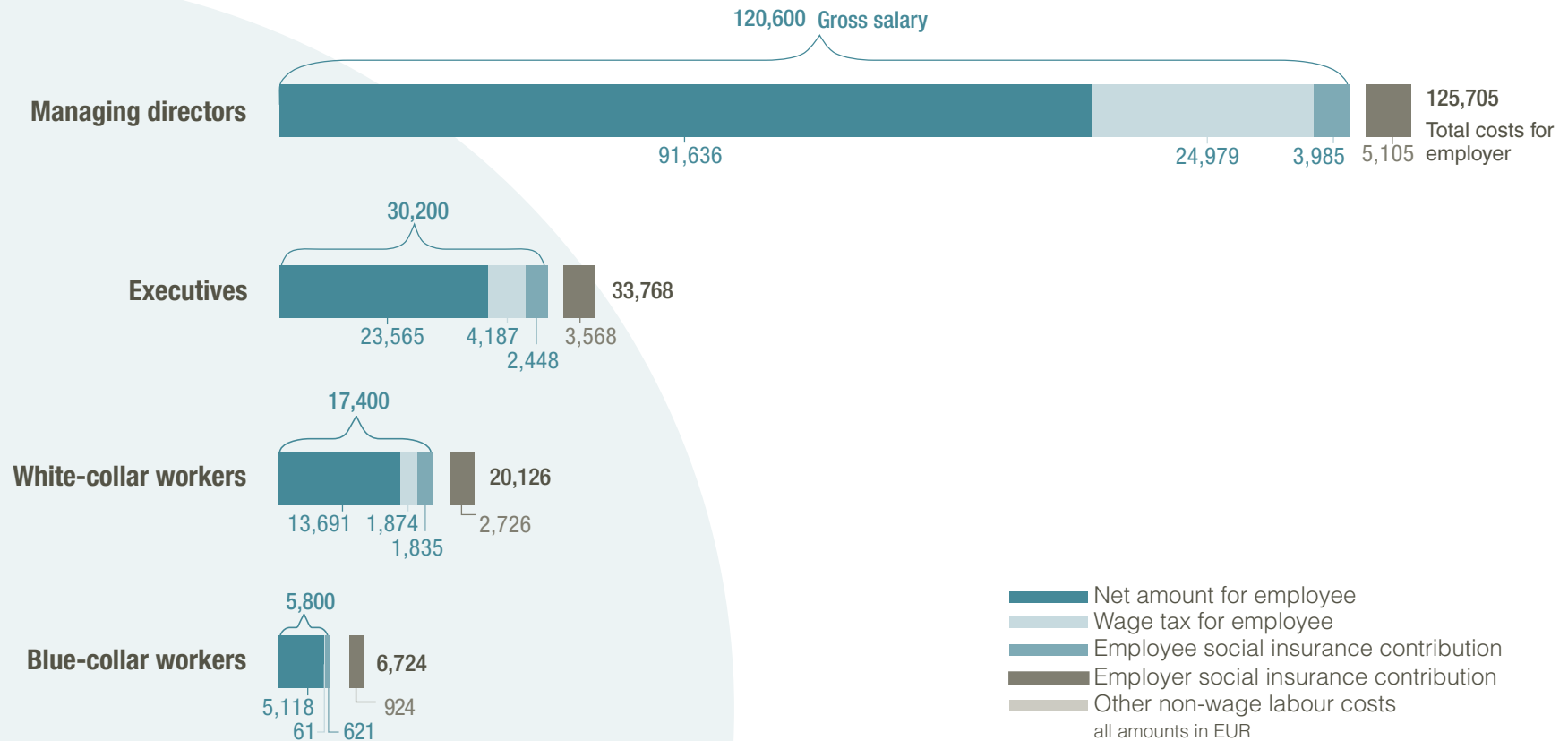
There are relatively few cross-border studies on this topic compared with those conducted solely at the national level. Past studies have been mostly focused on how net amounts from identical gross amounts vary per country. Yet, when choosing a business location, actual costs are far more relevant,

which is why this study uses average actual salaries (including the usual bonus payments) in the respective country.

The total costs for the company were calculated for four simplified salary levels (managing directors, executives, white-collar workers and blue-collar workers) on the one hand, and the corresponding net amounts received by the employees on the other hand.



Personnel costs



Result for managing directors:

An average total gross salary of EUR 120,600 per year was calculated for a salaried manager. This results in a net amount of EUR 91,636 per year after deductions for social insurance and tax. For the employer, total costs amount to EUR 125,705 per year.

Result for executives:

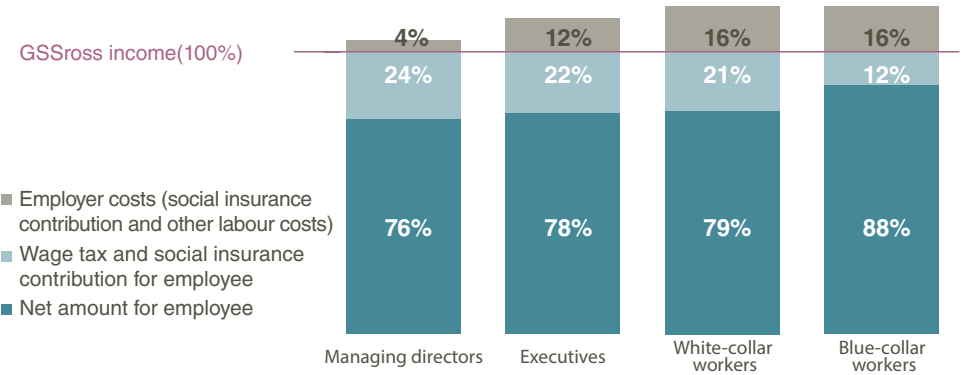
An average total gross salary of EUR 30,200 per year was calculated for an executive. This results in a net amount of EUR 23,565 per year after deductions for social insurance and tax. For the employer, total costs amount to EUR 33,768 per year.

Result for white-collar workers:

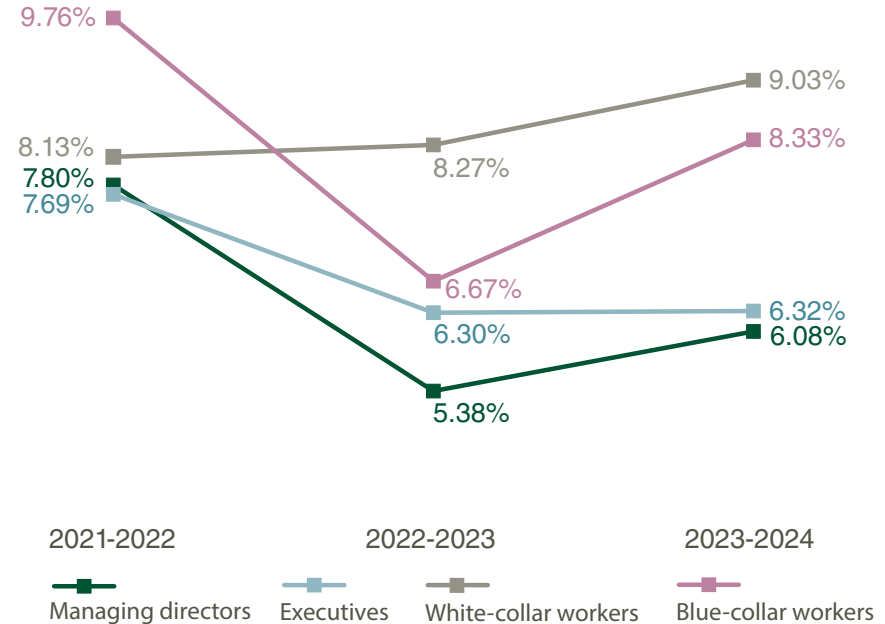
An average total gross salary of EUR 17,400 per year was calculated for a white-collar worker. This results in a net amount of EUR 13,691 per year after deductions for social insurance and tax. The total cost to the employer is EUR 20,126 per year.

Result for blue-collar workers:

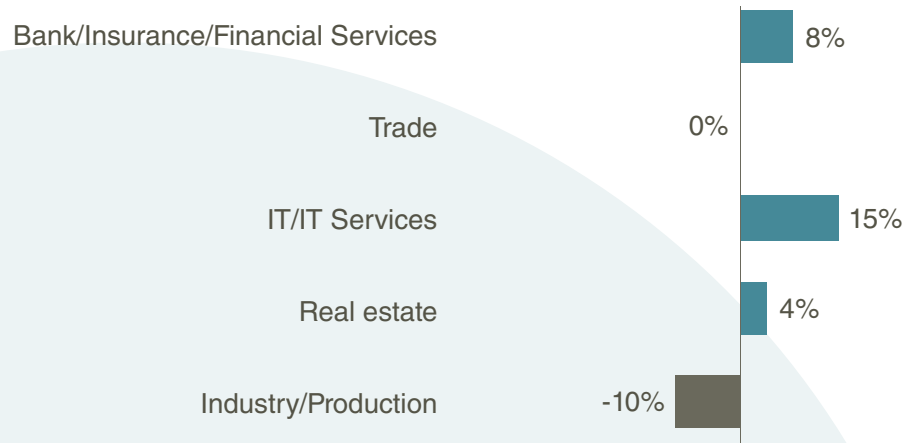
An average total gross salary of EUR 5,800 per year was calculated for a blue-collar worker. This results in a net amount of EUR 5,118 per year after deductions for social insurance and tax. For the employer, total costs amount to EUR 6,724 per year. Costs vary from sector to sector e.g 11% below the average for production.



Salary increase rates over the past 3 years



Industry comparison based on gross amount*

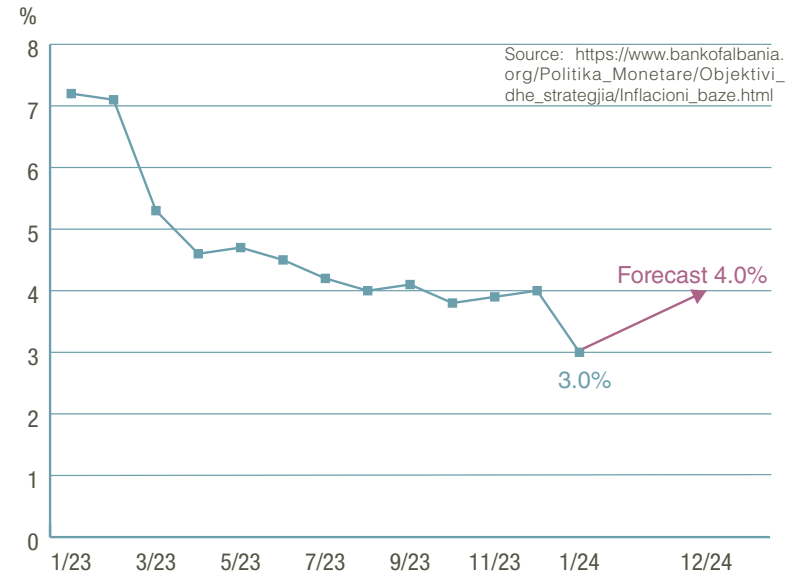


*The % rate for the gross amount may differ from the % rate for the total cost comparison due to ancillary wage costs.

Selected highlights from the country report of Advantage Austria / Austrian Economic Chamber:

The Albanian economy grew by 4.9% in 2022 and by 2.8% and 3.2% respectively in the first two quarters of 2023. This puts economic growth well above the European average. However, the effects of the war in Ukraine and the resulting slowdown in the global economy did not leave Albania unscathed. Fewer deliveries were made to important export destinations such as Italy and Germany. However, public investment, which is also being channelled through aid from the European Union, had a positive effect. There is also a very strong tourism season, which is providing further positive impetus. Economic researchers expect growth of between 3.1% and 3.6% for 2023 as a whole and well over 3% in each of the following years.

Inflation 2023 and forecast 2024



The official accession negotiations with the EU, which were widely celebrated in the country, have been underway since July 2022.

According to preliminary data from Statistics Austria, Austrian goods exports to Albania rose by +6.7% to EUR 35.1 million in the first half of 2023.

Business opportunities: The infrastructure, energy and tourism sectors are particularly interesting. ICT and contract manufacturing are also promising with regard to nearshoring. There is also a focus and support from the government in the agricultural sector, particularly for production facilities.

HR-Factbox



20 days of holiday per year



Payment of salary: 12x per year

Notes about the calculations:

All calculations are highly simplified and based on the premise that there is 100% tax and social insurance liability in Albania.

No further tax optimisation measures, in particular bonus payments and certain personal tax allowances, were taken into account.

Income tax:

Taxable income (ALL):

0 - 40,000 : 0 %

40,001 - 50,000: 6.5 % on the amount exceeding ALL 30,000

50,001 - 200,000: 13 % on the amount exceeding ALL 30,000

from 200,001: ALL 22,100 + 23 % on the amount exceeding ALL 200,000

The employee's social security contributions reduce the tax base.

Social insurance:

Maximum contribution base for social insurance for employees: ALL 176,421 (approx. EUR 1,700) per month. No maximum contribution base for health insurance. Health insurance is calculated on the basis of the gross salary.

Employer's contribution: 16.70 % of the total gross salary

Employee contribution: 11.20 % of the total gross salary

Health insurance: 5.1% (2.71% employer, 2.39% employee)

Pension insurance: 21.6% (12.79% employer, 8.81% employee)

Ratio of net income to total labour costs:

White-collar workers are the worst off because they have to pay both social insurance contributions and tax on their entire income. Managing directors, on the other hand, benefit from the maximum contribution base for social insurance and blue-collar workers from the low basic tax rate.

Your expert for Albania



Laura Konda

Partner / Auditor

Laura.Konda@tpa-group.al

+355 4 234568

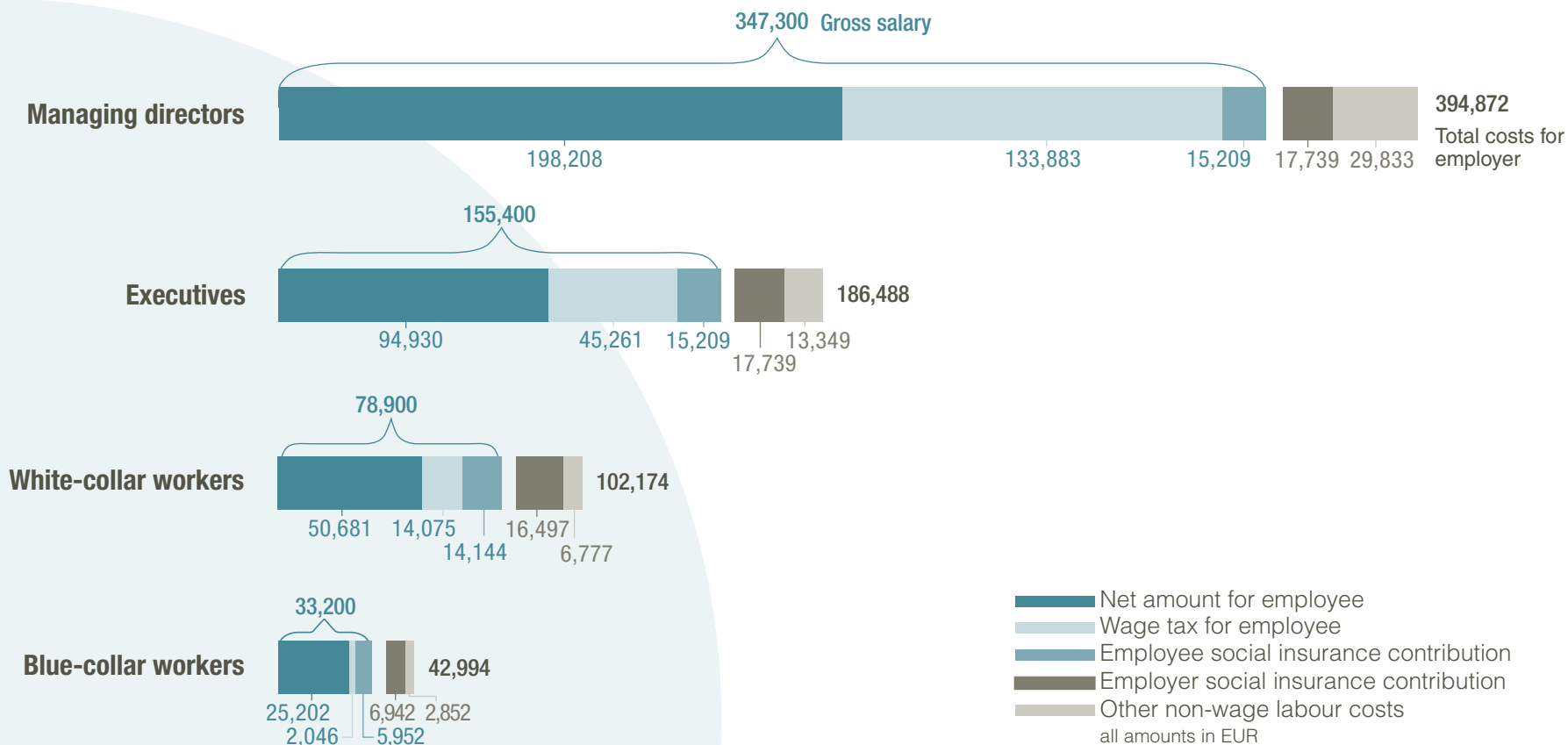


Details on the Albanian tax system and the other countries in this study:
www.tax-checker.com

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AUSTRIA

Personnel costs



Result for managing directors:

An average total gross salary of EUR 347,300 per year was calculated for a salaried manager. This results in a net amount of EUR 198,208 per year after deductions for social insurance and tax. For the employer, total costs amount to EUR 394,872 per year.

Result for executives:

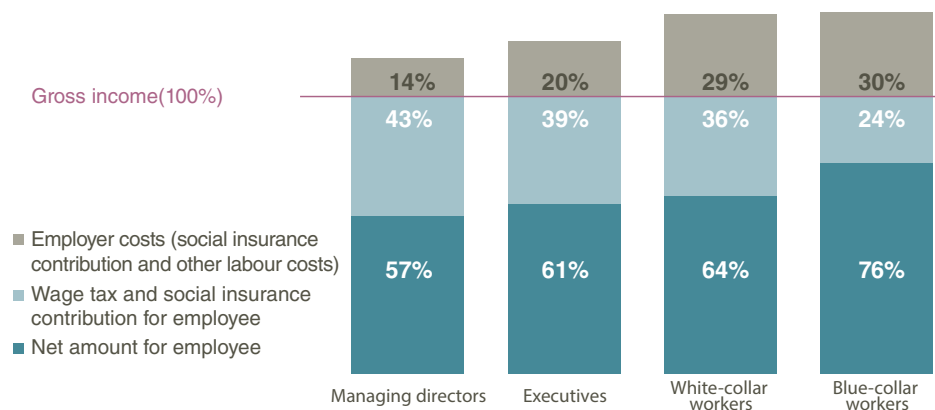
An average total gross salary of EUR 155,400 per year was calculated for an executive. This results in a net amount of EUR 94,930 per year after deductions for social insurance and tax. The total cost to the employer is EUR 186,488 per year.

Result for white-collar workers:

An average total gross salary of EUR 78,900 per year was calculated for a white-collar worker. This results in a net amount of EUR 50,681 per year after deductions for social insurance and tax. The total cost to the employer is EUR 102,174 per year.

Result for blue-collar workers:

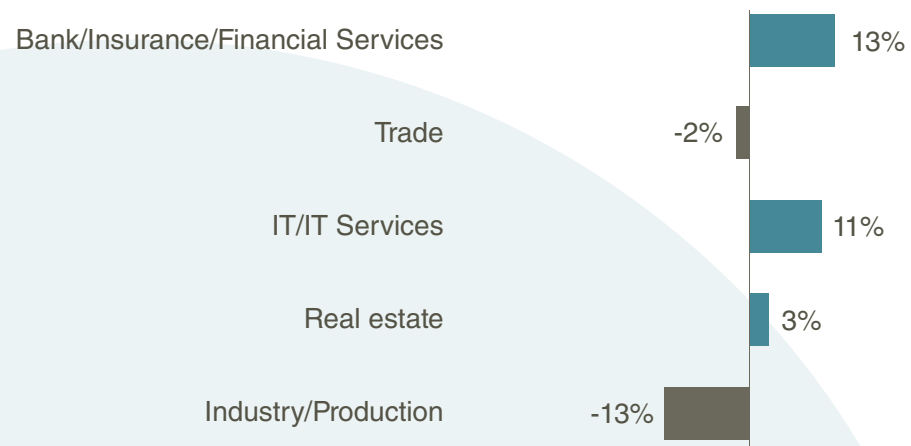
An average total gross salary of EUR 33,200 per year was calculated for a blue-collar worker. This results in a net amount of EUR 25,202 per year after deductions for social insurance and tax. The total cost to the employer is EUR 42,994 per year. The costs vary from sector to sector and are, for example, about 12% below the average.



Salary increase rates over the past 3 years

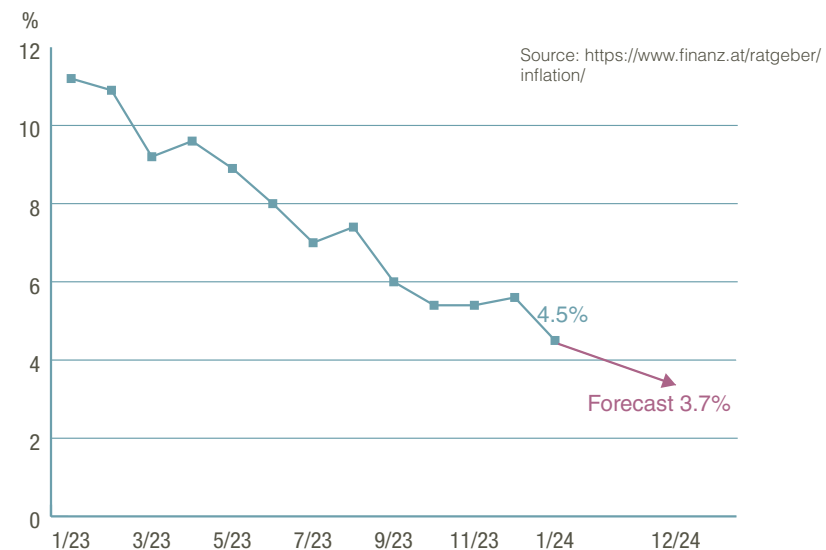


Industry comparison based on gross amount*



*The % rate for the gross amount may differ from the % rate for the total cost comparison due to ancillary wage costs.

Inflation 2023 and forecast 2024



HR-Factbox



25 days of holiday per year



Payment of salary: 14x per year

Notes about the calculations:

All calculations are very simplified and are based on the premise that there is a 100% tax and social security obligation in Austria and that current salaries are paid out 14 times a year in order to be able to claim the tax benefits for holiday and Christmas bonuses. However, further tax optimisations, in particular for bonus payments and certain personal tax benefits, were not taken into account.

Income tax:

- 0% up to 12,816,
- 20% between 12,816 and 20,818
- 30% between 20,819 and 34,513
- 40% between 34,514 and 66,612
- 48% between 66,613 and 99,266
- 50% between 99,267 and 1,000,000
- Any portions of income above this amount: 55%.

Employee social insurance contributions reduce the tax base.

Social insurance:

Generally capped at the maximum contribution base, value 2024: 84,840 euros per year.

Employer's contribution: 20.98% of the total gross salary

Employee contribution: 18.07% of the total gross salary

Other non-wage labour costs (not capped with maximum contribution base): Employer's contribution to the FLAG (Family Burdens Equalisation Fund), surcharge on the employer's contribution, municipal tax, contributions to the employee pension fund - all together currently around 9% of the gross total salary.

Ratio of net income to total labour costs:

The highest net rate is among blue-collar workers (approx. 58%). For all other employee groups, the rate is around 50%. This is due to the progressive tax rate and a relatively high maximum contribution base for social insurance.

Your expert for Austria



Wolfgang Höfle
Tax advisor

wolfgang.hoefle@tpa-group.at
+43 1 58835-146

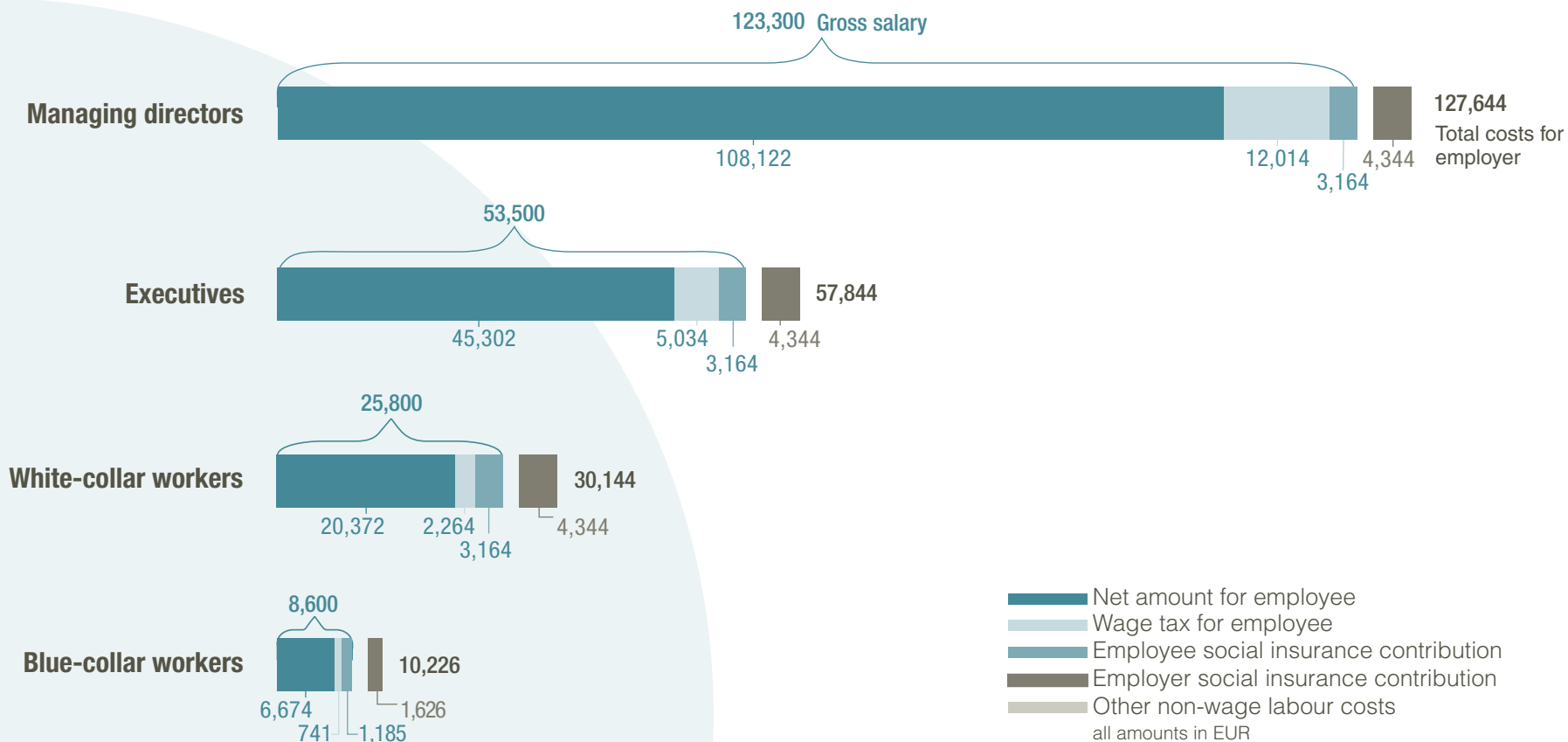


Details on the Albanian tax system and the other countries in this study:
www.tax-checker.com

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BULGARIA

Personnel costs



Result for managing directors:

An average total gross salary of EUR 123,300 per year was calculated for a salaried manager. This results in a net amount of EUR 108,122 per year after deductions for social insurance and tax. For the employer, total costs amount to EUR 127,644 per year.

Result for executives:

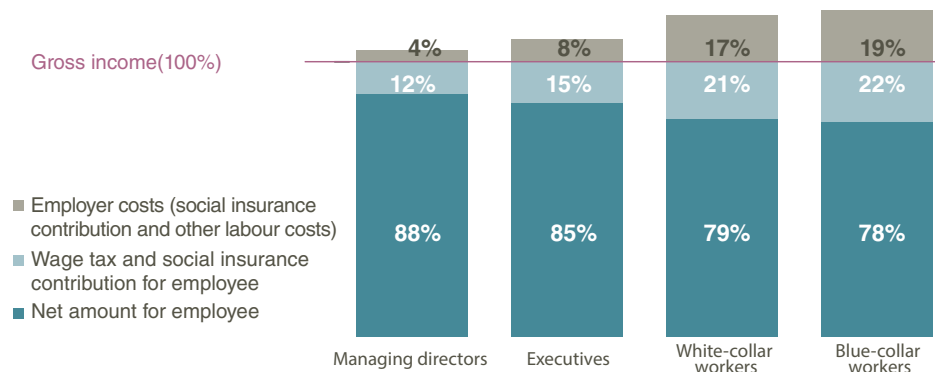
An average total gross salary of EUR 53,500 per year was calculated for an executive. This results in a net amount of EUR 45,302 per year after deductions for social insurance and tax. For the employer, total costs amount to EUR 57,844 per year.

Result for white-collar workers:

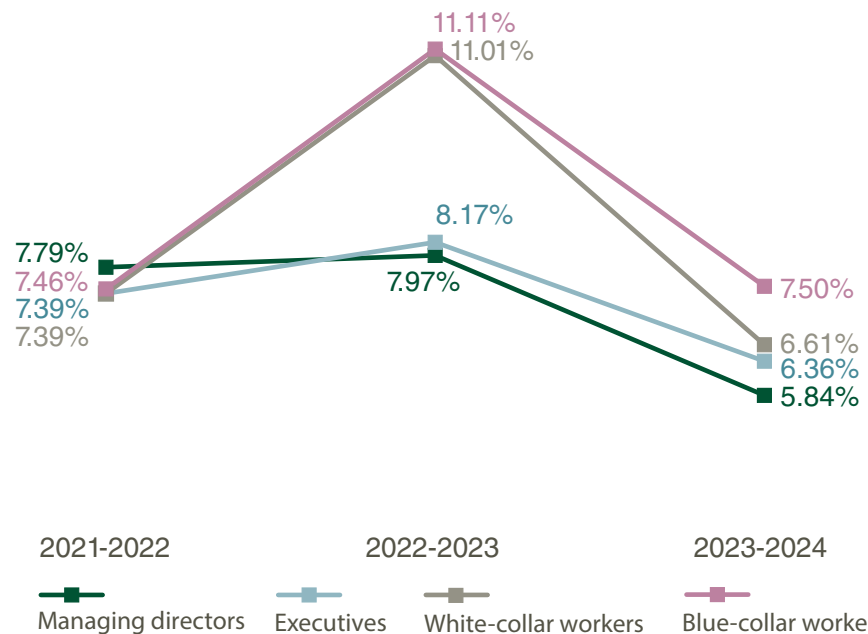
An average total gross salary of EUR 25,800 per year was calculated for a white-collar worker. This results in a net amount of EUR 20,372 per year after deductions for social insurance and tax. The total cost to the employer is EUR 30,144 per year.

Result for blue-collar workers:

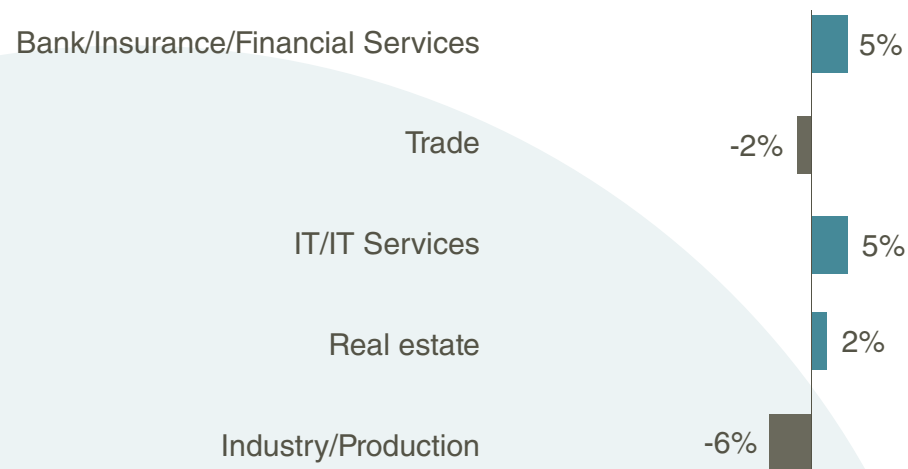
An average total gross salary of EUR 8,600 per year was calculated for a blue-collar worker. This results in a net amount of EUR 6,674 per year after deductions for social insurance and tax. For the employer, total costs amount to is EUR 10,226 per year. Costs vary from sector to sector e.g 5 % below the average for production.



Salary increase rates over the past 3 years



Industry comparison based on gross amount*

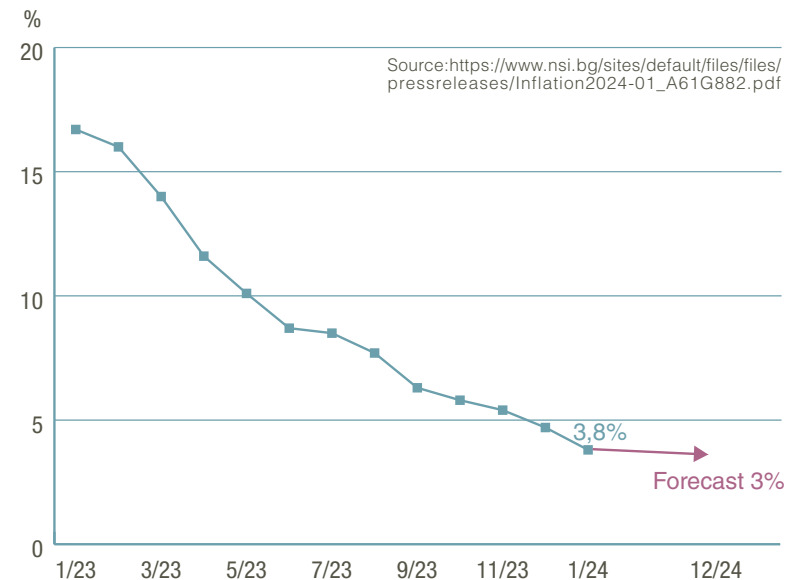


*The % rate for the gross amount may differ from the % rate for the total cost comparison due to ancillary wage costs.

Selected highlights from the country report of Advantage Austria / Austrian Economic Chamber:

The Bulgarian economy grew by a high 7.7% in 2021 and by 3.9% in 2022 - driven primarily by the sharp rise in foreign trade, recovering tourism and increasing private consumption, for example. The latter is mainly driven by higher disposable income - also due to inflation - and improved consumer confidence. There have been signs of a slowdown in momentum on the horizon since the end of 2022: GDP growth slowed to just +1.5% in the third quarter of 2023, supported primarily by private consumption, net exports and gross fixed capital formation. Overall, data shows that there is a certain degree of euro scepticism in Bulgaria. The current Bulgarian government has defined 2025 as a possible year for the introduction of the euro.

Inflation 2023 and forecast 2024



According to the Austrian National Bank, the level of Austrian direct investment as at 2022 was EUR 2.63 billion. According to the Bulgarian National Bank, Austria's direct investment as at Q3 2023 was EUR 4.619 billion, putting it in second place among foreign investors behind the Netherlands and ahead of Germany. The expansion of infrastructure with EU funding (multi-year financial framework - reconstruction plan - Just Transition Fund) will continue in the 2021-2027 funding period - including in transport infrastructure, water management, waste management, renewable energies and energy efficiency. Sectors such as mining, the security industry, agriculture and transport safety also offer numerous business opportunities.

HR-Factbox



20 days of holiday per year



Payment of salary: 12x per year

Notes about the calculations:

All calculations are highly simplified and based on the premise that there is 100% tax and social insurance liability in Bulgaria and that the personal income tax rate is a flat 10%.

Income tax:

10% (flat).

The employee contributions to social security reduce the tax base.

Social insurance:

Maximum contribution base for social insurance for employed persons:
BGN 3,750 (EUR 1,920) per month

Employer's contribution: 18.52 % of the total gross salary

Employee contribution: 13.78 % of the total gross salary

Health and accident insurance: 8.00 % (of which 3.20 % employee contribution)

Pension insurance: 19.3 % (of which 8.38 % employee contribution)

Supplementary pension insurance: 5.00 % (of which 2.20 % employee contribution)

Ratio of net income to total labour costs:

The combination of a flat tax with a low maximum contribution base for social insurance means that net rate rises as income goes up (!). This means that blue-collar workers have the lowest ratio of net income to total labour costs.

Your expert for Bulgaria



Ilona Tafkova

Partner

ilona.tafkovar@tpa-group.bg

+ 359 2 9816645

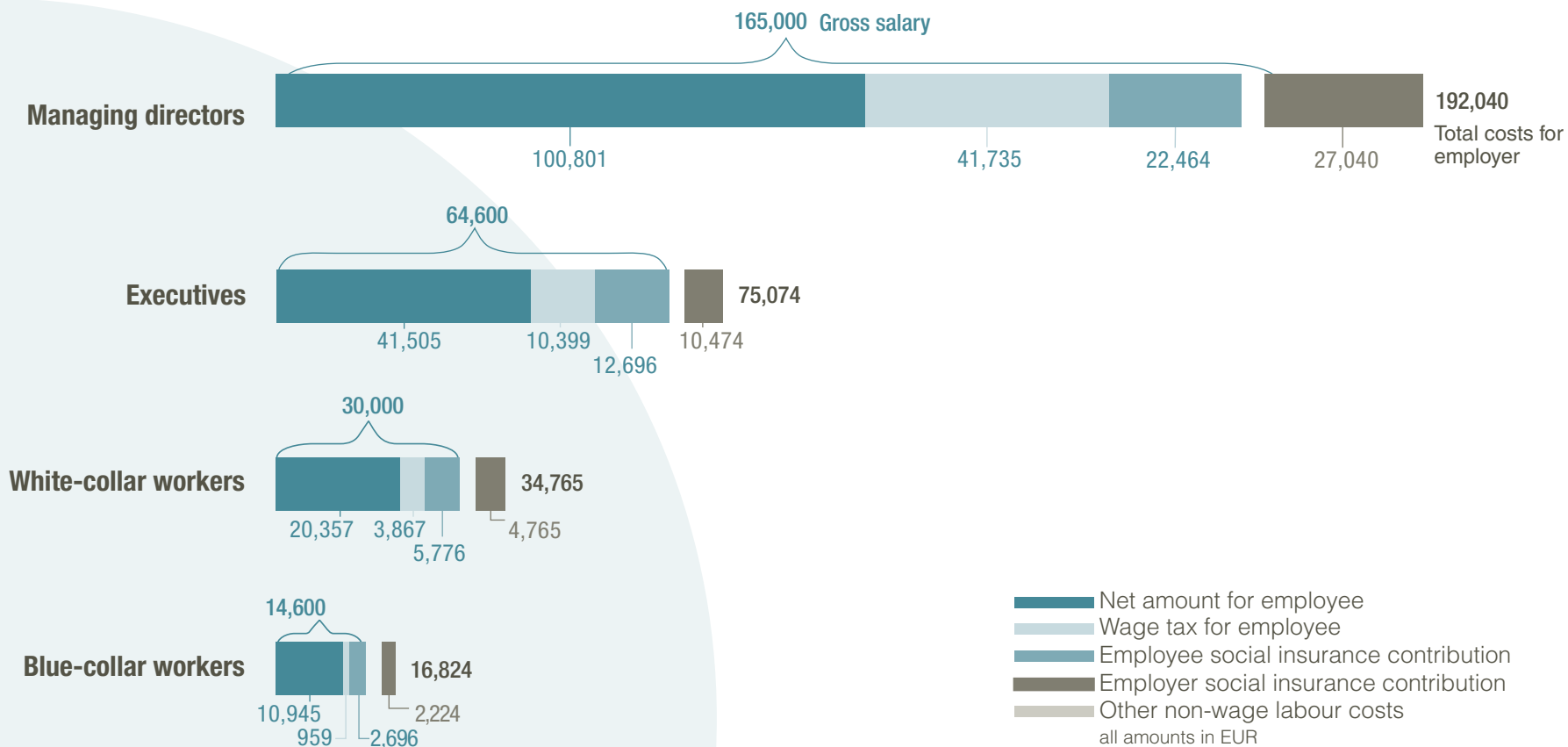


Details on the Bulgarian tax system and the other countries in this study:
www.tax-checker.com

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CROATIA

Personnel costs



Result for managing directors:

An average total gross salary of EUR 165,000 per year was calculated for a salaried manager. This results in a net amount of EUR 100,801 per year after deductions for social insurance and tax. For the employer, total costs amount to EUR 192,040 per year.

Result for executives:

An average total gross salary of EUR 64,600 per year was calculated for an executive. This results in a net amount of EUR 41,505 per year after deductions for social insurance and tax. The total cost to the employer is EUR 75,074 per year.

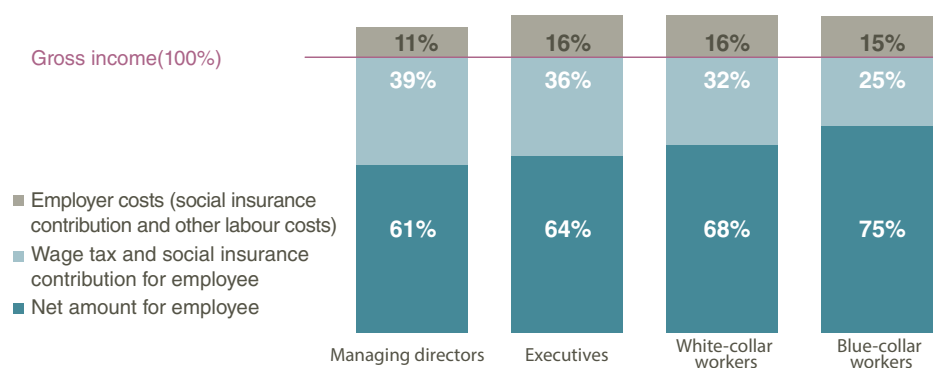
Result for white-collar workers:

An average total gross salary of EUR 30,000 per year was calculated for a white-collar worker. This results in a net amount of EUR 20,357 per year after deductions for social insurance and tax. The total cost to the employer is EUR 34,765 per year.

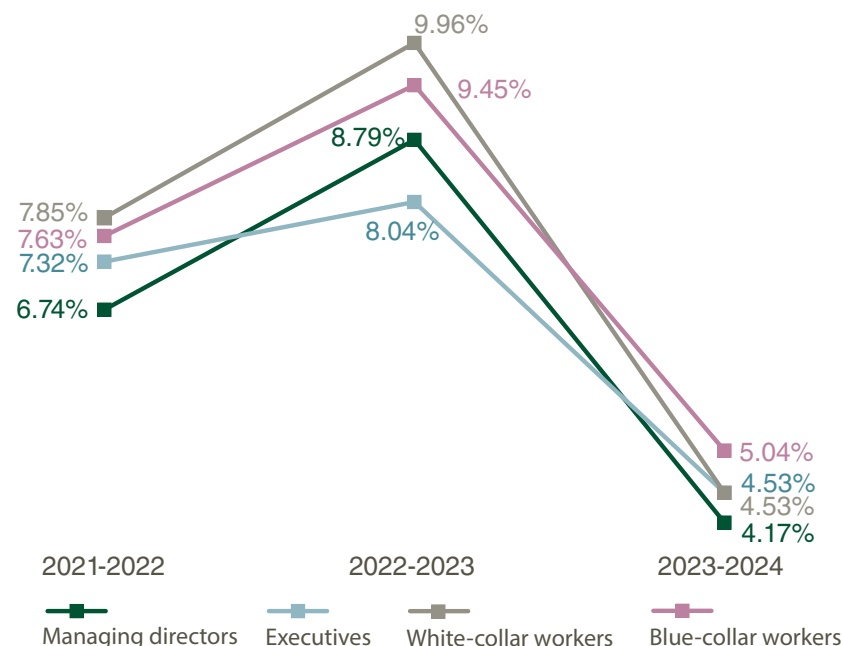
Result for blue-collar workers:

An average total gross salary of EUR 14,600 per year was calculated for a blue-collar worker. This results in a net amount of EUR 10,945 per year after deductions for social insurance and tax.

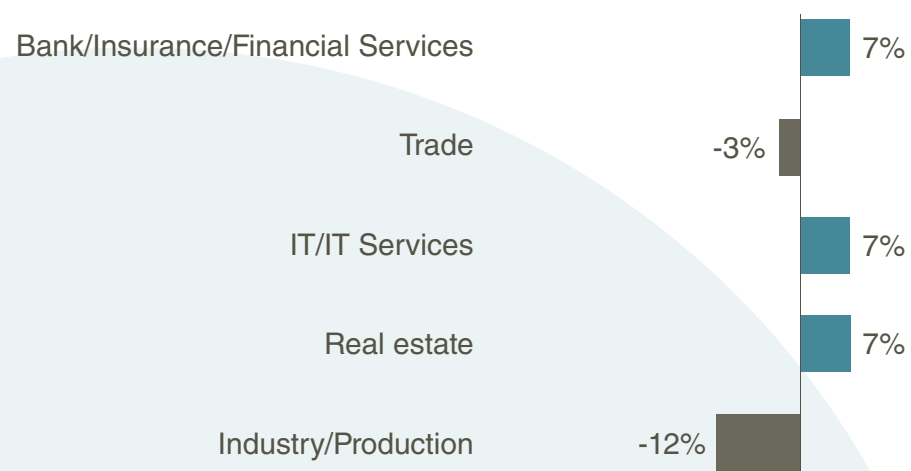
The total cost to the employer is EUR 16,824 per year. The costs vary from sector to sector and are, for example, about 11 % below the average for production.



Salary increase rates over the past 3 years

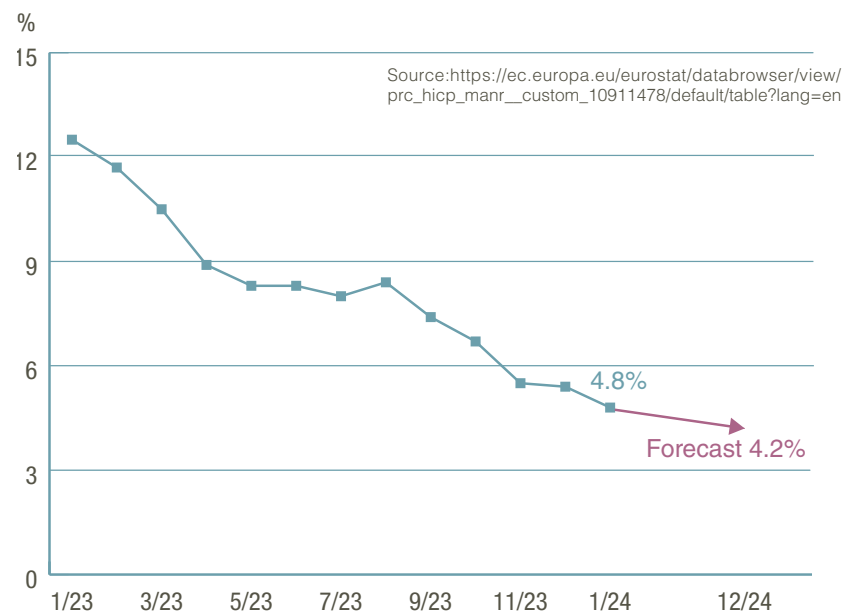


Industry comparison based on gross amount*



*The % rate for the gross amount may differ from the % rate for the total cost comparison due to ancillary wage costs.

Inflation 2023 and forecast 2024



Selected highlights from the country report of Advantage Austria / Austrian Economic Chamber:

Croatia's GDP growth was 2.6% in 2023. The EU Commission also expects growth of 2.6% in 2024 and slightly higher growth of 2.8% in 2025. Growth in 2023 was primarily driven by increased private consumption, based on rising wages and salaries. In addition, high levels of investment from EU funds such as the 2014-2020 Multiannual Financial Framework are also driving growth. These funds had to be implemented or utilised by the end of 2023. Although exports of goods from Croatia decreased in 2023, exports of services increased at the same time. Tourism in particular boomed due to Croatia's integration into the euro and Schengen area.

Croatia receives a credit line of EUR 400 million from the European Investment Bank EIB for the renewal of railway infrastructure, including a planned 500 km of railway lines and 30 railway stations.

Austrian exports of goods to Croatia increased by 27.3% to EUR 1.92 billion in 2022. Austria is the second largest investor in Croatia.

There are opportunities for Austrian companies in practically all areas, but particularly in the priority sectors of water/wastewater, waste management, transport infrastructure and energy efficiency, which are subsidised with EU funds.

HR-Factbox



20 days of holiday per year



Payment of salary: 12x per year

Notes about the calculations:

All calculations are highly simplified and based on the premise that there is 100% tax and social insurance liability in Croatia. Personal allowance was taken into account when calculating tax basis. Also the personal income tax rates applicable to employees in Zagreb were applied.

Income tax (Euro):

Die lokalen Selbstverwaltungseinheiten legen unterschiedliche Steuersätze in vorgegebenen Grenzen für Einkommen bis zu 50.400 jährlich und über 50.400 EUR jährlich fest.

Social insurance:

Maximum contributions base for calculating pension insurance contributions, value 2024: 112,320 euros per year.

Employer's contribution: 16.5% of total gross salary for health insurance (not capped with maximum contribution base).

Employee contribution: 15%+5% or 20% of total gross salary for pension insurance (capped with maximum contribution base).

Ratio of net income to total labour costs:

The ratio is at its lowest for Managing directors because they are subject to both lower and higher tax rates. As income rises, the net ratio decreases (higher tax rate, health insurance not capped at maximum contribution base).

Your expert for Croatia



Bojan Huzanić

Partner / Tax Advisor

bojan.huzanic@tpa-group.hr

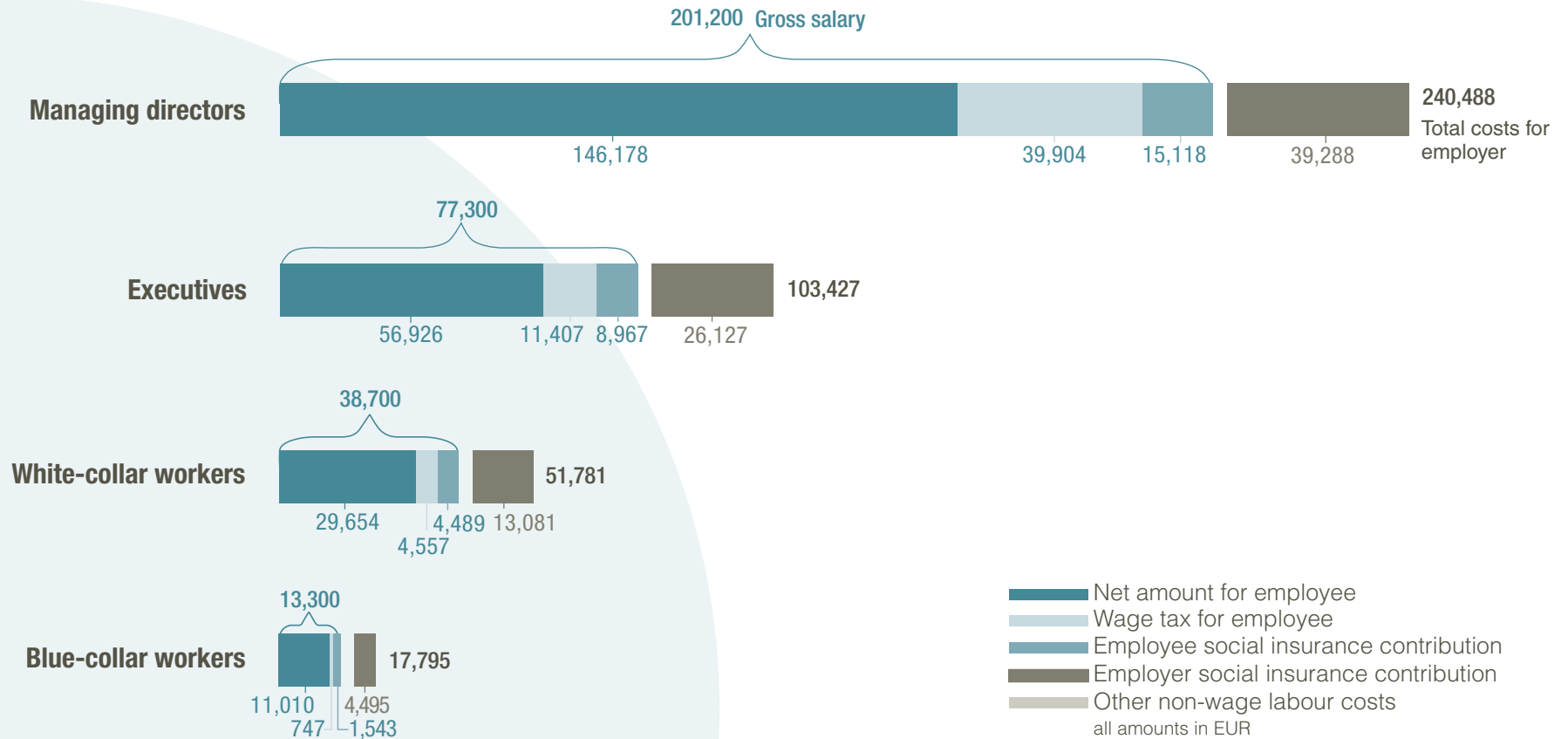
+385 1 6461 783



Details on the Croatian tax system and the other countries in this study:
www.tax-checker.com

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Personnel costs



Result for managing directors:

An average total gross salary of EUR 201,200 per year was calculated for a salaried manager. This results in a net amount of EUR 146,178 per year after deductions for social insurance and tax. For the employer, total costs amount to EUR 240,488 per year.

Result for executives:

An average total gross salary of EUR 77,300 per year was calculated for an executive. This results in a net amount of EUR 56,926 per year after deductions for social insurance and tax. For the employer, total costs amount to EUR 103,427 per year.

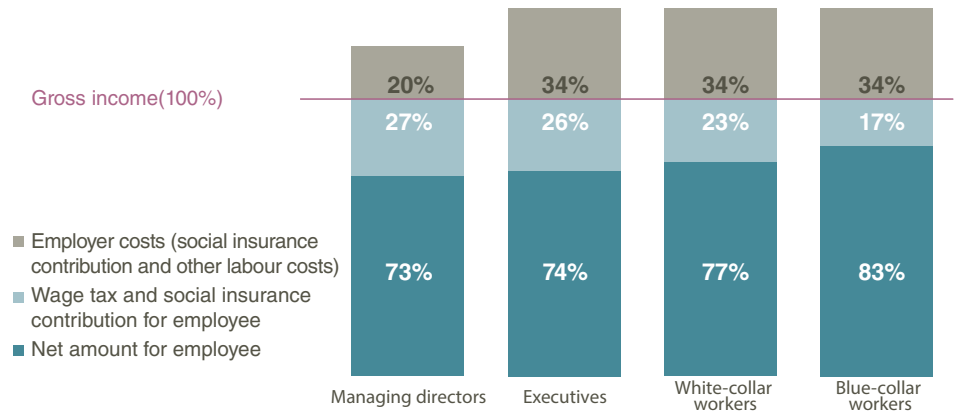
Result for white-collar workers:

An average total gross salary of EUR 38,700 per year was calculated for a white-collar worker. This results in a net amount of EUR 29,654 per year after deductions for social insurance and tax. The total cost to the employer is EUR 51,781 per year.

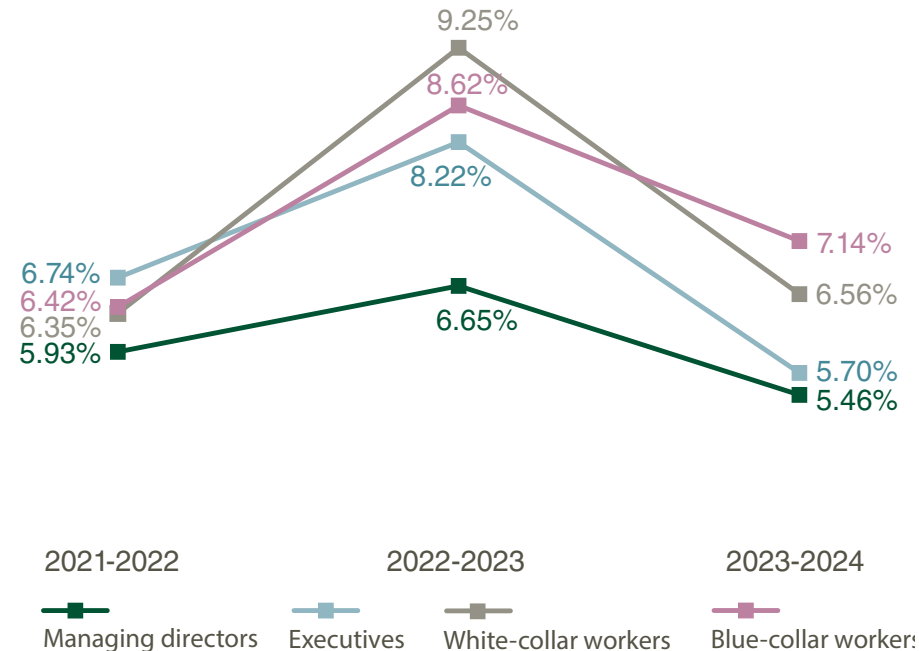
Result for blue-collar workers:

An average total gross salary of EUR 13,300 per year was calculated for a blue-collar worker. This results in a net amount of EUR 11,010 per year after deductions for social insurance and tax.

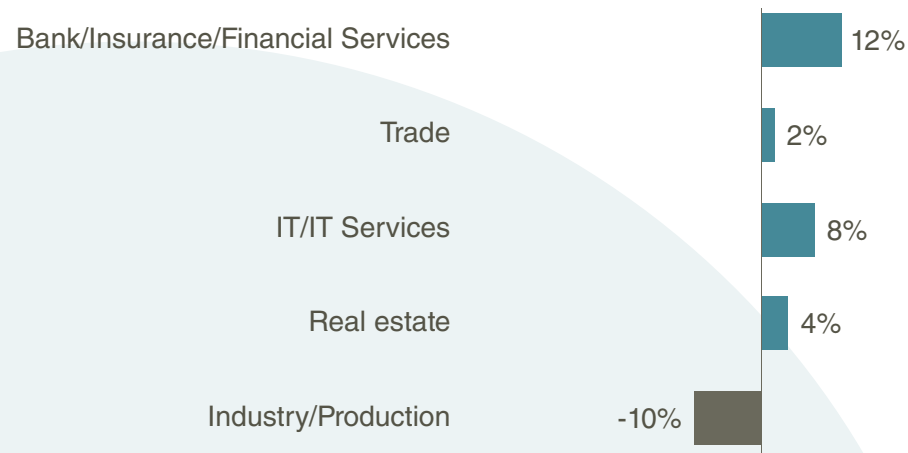
The total cost to the employer is EUR 17,795 per year. The costs vary from sector to sector and are, for example, about 10% below the average for production.



Salary increase rates over the past 3 years



Industry comparison based on gross amount*



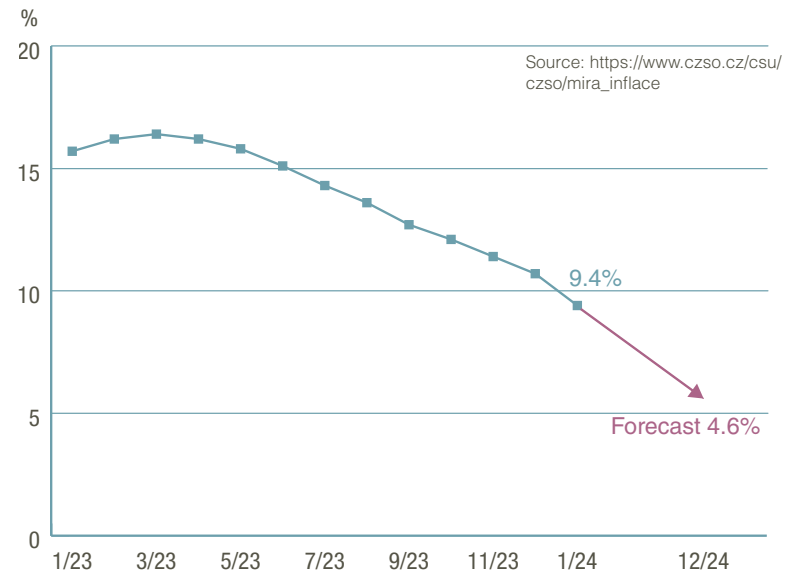
*The % rate for the gross amount may differ from the % rate for the total cost comparison due to ancillary wage costs.

Selected highlights from the country report of Advantage Austria / Austrian Economic Chamber:

The Czech economy contracted by 0.6% year-on-year by the end of Q3/2023 and is also likely to slip slightly into negative territory in 2023 as a whole. The Czech Republic is therefore the only EU country that has not yet fully reached the pre-pandemic GDP level.

The Czech Republic generates around a third of its GDP in production. This fell by 5.2% year-on-year by September 2023, with the slowdown accelerating. The Czech automotive industry - the largest in the CEE region - continued to be the driving force, while electricity generation/distribution declined. Labour shortages, high energy prices and the weak economy in Germany weighed most heavily on the industry.

Inflation 2023 and forecast 2024



The Czech Republic reduced its dependence on Russian gas for its energy security and utilises a Dutch LNG terminal for large supplies from the US and Norway.

The Czech Republic is Austria's sixth most important economic partner worldwide.

Business opportunities: Automotive, mechanical engineering, electrical engineering, primary materials such as metals and sheet metal or chemical products, providers of automation, robotics, ICT and AI solutions, R&D and energy efficiency projects in the industrial sector

HR-Factbox



20 days of holiday per year



Payment of salary: 12x per year

Notes about the calculations:

All calculations are highly simplified and based on the premise that there is 100 % tax and social insurance liability in Czech Republic.

Income tax (Euro):

15 % up to 1,582,812 (= approx. EUR 64,055), income shares above: 23 %.
The employee's social security contributions do not reduce the tax base!

Social insurance:

Generally capped at the maximum contribution base (health insurance without maximum contribution base), value 2024: approx. 85,410 euros per year.

Employer's contribution: 33.8% of the total gross salary, of which 9% is health insurance

Employee contribution: 11.6% of the total gross salary, of which 4.5% is health insurance

The employer can add up to approx. 5% accident insurance contributions specific to the occupational group. Verhältnis Netto-Einkommen zu den Gesamtarbeitskosten:

Ratio of net income to total labour costs:

Managers have a higher rate than executives. While it is true that the higher tax rate (23%) is already applied to the larger portion of the income in the case of the managing directors, social insurance contributions in the Czech Republic are very high overall, although they are capped at a maximum contribution base with the exception of health insurance.

Your expert for the Czech Republic



Jan Soška

Partner / Tax Advisor

jan.soska@tpa-group.cz

+420 (222) 826-341

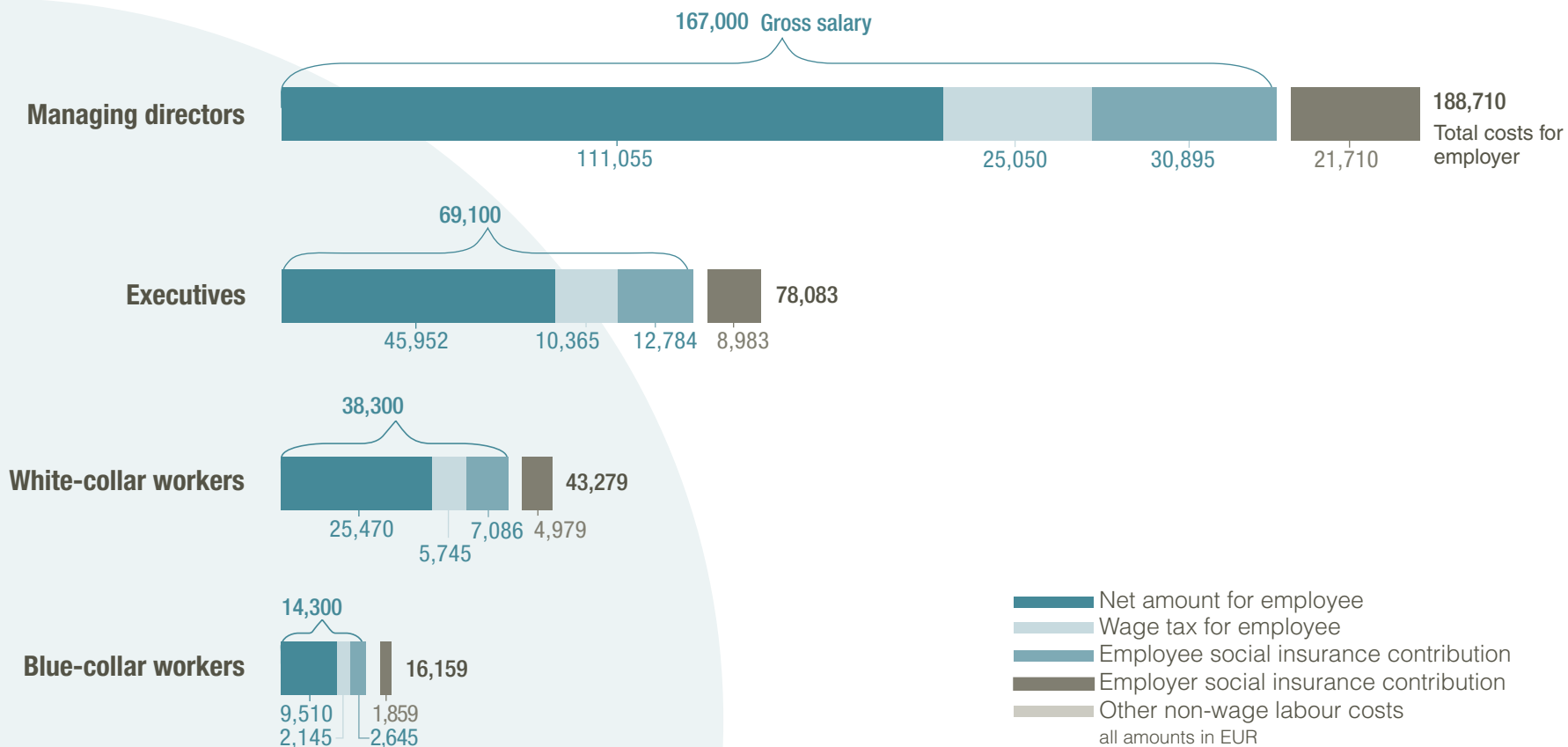


Details on the Czech tax system and the other countries in this study:
www.tax-checker.com

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HUNGARY

Personnel costs



Result for managing directors:

An average total gross salary of EUR 167,000 per year was calculated for a salaried manager. This results in a net amount of EUR 111,055 after deductions for social insurance and tax. For the employer, total costs amount to EUR 188,710 per year.

Result for executives:

An average total gross salary of EUR 69,100 per year was calculated for an executive. This results in a net amount of EUR 45,952 per year after deductions for social insurance and tax. For the employer, total costs amount to EUR 78,083 per year.

Result for white-collar workers:

An average total gross salary of EUR 38.300 per year was calculated for a white-collar worker. This results in a net amount of EUR 25.470 per year after deductions for social insurance and tax. The total cost to the employer is EUR 43.279 per year.

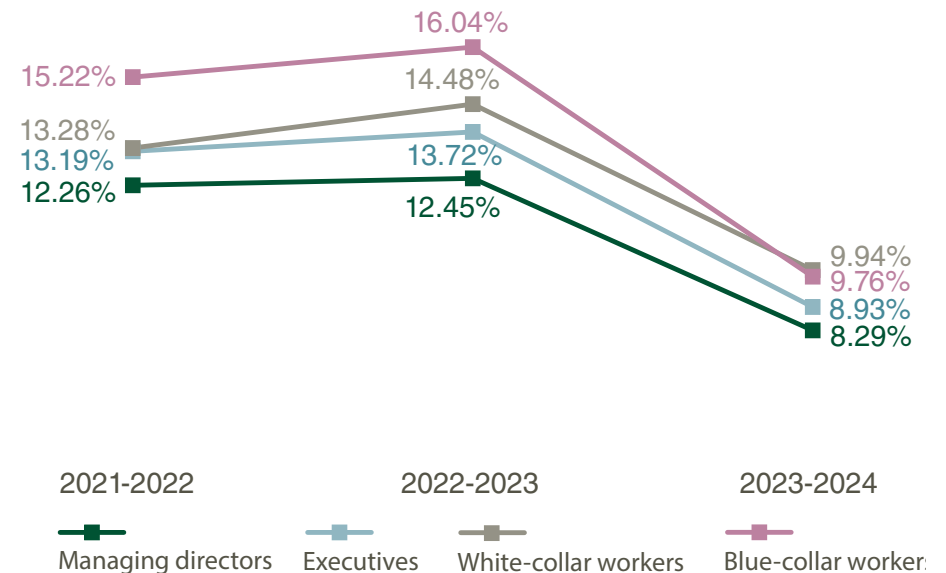
Result for blue-collar workers:

An average total gross salary of EUR 14.300 per year was calculated for a blue-collar worker. This results in a net amount of EUR 9.510 per year after deductions for social insurance and tax.

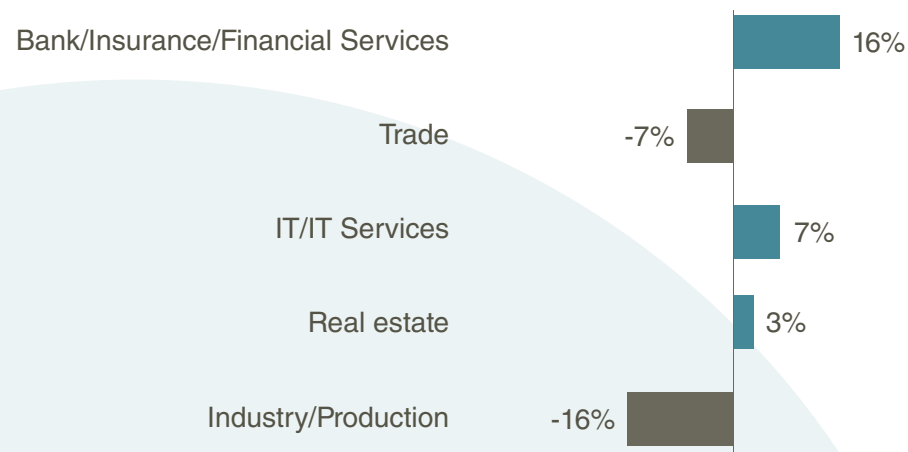
The total cost to the employer is EUR 16.159 per year. The costs vary from sector to sector and are, for example, about 15% below the average for production.



Salary increase rates over the past 3 years



Industry comparison based on gross amount*



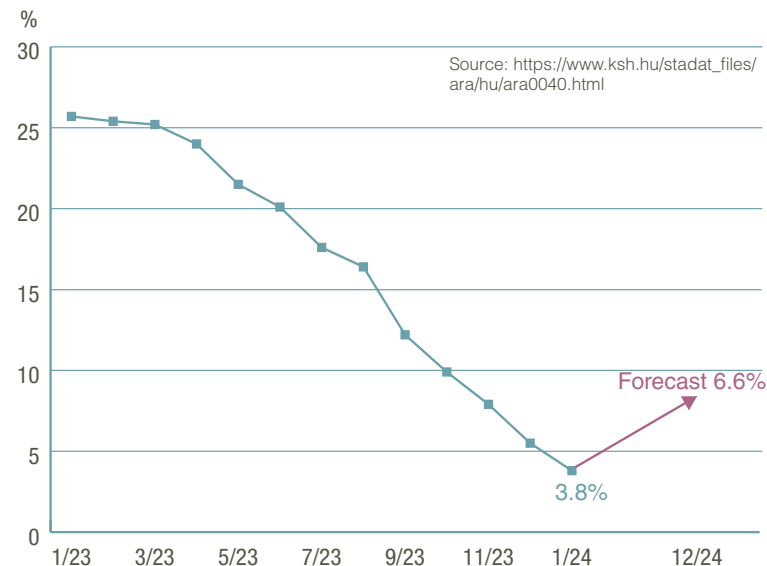
*The % rate for the gross amount may differ from the % rate for the total cost comparison due to ancillary wage costs.

Selected highlights from the country report of Advantage Austria / Austrian Economic Chamber:

In 2022, the Hungarian economy grew by 4.6% - primarily driven by state-supported private consumption and major investments. However, Hungary's economy has currently been in decline for a year. Only agriculture made a positive contribution to growth in the second quarter of 2023. The poor economic performance is mainly due to the drastic rise in energy prices. Rampant inflation has burnt through the real value of incomes, which has curbed private consumption. The withholding of EU funding is draining resources, which is also limiting the development capacities of the public and private sectors. High interest rates are also cooling the economy.

The Hungarian Investment Promotion Agency (HIPA) reports completed investment projects worth around EUR 6.5 billion for 2022. This investment volume was realised as part of 92 strategic projects, which - according to HIPA -

Inflation 2023 and forecast 2024



created 15,083 new jobs. Most of the projects came from South Korea - for the third time in 2022 after 2019 and 2021. The Asian country invested a total of EUR 2.8 billion. One in four new jobs and one in ten projects were associated with South Korean companies.

In the first half of 2023, Hungary was the fifth largest market for Austrian exports worldwide, the third most important in the EU and even the most important in the CEE region.

Business opportunities: Construction & infrastructure, healthcare (investment in private facilities), education, adult education, creative industries, fashion & textiles, natural resources & e-mobility, ICT and digitalisation, online trade and logistics, machinery & plant engineering, metals & metal processing, food & beverages.

HR-Factbox



20 days of holiday per year



Payment of salary: 12x per year

Notes about the calculations:

All calculations are highly simplified and based on the premise that there is 100% tax and social insurance liability in Hungary.

Income tax (Euro):

15 % (flat), calculated and deducted from gross salary; employee social security contributions do not reduce the tax base!
Special tax allowances (e.g. for young professionals, employees in research and development, ...) were not taken into account in the calculations.

Social insurance:

Hungary does not have a maximum contribution base.
Employer's contribution: 13% of total gross remuneration
Employee contribution: 18.5% of total gross remuneration

Ratio of net income to total labour costs:

The ratio of these parameters is the same across all groups of employees. This system is the most transparent, so to speak. Flat rates apply when calculating tax and social insurance contributions.

Your expert for Hungary



József Szemerédi

Partner / Tax Advisor

jozsef.szemeredi@tpa-group.hu

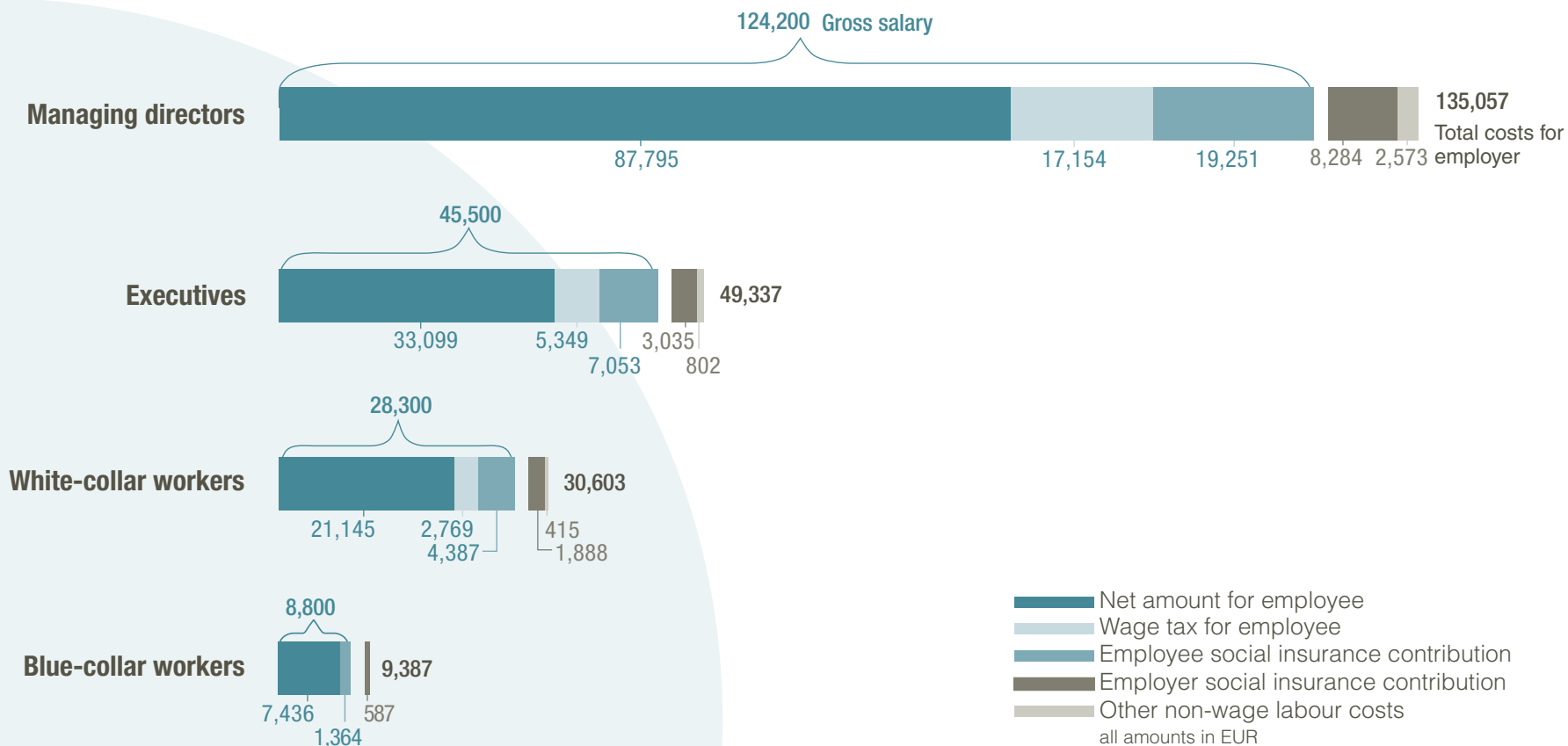
+36 (1) 345 45-00



Details on the Hungarian tax system and the other countries in this study:
www.tax-checker.com

tax%checker

Personnel costs



Result for managing directors:

An average total gross salary of EUR 124,200 per year was calculated for a salaried manager. This results in a net amount of EUR 87,795 per year after deductions for social insurance and tax. For the employer, total costs amount to EUR 135,057 per year.

Result for executives:

An average total gross salary of EUR 45,500 per year was calculated for an executive. This results in a net amount of EUR 33,099 per year after deductions for social insurance and tax. For the employer, total costs amount to EUR 49,337 per year.

Result for white-collar workers:

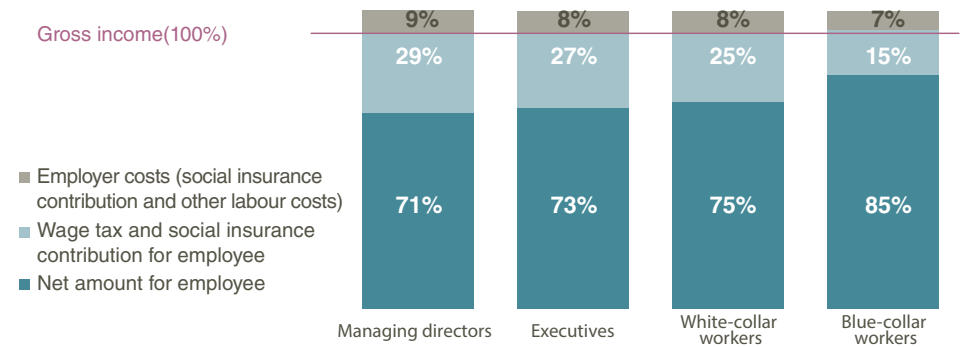
Für eine angestellte Person wurde ein durchschnittlicher Bruttogesamtbezug in Höhe von 28.300 Euro pro Jahr ermittelt. Daraus ergibt sich nach Abzug von Sozialversicherung und Steuer ein Nettobetrag von 21.145 Euro pro Jahr. Die Gesamtkosten für den Arbeitgeber belaufen sich auf 30.603 Euro pro Jahr.

An average total gross salary of EUR 28,300 per year was calculated for a white-collar worker. This results in a net amount of EUR 21,145 per year after deductions for social insurance and tax. The total cost to the employer is EUR 30,603 per year.

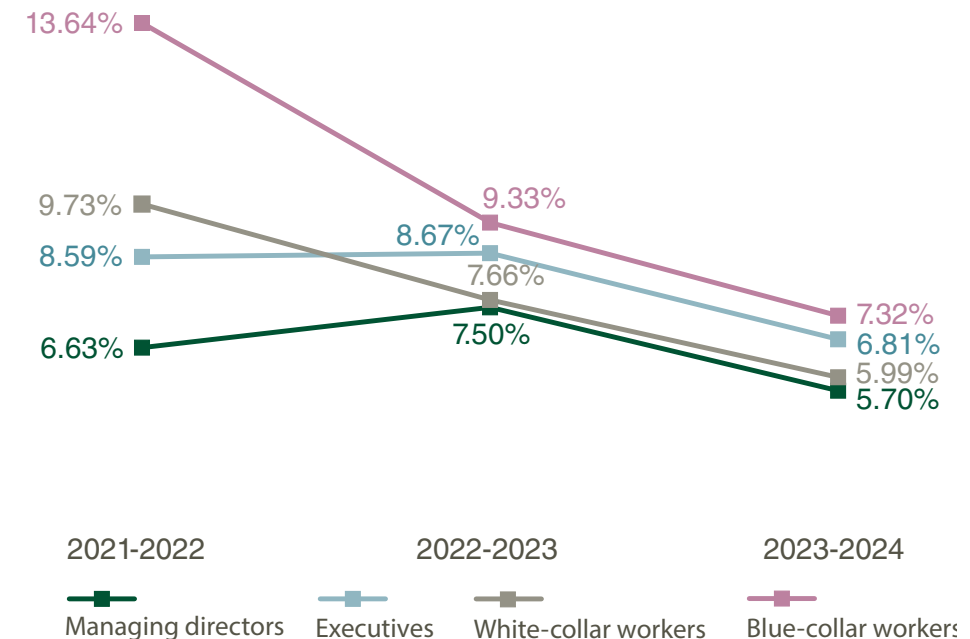
Result for blue-collar workers:

An average total gross salary of EUR 8,800 per year was calculated for a blue collar worker. This results in a net amount of EUR 7,436 per year after deductions for social insurance and tax.

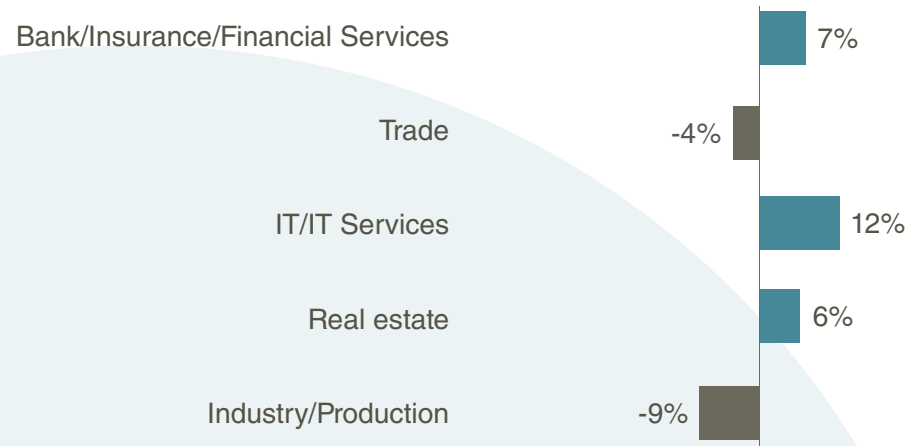
The total cost to the employer is EUR 9,387 per year. The costs vary from sector to sector and are, for example, about 10% below the average for production.



Salary increase rates over the past 3 years

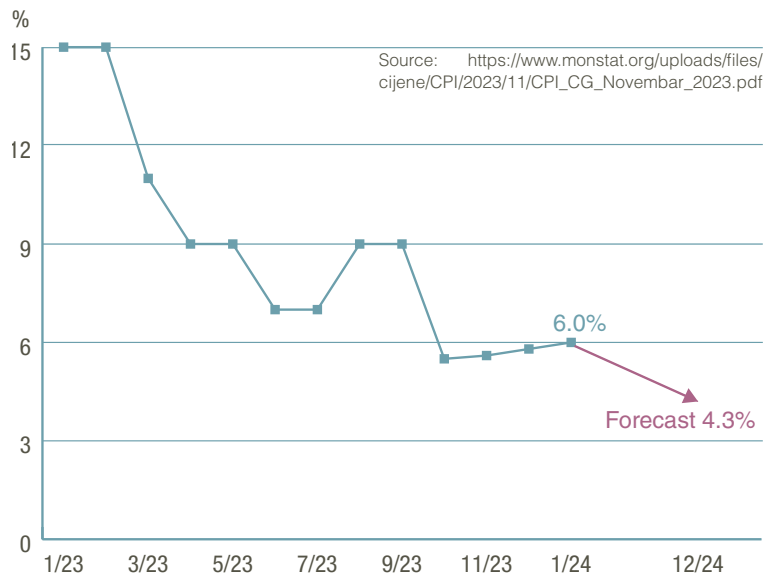


Industry comparison based on gross amount*



*The % rate for the gross amount may differ from the % rate for the total cost comparison due to ancillary wage costs.

Inflation 2023 and forecast 2024



Selected highlights from the country report of Advantage Austria / Austrian Economic Chamber:

The strong economic growth of 13% in 2021 and over 5% in 2022 is mainly due to the recovery of the tourism sector.

Tourism is the country's main source of income: Almost a quarter of GDP comes from this sector, with around 20% of employees working directly and indirectly in tourism.

Tourism and many construction projects for tourism continue to be the most important economic drivers. In addition to tourism, major projects are important for economic development. Montenegro is also counting on its growing role as a hub for electricity transport between the Balkans and Italy.

In the first half of 2023, exports from Austria to Montenegro grew by 38.4% (compared to the same period in the previous year), which corresponds to a total of EUR 29.8 million.

Business opportunities: There is potential in the area of infrastructure, especially in transport infrastructure, the modernisation of the drinking water and wastewater network and in the area of renewable energies.

HR-Factbox



20 days of holiday per year



Payment of salary: 12x per year

Notes about the calculations:

All calculations are highly simplified and based on the premise that there is 100% tax and social insurance liability in Montenegro. No further tax optimisation measures, in particular bonus payments and certain personal tax allowances, were taken into account.

Income tax: (Euro):

8,400 tax-free
further 3,600: 9% tax rate
above that: 15%

Social insurance contributions do not reduce the tax base. Another surtax is set by the local tax authorities (e.g. 15% of the wage tax), but paid by the employer, meaning that it is to be considered as other labour costs.

Social insurance:

There is no cap with a maximum contribution base.
Employer's contribution: 6.67% of total gross remuneration
Employee contribution: 15.50% of total gross remuneration

Ratio of net income to total labour costs:

The ratio of these parameters is highest for workers, at approx. 79%. This is due to the income tax-free allowance before the input tax rate.

Your expert for Montenegro



Dušanka Ivović

Partner / Tax advisor

dusanka.ivovic@tpa-group.me

+382 20 656 208

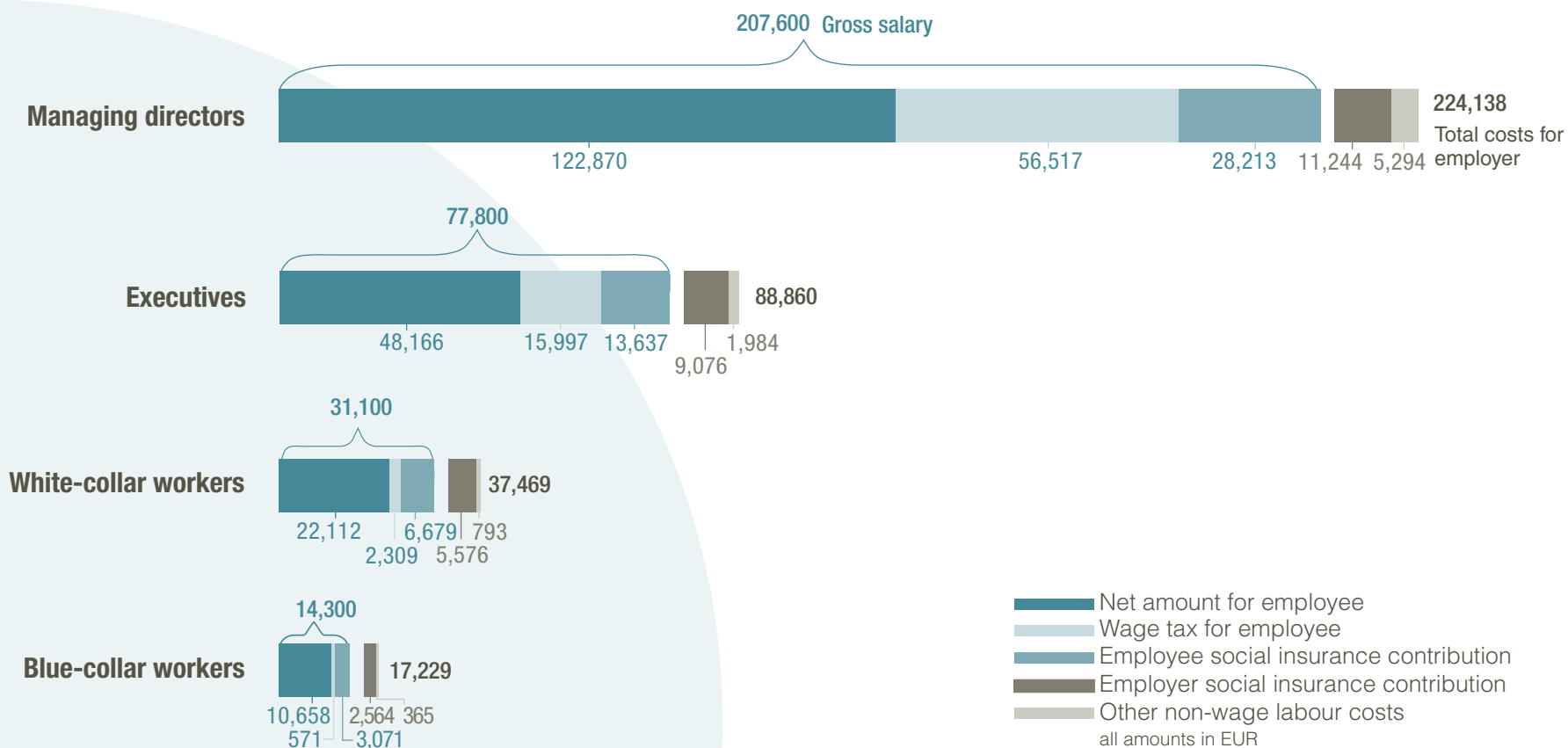


Details on the Montenegrin tax system and the other countries in this study:
www.tax-checker.com

tax%checker

POLAND

Personnel costs



Result for managing directors:

An average total gross salary of EUR 207,600 per year was calculated for a salaried manager. This results in a net amount of EUR 122,870 per year after deductions for social insurance and tax. For the employer, total costs amount to EUR 224,138 per year.

Result for executives:

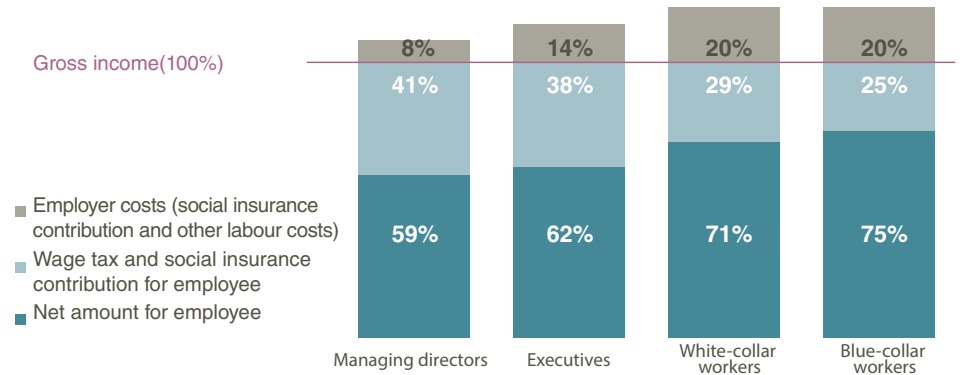
An average total gross salary of EUR 77,800 per year was calculated for an executive. This results in a net amount of EUR 48,166 per year after deductions for social insurance and tax. For the employer, total costs amount to EUR 88,860 per year.

Result for white-collar workers

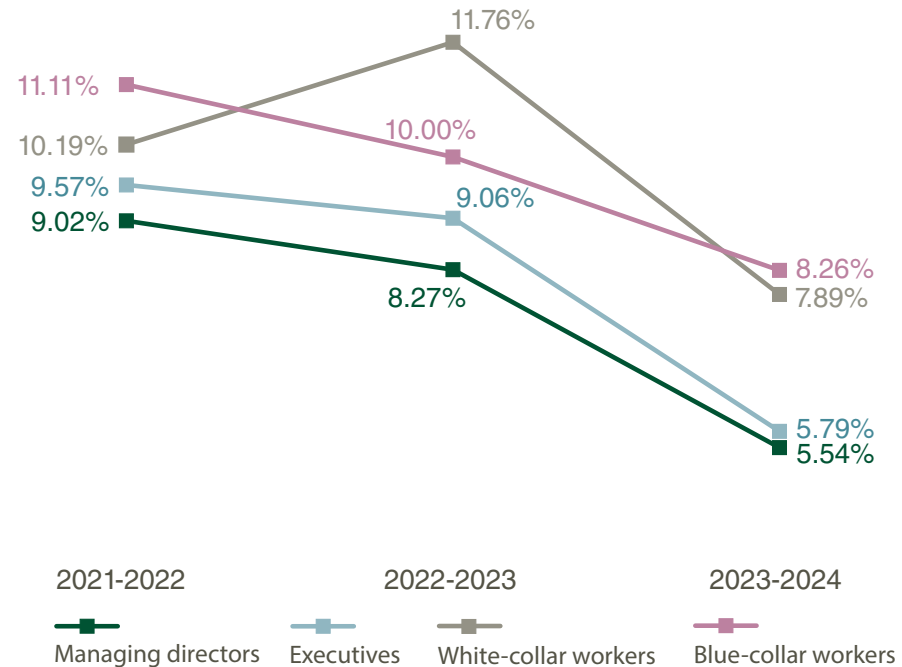
An average total gross salary of EUR 31,100 per year was calculated for a white-collar worker. This results in a net amount of EUR 22,112 per year after deductions for social insurance and tax. The total cost to the employer is EUR 37,469 per year.

Result for blue-collar workers:

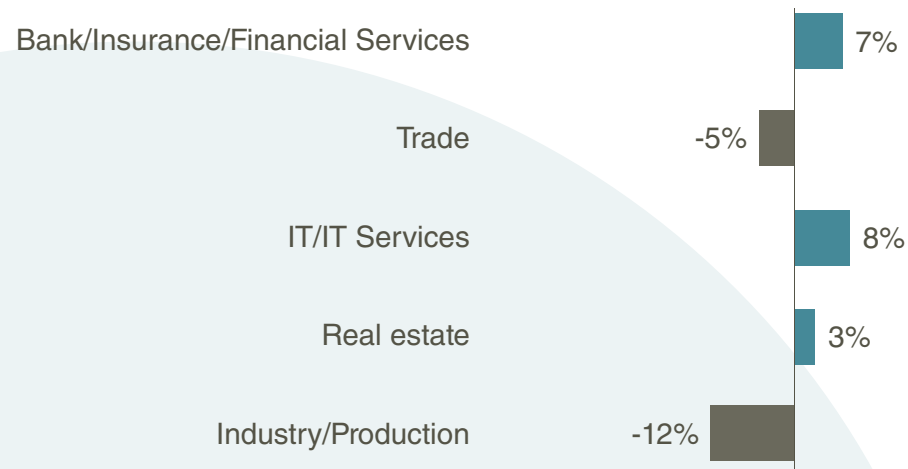
An average total gross salary of EUR 14,300 per year was calculated for a blue-collar worker. This results in a net amount of EUR 10,658 per year after deductions for social insurance and tax. The total cost to the employer is EUR 17,229 per year. The costs vary from sector to sector and are, for example, about 12% below the average for production.



Salary increase rates over the past 3 years



Industry comparison based on gross amount*



*The % rate for the gross amount may differ from the % rate for the total cost comparison due to ancillary wage costs.

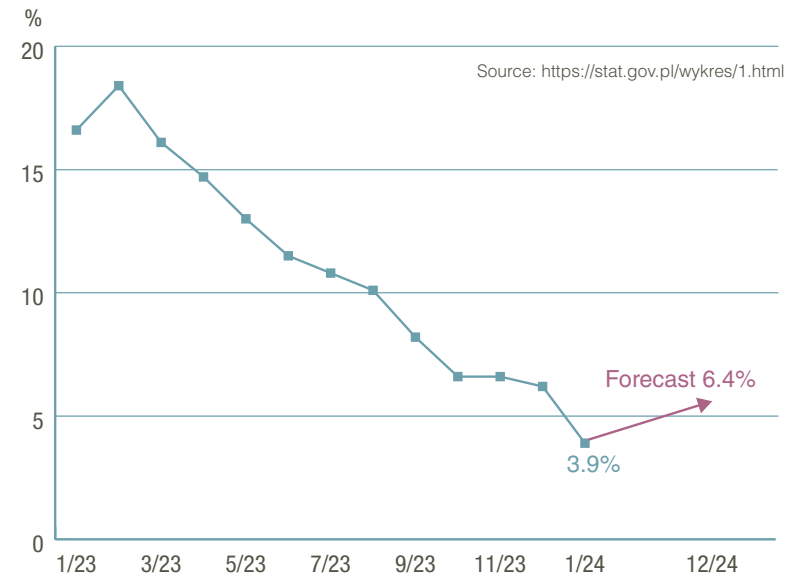
Selected highlights from the country report of Advantage Austria / Austrian Economic Chamber:

Economic growth, high employment figures, rising consumption - all of this makes Poland an attractive investment and export country for Austrian companies.

Nevertheless, economic growth will slow to 1.0% in 2023 due to high inflation, the tightening of the National Bank of Poland's monetary policy, the effects of the war in Ukraine and falling demand from key trading partners.

The Polish zloty is appreciating again against the euro and is at an exchange rate of PLN 4.5/euro in October 2023.

Inflation 2023 and forecast 2024



Poland is one of Austria's most important trading partners. In 2022, goods exports from Austria to Poland totalled around EUR 7.3 billion, making Poland the 7th most important export country for Austria.

Construction and infrastructure, digitalisation, automotive, environmental technology and renewable energies offer good opportunities for Austrian companies. Many major projects in these areas have already been co-financed with EU funds.

HR-Factbox



20 days of holiday per year



Payment of salary: 12x per year

Notes about the calculations:

All calculations are highly simplified and based on the premise that there is 100% tax and social insurance liability in Poland. No further tax optimisation measures, in particular bonus payments and certain personal tax allowances, were taken into account.

Income tax: (Euro):

0% up to PLN 30,000

12% from PLN 30,000 to PLN 120,000, income shares above: 32%.

Employee contributions to social insurance (except health insurance) reduce the tax base.

Social insurance:

Maximum contribution base only applies to pension and disability insurance
Value 2024: around PLN 234,720 per year.

Employer contribution: 20.48% of total gross salary, of which 16.26% is pension and disability insurance, accident insurance 1.67% (the value varies between 0.67% and 3.33%), mandatory personnel fund 2.55%.

Employee contribution: 13.71% of total gross salary, of which 11.26% is pension and disability insurance. Please note: Health insurance (9%) is payable in addition (without maximum contribution base): 9% is payable together with income tax.

Ratio of net income to total labour costs:

The net rate is between 54% and 61%. It increases with decreasing income. This is due to the lower tax rate for the first income shares.

Your expert for Poland



Magdalena Siedlecka

Director

Accounting & Payroll Outsourcing

magdalena.siedlecka@tpa-group.pl

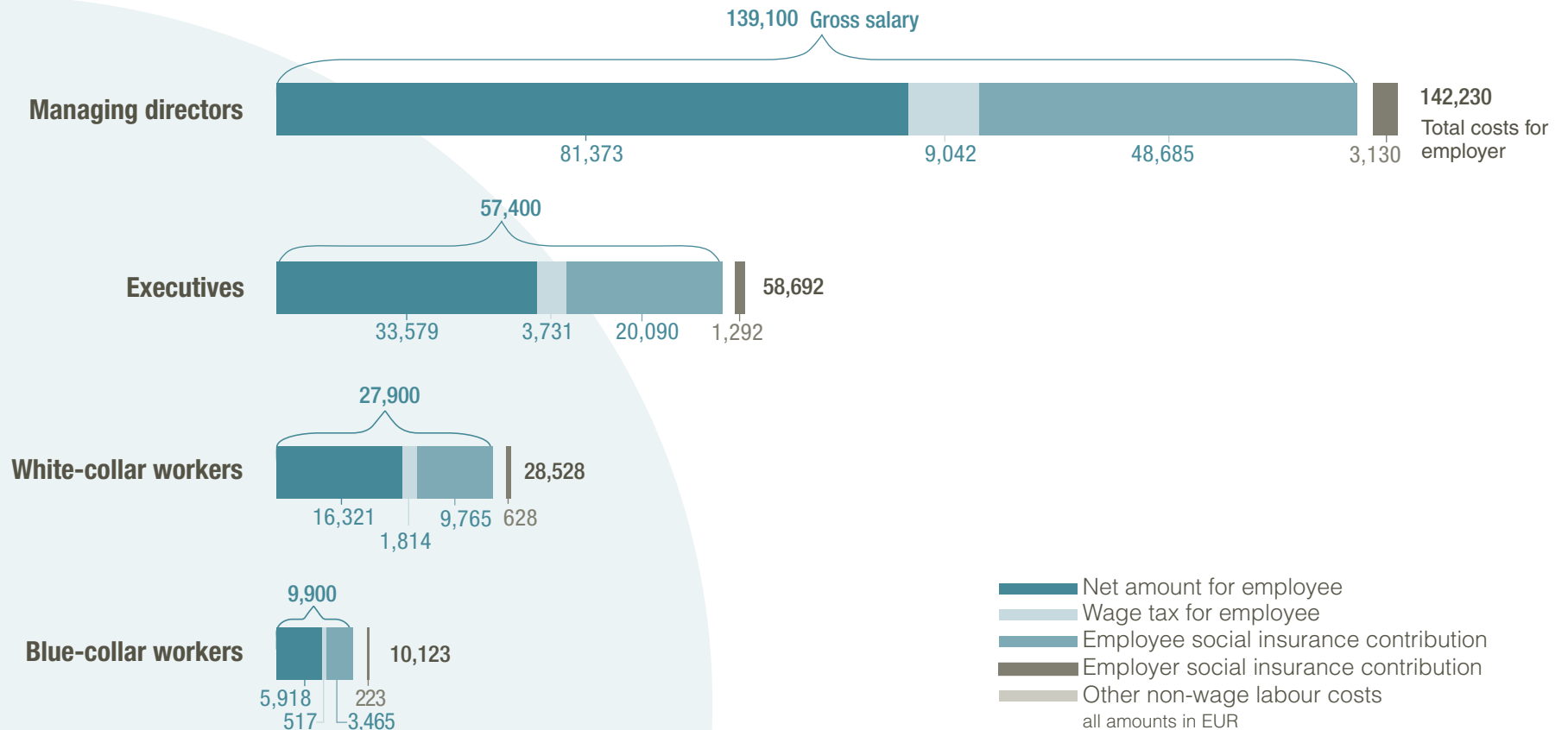
+48 61 63 00 500



Details on the Polish tax system and the other countries in this study:
www.tax-checker.com

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Personnel costs



Result for managing directors:

An average total gross salary of EUR 139,100 per year was calculated for a salaried manager. This results in a net amount of EUR 81,373 per year after deductions for social insurance and tax. For the employer, total costs amount to EUR 142,230 per year.

Result for executives:

An average total gross salary of EUR 57,400 per year was calculated for an executive. This results in a net amount of EUR 33,579 per year after deductions for social insurance and tax. For the employer, total costs amount to EUR 58,692 per year.

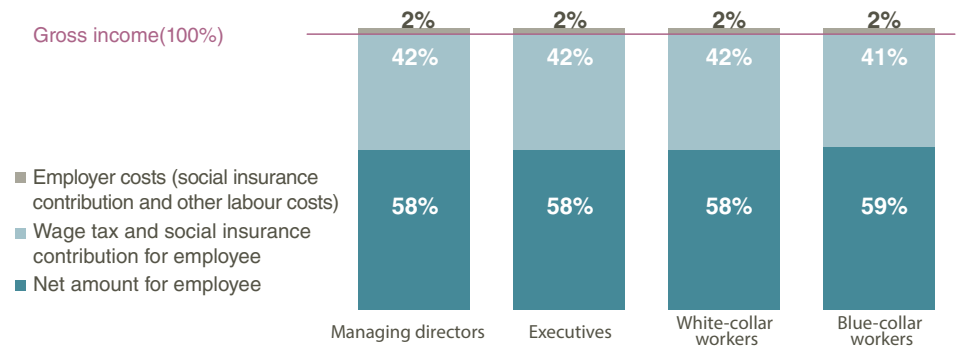
Result for white-collar workers

An average total gross salary of EUR 27,900 per year was calculated for a white-collar worker. This results in a net amount of EUR 16,321 per year after deductions for social insurance and tax. The total cost to the employer is EUR 28,528 per year.

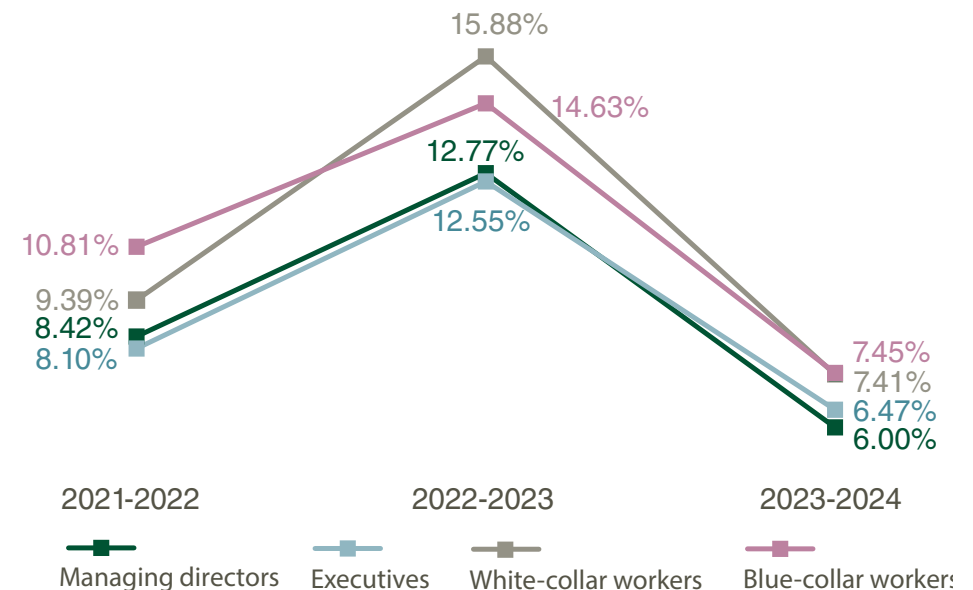
Result for blue-collar workers:

An average total gross salary of EUR 9,900 per year was calculated for a blue-collar worker. This results in a net amount of EUR 5,918 per year after deductions for social insurance and tax.

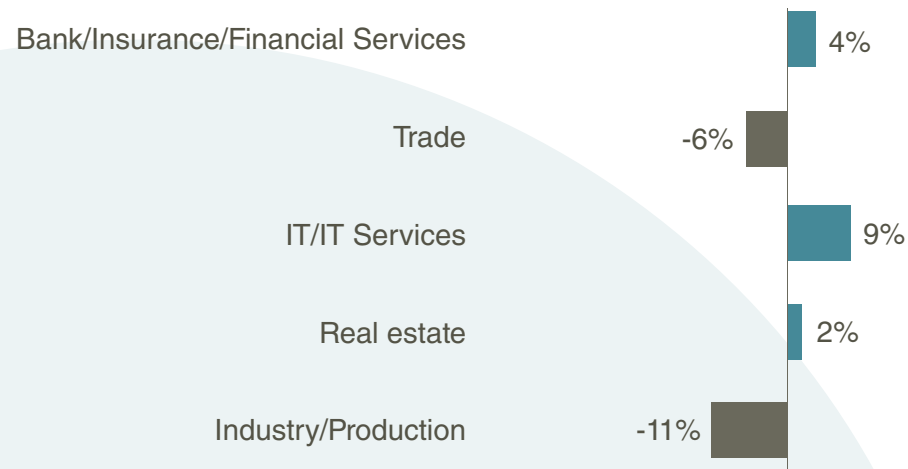
The total cost to the employer is EUR 10,123 per year. The costs vary from sector to sector and are, for example, about 10% below the average for production.



Salary increase rates over the past 3 years



Industry comparison based on gross amount*



*The % rate for the gross amount may differ from the % rate for the total cost comparison due to ancillary wage costs.

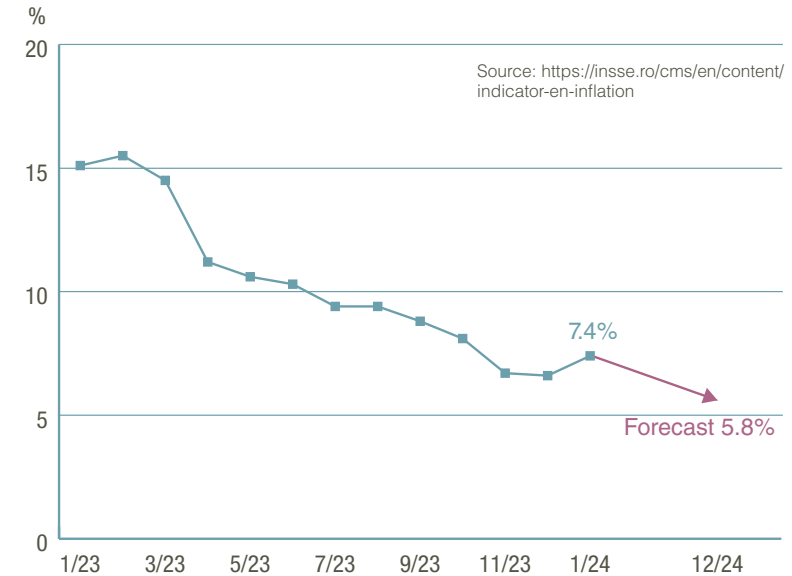
Selected highlights from the country report of Advantage Austria / Austrian Economic Chamber:

After solid economic growth of 4.7% in 2022, which once again put Romania among the EU leaders, the economy slowed significantly in the first half of 2023, with growth of just 1.7%. The main reason for this is slower consumption due to inflation and the high cost of living.

Austria is the second largest foreign investor in Romania with a share of around EUR 11.5 billion or just under 11%. Austrian exports to Romania reached a new record high with growth of 26.0% to just under EUR 3.76bn.

Increased purchases in the areas of infrastructure, transport, energy incl.

Inflation 2023 and forecast 2024



Renewable energy, environmental technology, agriculture and forestry promise good export opportunities for Austrian companies. Romania could increasingly establish itself as a nearshore and reshoring destination for various industrial and IT processes.

HR-Factbox



20 days of holiday per year



Payment of salary: 12x per year

Notes about the calculations:

All calculations are highly simplified and based on the premise that there is 100% tax and social insurance liability in Romania.

No further tax optimisation measures, in particular bonus payments and certain personal tax allowances, were taken into account.

Income tax: (Euro):

10% (flat).

Assessment base: total gross remuneration minus social insurance contributions.

Low incomes (= monthly gross income of up to 2,000 lei above the statutory minimum wage) are also entitled to a kind of flat-rate allowance for income-related expenses. In the present study, this only has an effect on the blue-collar worker group.

Social insurance:

Not capped with a maximum contribution base.

Employer's contribution: 2.25% of the total gross salary

Employee contribution: 35% of the total gross salary

Ratio of net income to total labour costs:

The ratio of these parameters is the same across all groups of employees (approx 57.5%). This system is the most transparent, so to speak. Flat rates apply when calculating tax and social insurance contributions.

Your expert for Romania



Claudia Stanciu

Partner / Tax Advisor

Claudia.Stanciu@tpa-group.ro

+40 21 3100669

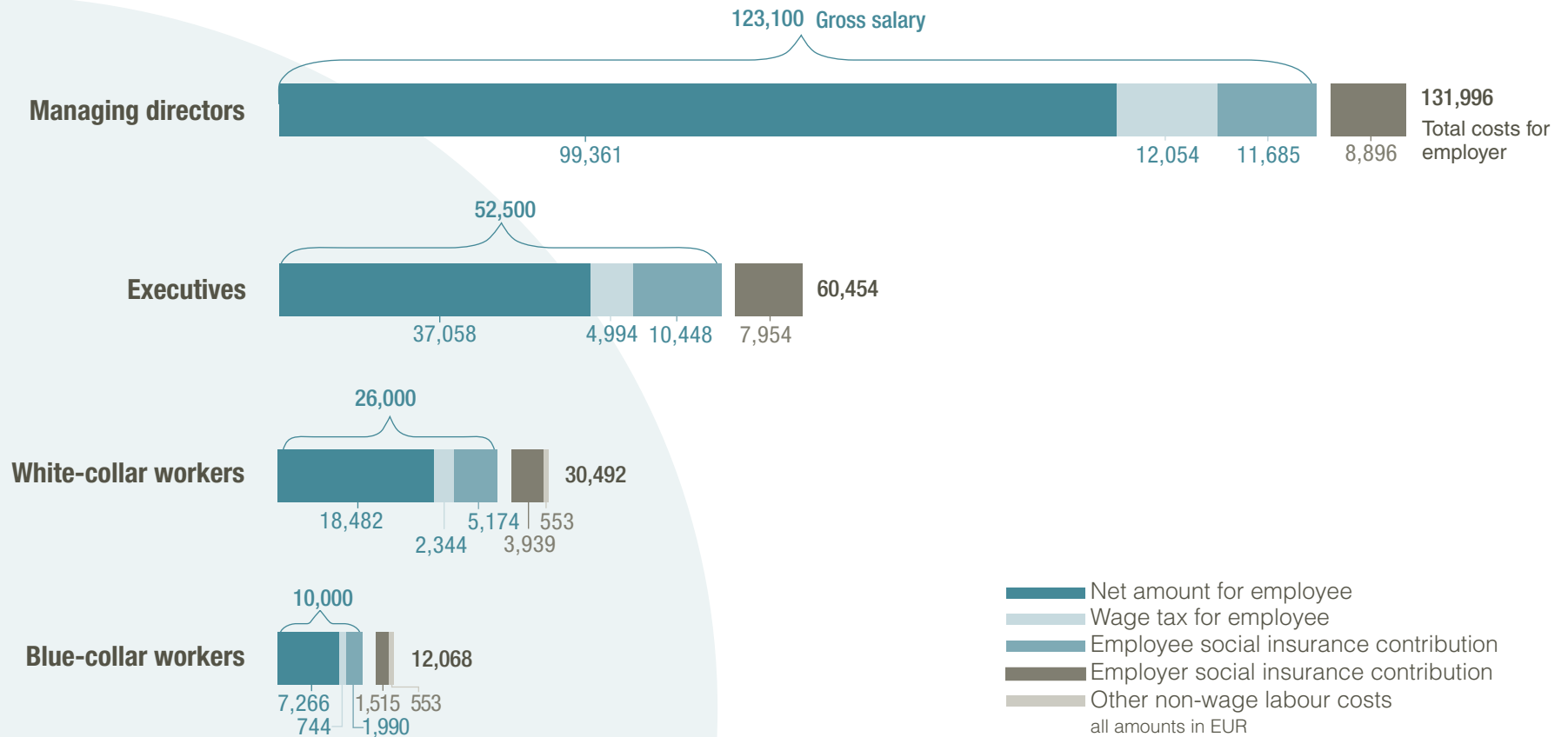


Details on the Romanian tax system and the other countries in this study:
www.tax-checker.com

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SERBIA

Personnel costs



Result for managing directors:

An average total gross salary of EUR 123,100 per year was calculated for a salaried manager. This results in a net amount of EUR 99,361 per year after deductions for social insurance and tax. For the employer, total costs amount to EUR 131,996 per year.

Result for executives:

An average total gross salary of EUR 52,500 per year was calculated for an executive. This results in a net amount of EUR 37,058 per year after deductions for social insurance and tax. For the employer, total costs amount to EUR 60,454 per year.

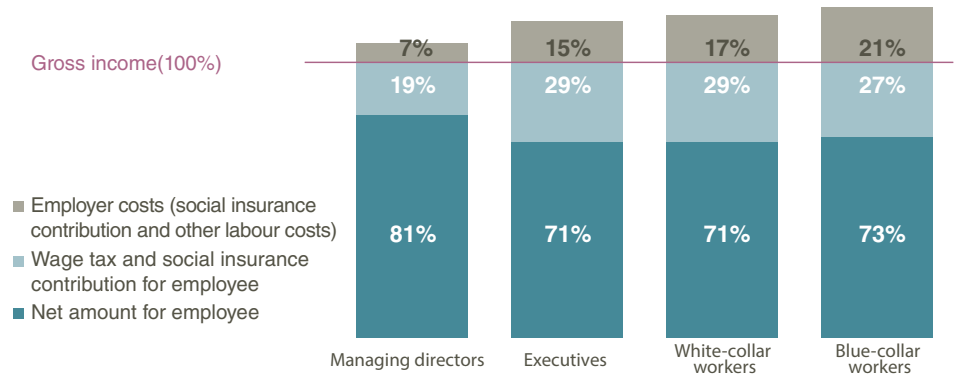
Result for white-collar workers:

An average total gross salary of EUR 26,000 per year was calculated for a white-collar worker. This results in a net amount of EUR 18,482 per year after deductions for social insurance and tax. The total cost to the employer is EUR 30,492 per year.

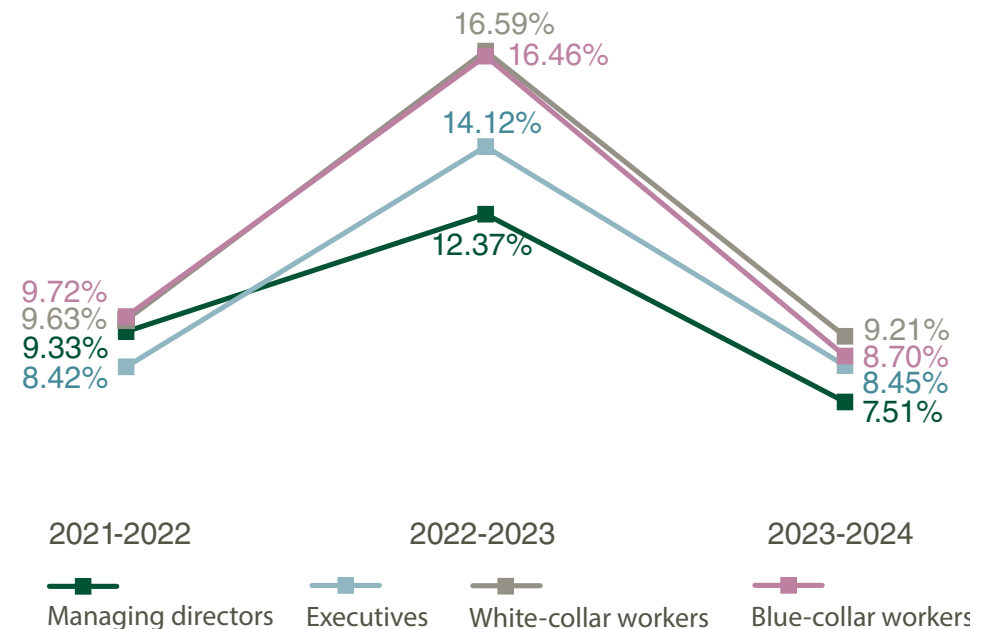
Result for blue-collar workers:

An average total gross salary of EUR 10,000 per year was calculated for a bluecollar worker. This results in a net amount of EUR 7,266 per year after deductions for social insurance and tax.

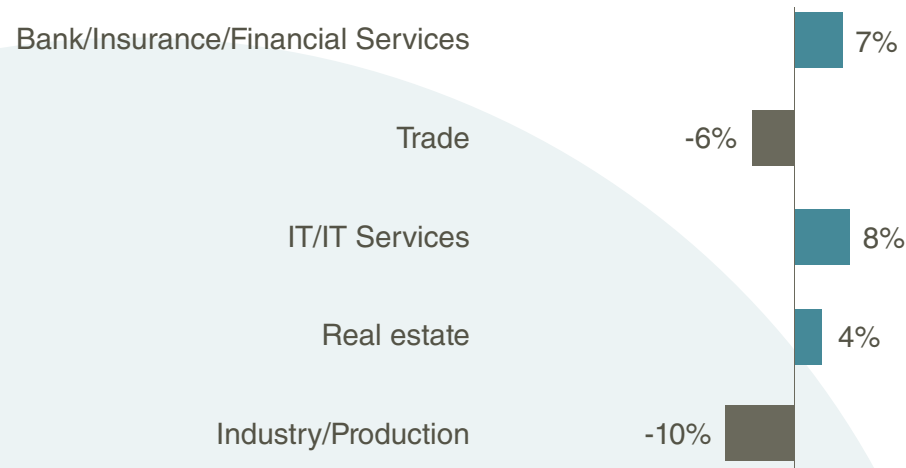
The total cost to the employer is EUR 12,068 per year. The costs vary from sector to sector and are, for example, about 11% below the average for production.



Salary increase rates over the past 3 years



Industry comparison based on gross amount*



*The % rate for the gross amount may differ from the % rate for the total cost comparison due to ancillary wage costs.

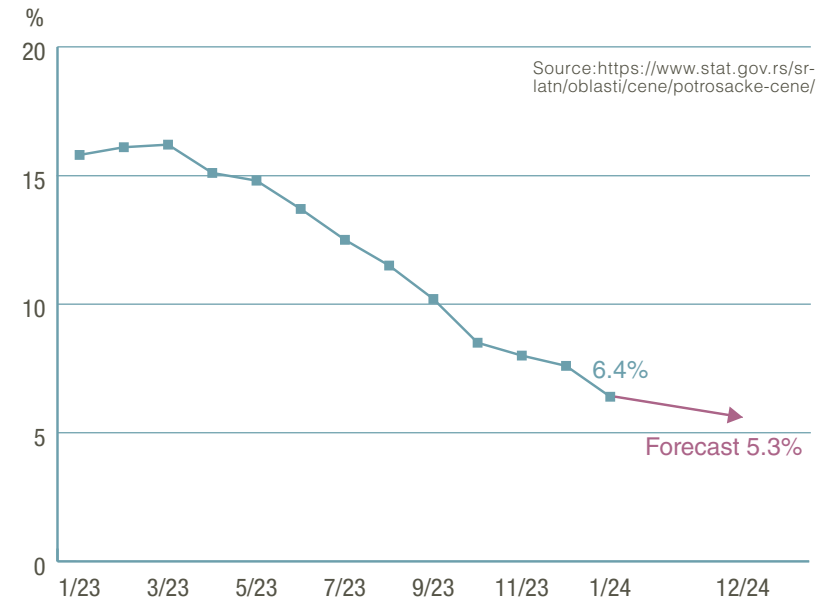
Selected highlights from the country report of Advantage Austria / Austrian Economic Chamber:

After the sensational economic growth of 7.4% in 2021, this amounted to just 2.3% in 2022. 60 % of all foreign investment in the Western Balkans goes to Serbia and the country reached a new record high of EUR 4.4 billion in total in 2022.

The EU remains Serbia's most important trade and investment partner. In addition to the EU, China also plays an important economic role in Serbia, both as a financier of infrastructure and as an investor.

Austria is one of Serbia's most important trading partners. Austria is one of the top 10 countries from which imports are made. Austrian exports to Serbia

Inflation 2023 and forecast 2024



broke the EUR 1 billion mark for the first time in 2022, and the trend is set to continue in 2023.

Business opportunities: Construction sector, tourism, IT sector, agriculture, organic products, energy sector (great potential for renewable energy sources such as wind and solar energy), manufacturing industry.

HR-Factbox



20 days of holiday per year



Payment of salary: 12x per year

Notes about the calculations:

All calculations are highly simplified and based on the premise that there is 100% tax and social insurance liability in Serbia.

Income tax (Euro):

If the annual income is above three average annual salaries according to official statistics: annual income tax is payable at the following rates: 10% for up to six average salaries and 15% for portions above.

The employee's social security contributions reduce the tax base.

Social insurance:

Generally capped at the maximum contribution base (= five times the average monthly salary according to official statistics, 12-month reference period October of the calendar year before last to September of the last calendar year), value 2024: around EUR 58,675 per year.

Employer contribution: 15.15% of the total gross salary

Employee contribution: 19.90% of the total gross salary

Ratio of net income to total labour costs:

The low flat tax in conjunction with the maximum contribution base for social insurance means that the net rate is clearly highest for management. The average income of the other employee groups analysed is within the maximum contribution base.

Your expert for Serbia



Ana Perović

Director TAX Department

ana.peroivc@tpa-group.rs

+381 11 655 88 00

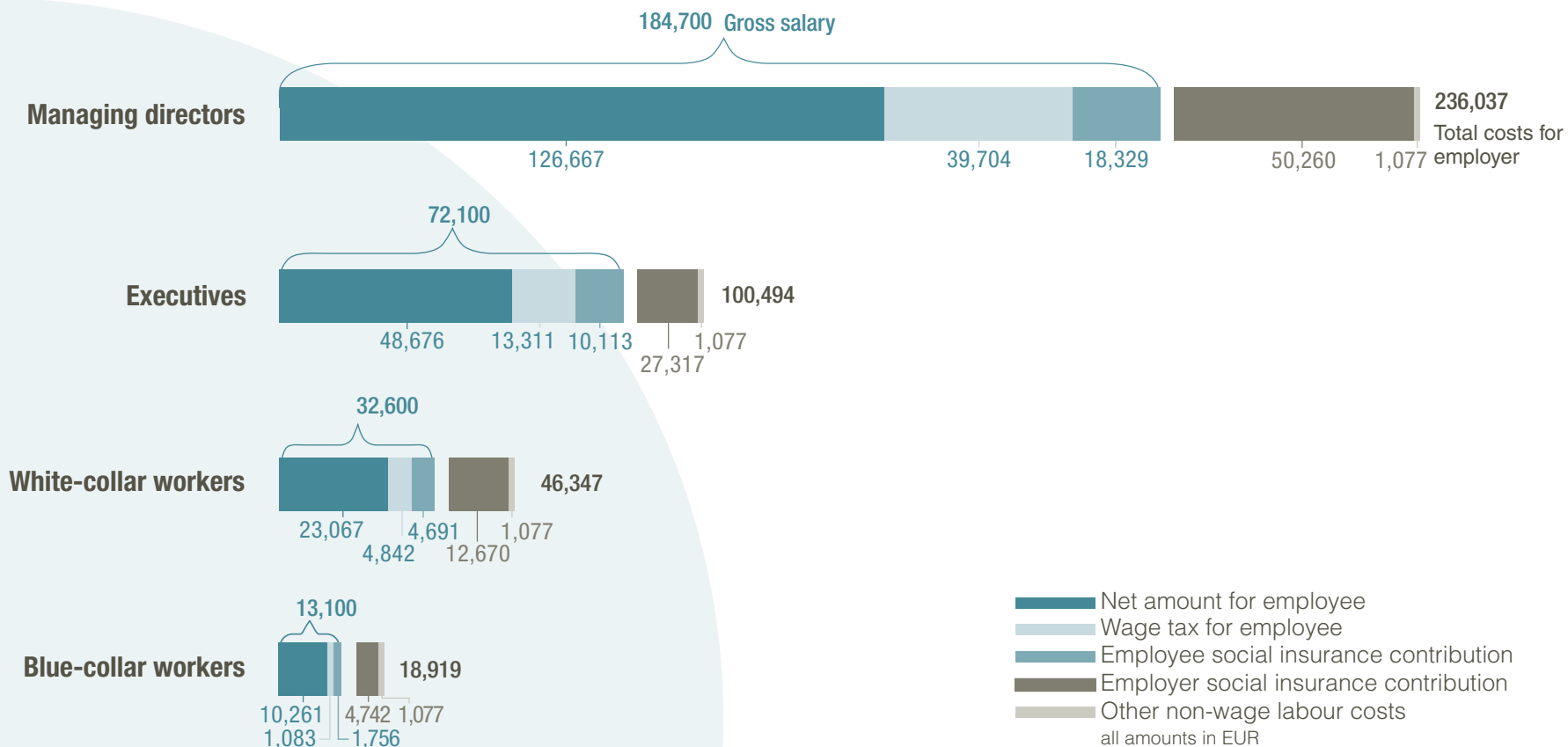


Details on the Serbian tax system and the other countries in this study:
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SLOVAKIA

Personnel costs



Result for managing directors:

An average total gross salary of EUR 184,700 per year was calculated for a salaried manager. This results in a net amount of EUR 126,667 per year after deductions for social insurance and tax. For the employer, total costs amount to EUR 236,037 per year.

Result for executives:

An average total gross salary of EUR 72,100 per year was calculated for an executive. This results in a net amount of EUR 48,676 per year after deductions for social insurance and tax. For the employer, total costs amount to EUR 100,494 per year.

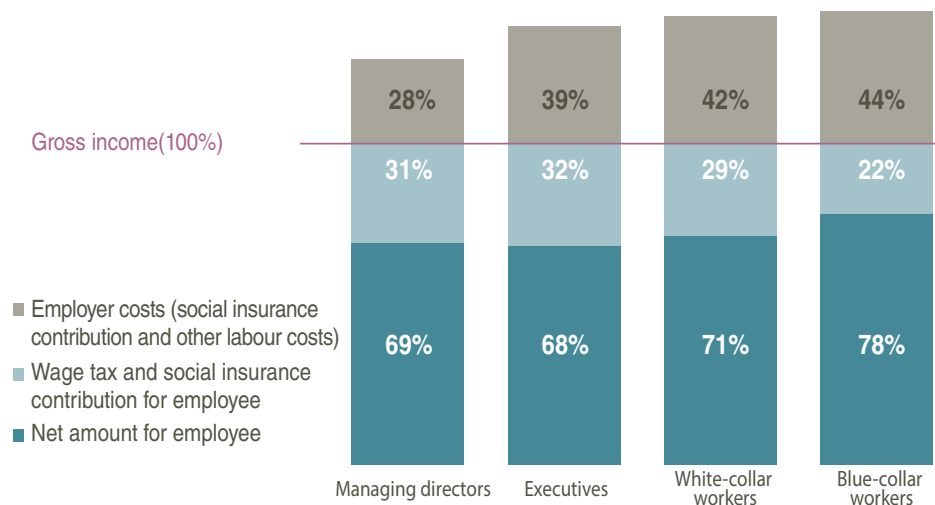
Result for white-collar workers

An average total gross salary of EUR 32,600 per year was calculated for a white-collar worker. This results in a net amount of EUR 23,067 per year after deductions for social insurance and tax. The total cost to the employer is EUR 46,347 per year.

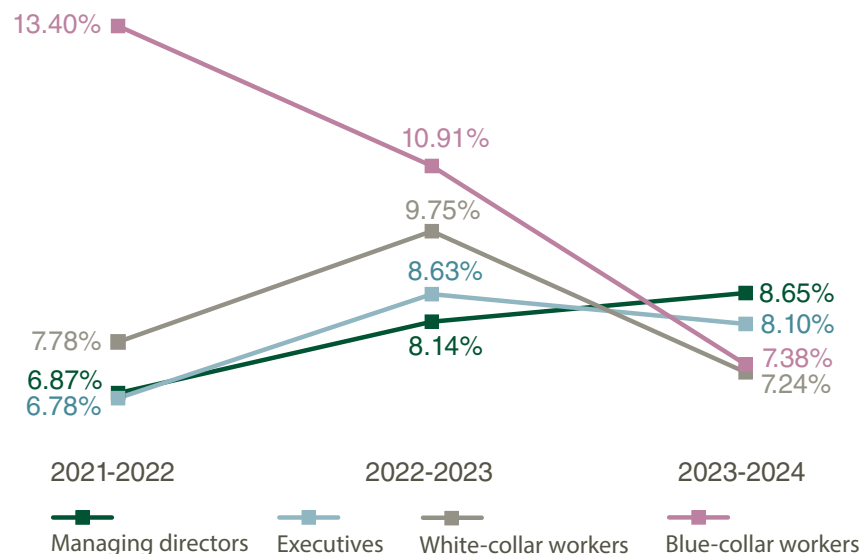
Result for blue-collar workers:

An average total gross salary of EUR 13,100 per year was calculated for a blue-collar worker. This results in a net amount of EUR 10,261 per year after deductions for social insurance and tax.

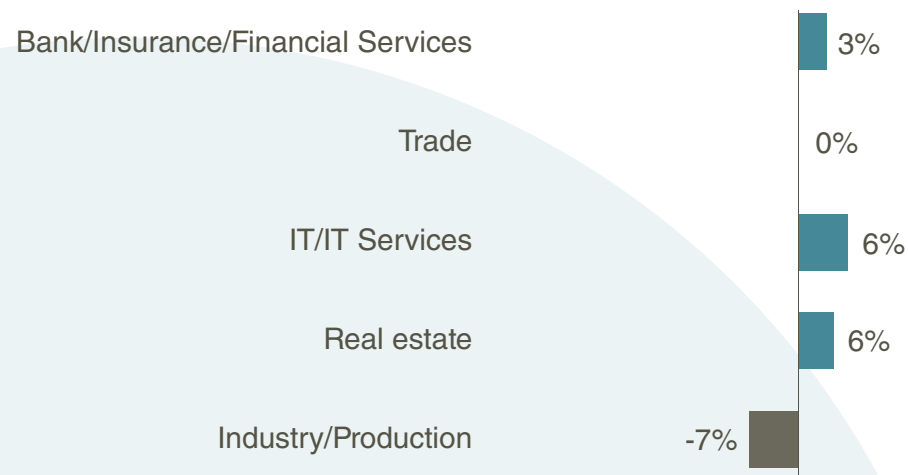
The total cost to the employer is EUR 18,919 per year. The costs vary from sector to sector and are, for example, about 6 % below the average for production.



Salary increase rates over the past 3 years



Industry comparison based on gross amount*



*The % rate for the gross amount may differ from the % rate for the total cost comparison due to ancillary wage costs.

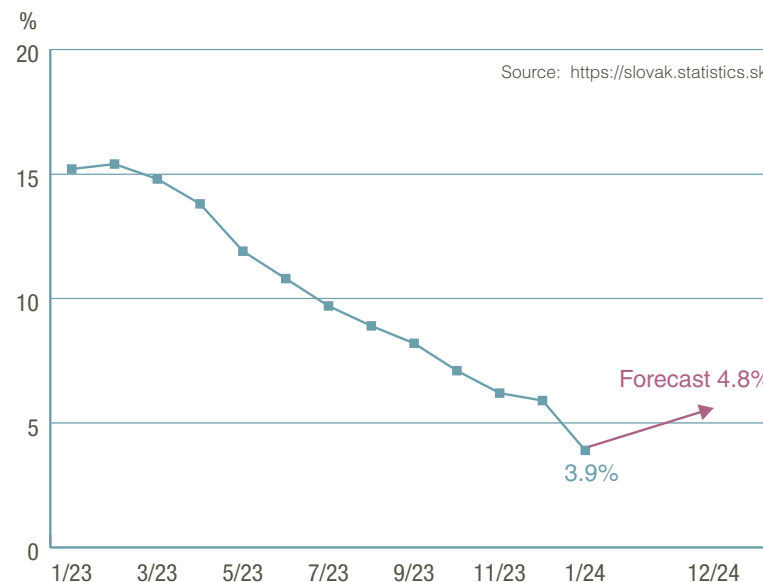
Selected highlights from the country report of Advantage Austria / Austrian Economic Chamber:

The Slovakian economy normally grew between 3 and 4 per cent per year before the pandemic. In 2022, economic growth was still at 1.7 per cent, in 2023 it will be around 1.1 per cent. The outlook for 2023 has been clouded above all by the war in Ukraine and the energy crisis. Forecasts do not predict a slight recovery of +2.4% until 2024.

The export ratio of around 90% of GDP indicates a strong dependence on foreign countries, especially the dominant automotive industry.

Slovakia is heavily dependent on Russian oil, gas and uranium.

Inflation 2023 und forecast 2024



Bilateral growth in trade in goods was a success story before the pandemic. The year 2022 brought a recovery after the pandemic shock: Austrian exports of goods to Slovakia rose by more than 17%.

There are particularly good opportunities for Austrian companies in the following sectors over the next few years: Mechanical engineering, ICT, (tourism) infrastructure, automotive, business-related services.

HR-Factbox



25 days of holiday per year



Payment of salary: 12x per year

Notes about the calculations:

All calculations are highly simplified and based on the premise that there is 100% tax and social insurance liability in Slovakia.

Income tax (Euro):

19%. For income shares above approx. 47,540 euros: 25%.

The employee's social security contributions reduce the tax base.

Social insurance:

Generally capped at the maximum contribution base (health and accident insurance are not capped), value 2024: approx. 109,536 euros per year.

Employer contribution: 36.2% of total gross salary (of which 11.8% health and accident insurance)

Employee contribution: 13.4% of total gross salary (of which 4% health insurance)

Ratio of net income to total labour costs:

The ratio of these parameters is at its highest among blue-collar workers and at its lowest among executives. Blue-collar workers benefit from the lower tax rate (19%). The income of the executives is still below the maximum contribution basis, while a portion of manager income is already exempt from social insurance contributions.

Your expert for Slovakia



Mária Janušková

Partner / Tax Advisor

maria.januskova@tpa-group.sk

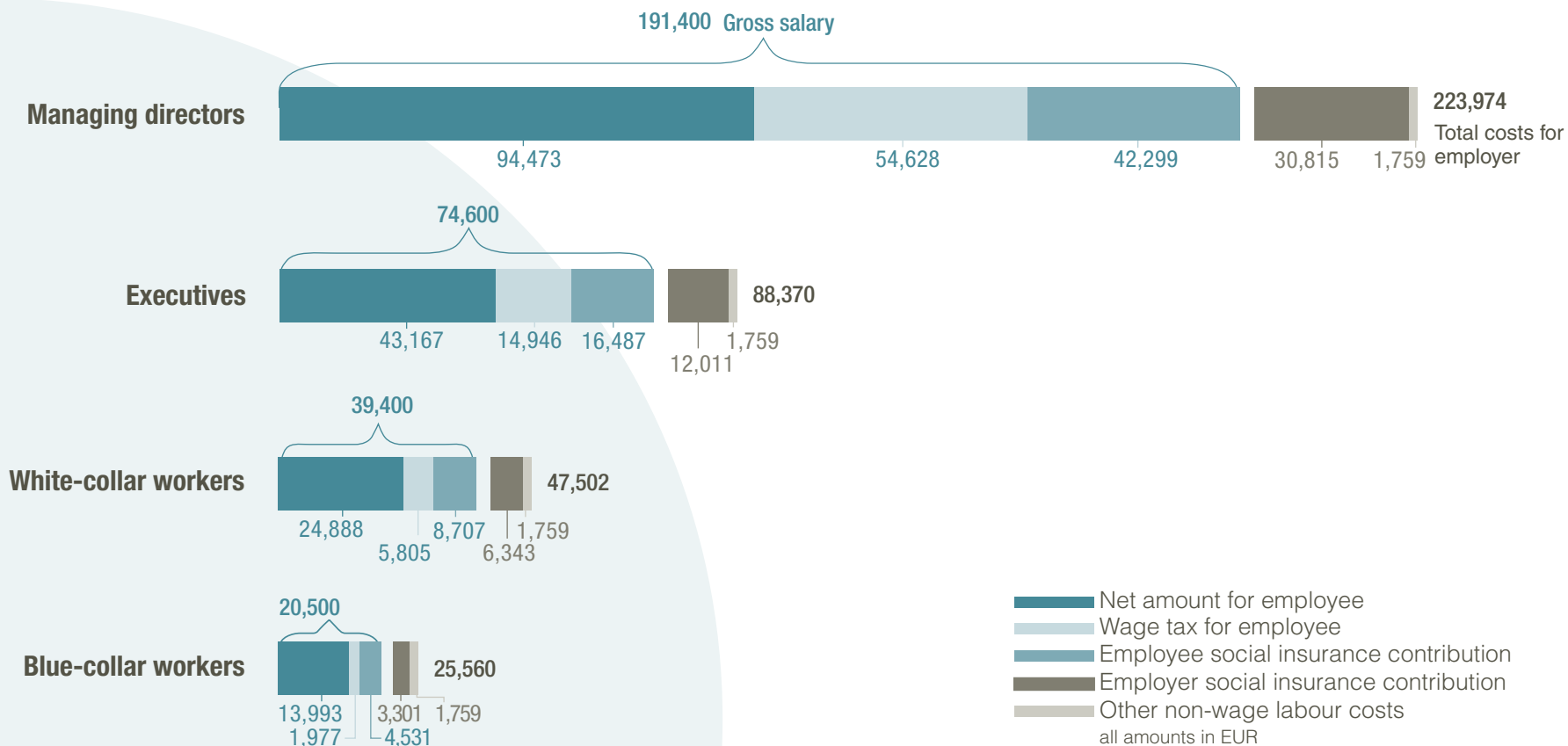
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Details on the Slovakian tax system and the other countries in this study:
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Personnel costs



Result for managing directors:

An average total gross salary of EUR 191,400 per year was calculated for a salaried manager. This results in a net amount of EUR 94,473 per year after deductions for social insurance and tax. For the employer, total costs amount to EUR 223,974 per year.

Result for executives:

An average total gross salary of EUR 74,600 per year was calculated for an executive. This results in a net amount of EUR 43,167 per year after deductions for social insurance and tax. For the employer, total costs amount to EUR 88,370 per year.

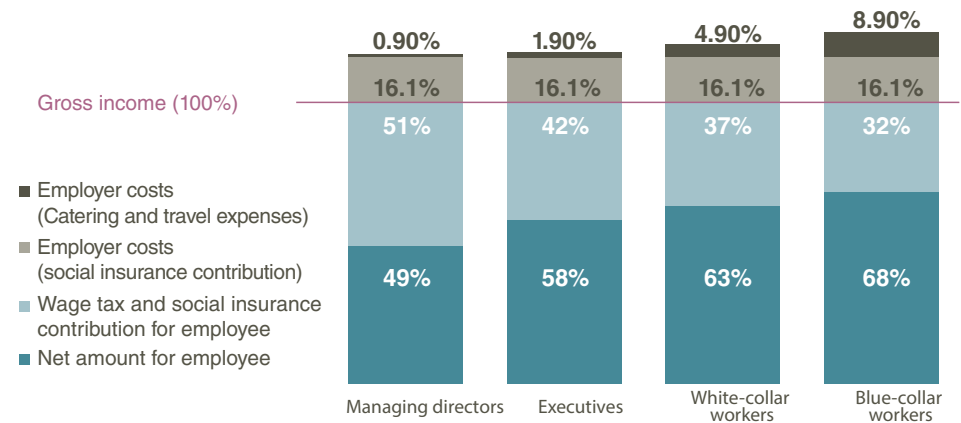
Result for white-collar workers:

An average total gross salary of EUR 39,400 per year was calculated for a white-collar worker. This results in a net amount of EUR 24,888 per year after deductions for social insurance and tax. The total cost to the employer is EUR 47,502 per year.

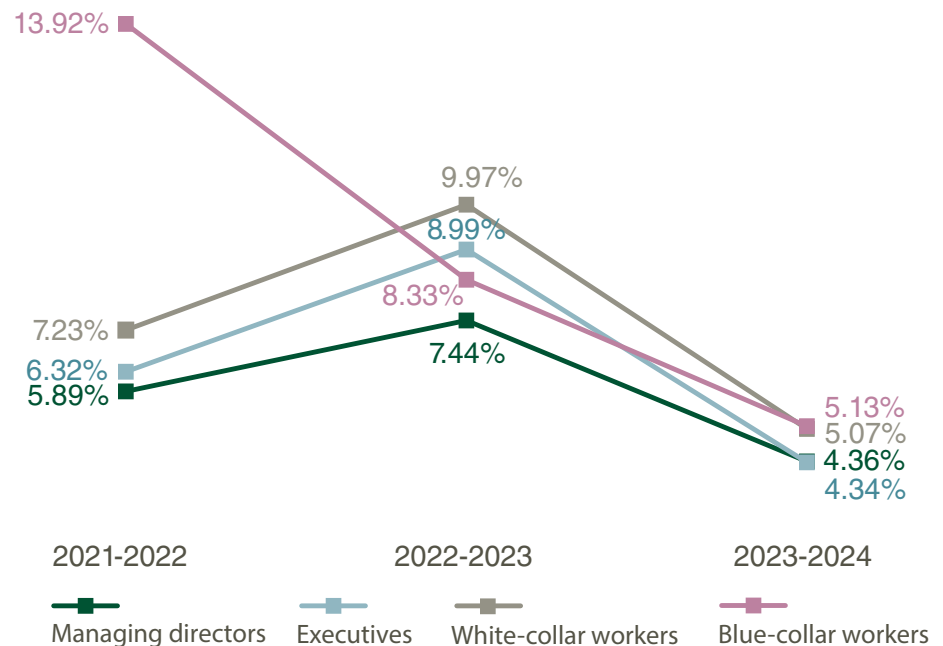
Result for blue-collar workers:

An average total gross salary of EUR 20,500 per year was calculated for a blue-collar worker. This results in a net amount of EUR 13,993 per year after deductions for social insurance and tax.

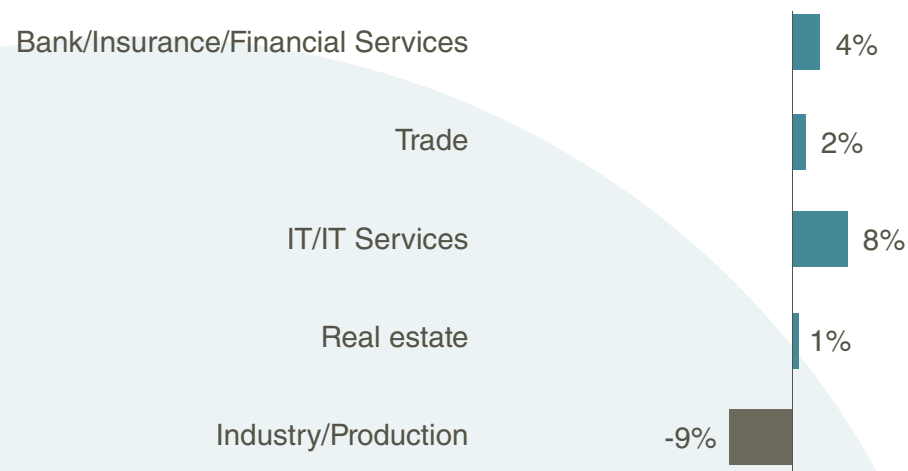
The total cost to the employer is EUR 25,560 per year. The costs vary from sector to sector and are, for example, about 9% below the average for production.



Salary increase rates over the past 3 years



Industry comparison based on gross amount*

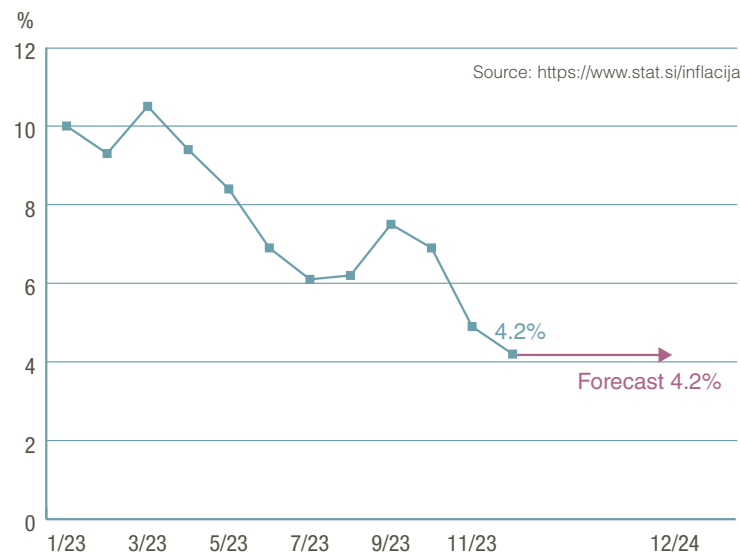


*The % rate for the gross amount may differ from the % rate for the total cost comparison due to ancillary wage costs.

Selected highlights from the country report of Advantage Austria / Austrian Economic Chamber:

Slovenia is still struggling with the consequences of the worst natural disaster in its history, when two thirds of the country was hit by severe storms and flooding in August 2023, causing billions of euros of damage to road and energy infrastructure, private homes and businesses. Investment in infrastructure, financed by national and EU funds, will once again drive the economy in 2024. Taking into account the international economy and the slight recovery of the national economy, GDP growth of 2.7% is expected for 2024 and 2.5% for 2025.

Inflation 2023 und forecast 2024



The future of energy supply is also a major issue in Slovenia. Over 90% of natural gas for Slovenia came from Russia via Austria until 2022. Agreements were therefore concluded with Algeria and Croatia in 2022 to secure the gas supply.

One of the main reasons for the high proportion of Austrian goods in Slovenia's total imports is that Austria is by far the most important investor in Slovenia. Business opportunities: real estate and plant planning, automation and intra-logistics, digitalisation, automotive industry, organic food, renewable energies, environmental technology, infrastructure projects, construction industry, paper and cardboard production, machinery and steel products.

HR-Factbox



20 days of holiday per year
(20 days holiday per year is the minimum for a working week of 5 days)



Payment of salary: 12x per year

Notes about the calculations:

All calculations are highly simplified and based on the premise that there is 100% tax and social insurance liability in Slovenia.

Income tax (Euro):

16% up to 8,755,
26% between 8,756 and 25,750 euros,
33% between 25,751 and 51,500 euros,
39% between 51,501 and 74,160 euros,
Income shares above: 50%.

Employee social insurance contributions reduce the tax base.

Social insurance:

There is no maximum contribution base.

Employer's contribution: 16.10% of the total gross salary

Employee contribution: 22.10% of the total gross salary

Ratio of net income to total labour costs:

The net rate decreases with higher income. This is due to the fact that there is no maximum contribution base for social insurance and the tax rate is progressive. Management therefore has the lowest net rate.

Your expert for Slovenia



Mojca Mlakar

Partner / Tax Advisory

Mojca.mlakar@tpa-group.si

+386 1 520 86 60



Details on the Slovenian tax system and the other countries in this study:
www.tax-checker.com

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THE AUTHORS OF THE STUDY



Klaus Bauer-Mitterlehner

Tax advisor | Partner
 Member of the CEE Management Team
 International Contact Partner for Baker Tilly
 Member International Board of Baker Tilly

Klaus Bauer-Mitterlehner is primarily responsible for the strategic development of our offices in Central and South Eastern Europe. He has also specialised in particular in giving tax advice to real estate companies, the construction and ancillary construction trade as well as to open and closed German real estate funds when it comes to their investments in Central and South Eastern Europe.

klaus.bauer-mitterlehner@tpa-group.at
 +43 1 58835-206 | +43 664 2147811



Thomas Haneder

Tax advisor | Partner
 Member of the CEE Management Team
 Expert for South Eastern Europe
 Certified IAS / IFRS expert

Thomas Haneder is largely responsible for the development and expansion of the TPA Group in South Eastern Europe and is in charge of the TPA offices in Albania, Bulgaria, Croatia, Montenegro and Serbia. The expert for South Eastern Europe advises companies when entering the region's markets. He specialises in international tax law and tax cross-border investments from a tax perspective.

thomas.haneder@tpa-group.at
 +43 1 58835-246 | +43 664 1266106



Wolfgang Höfle

Tax advisor | Management consultant at TPA
Subject specialist and author
Special expert lay judge at the Supreme Court.

Wolfgang Höfle is considered to be the expert in the field of income tax and social insurance consulting in Austria. His work also includes the areas of employee postings, payroll checks and pension law.

wolfgang.hoefle@tpa-group.at
+43 1 58835-146

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Calculations are simplified / individual cases deviate

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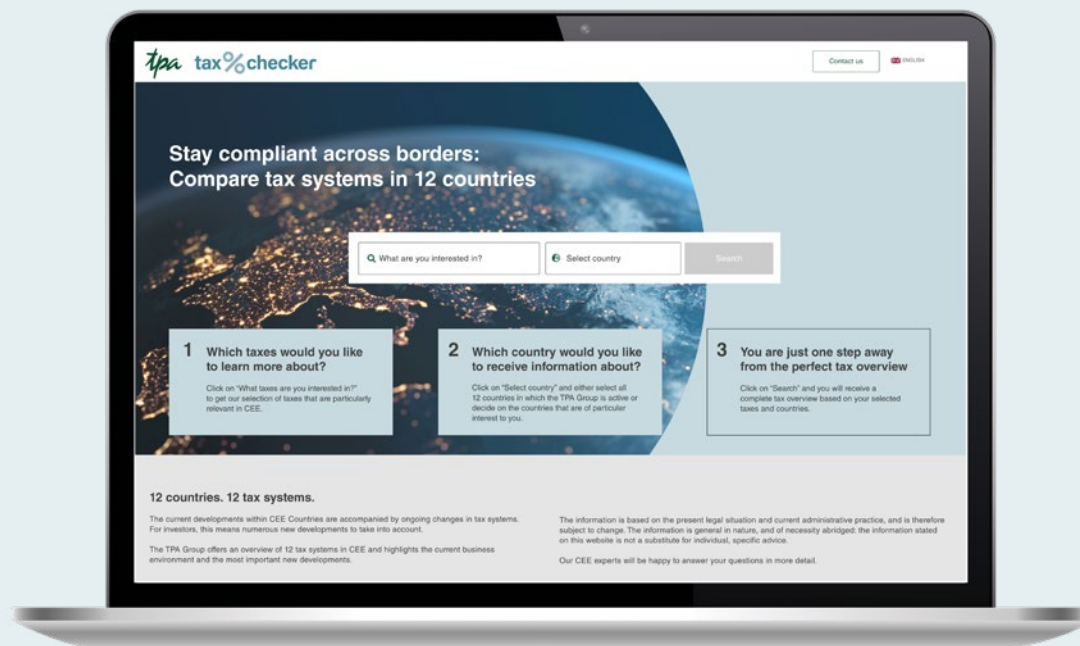
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