

August 2018

## Luxembourg social parameters Salary indexation as of August 2018

It has been confirmed that from August 1st, 2018, wages, salaries and pensions are increased by 2,5%,

According to the provisional result published by STATEC, the annual inflation rate of the national consumer price index (CPI) is 1.5% for the month of July.

The new index of 814.40 points (formerly 794.54 points) comes into effect on 1 August 2018, resulting in a 2.5% increase in wages, salaries and pensions

### Social Minimum Wage (SMW)

Employee		Monthly	Hourly	% of SMW
18 years and more	Non-qualified	2048,54	11.8413	100%
	qualified	2458,25	14.2095	120%
17 years and more		1638.83	9.4730	80%
15 years and more		1536.41	8.8810	75%

### Students (occupied during school vacation)

Age of the student	Monthly	Hourly
18 years and more	1638.83	9.4730
17 years and more	1311.06	7.5784
15 years and more	1229.13	7.1048

### Social Security – contribution limits

Minimum	1 x SMW	2048.54
Maximum	5 x SMW	10242.70

## Social security contribution

	Employer's Part	Employee's Part
Health insurance – benefits in kind	2,80%	2,80%
Health insurance – benefits in cash	0,25%	0,25%
Employer's mutuality (*)	(***)	
Pension insurance	8,00%	8,00%
Care insurance		1,40%
Accident insurance	0,90%	
Health at work	0,11%	

(\*) Employer's mutuality

	Financial absenteeism rate	2018
Class 1	< 0,65%	0,46%
Class 2	de 0,65% à 1,60%	1,16 %
Class 3	de 1,60% à 2,50%	1,77 %
Class 4	>= 2,50%	2,95 %

Please do not hesitate to contact us if you want to have more information on this.

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