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Taking Wages 2020

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### **%**copy the linklink copied!Denmark

This chapter includes data on the income taxes paid by workers, their social security contributions, the family benefits they receive in the form of cash transfers as well as the social security contributions and payroll taxes paid by their employers. Results reported include the marginal and average tax burden for eigh different family types.

Methodological information is available for personal income tax systems, compulsory social security contributions to schemes operated within the government sector, universal cash trainsfers as well as recent changes in the tax/benefit system. Ihe methodology also includes the parameter values and tax equations underlying the data.

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### Denmark 2019

		The tax/benefit position of single persons				
-		Wage level (per cent of average wage)	67	100	167	67
		Number of children	none	none	none	2
	1.	Gross wage earnings	286 693	427 901	714 594	286 693
:	2.	Standard tax allowances				
		Basic allowance				
		Married or head of family				
		Dependent children				
		Deduction for social security contributions and income taxes	22 935	34 232	57 168	22 935
		Work-related expenses	0	0	0	0
		Other				
		Total	22 935	34 232	57 168	22 935
	3.	Tax credits or cash transfers included in taxable income	0	0	0	0
		Earnings tax credit deduction	32 905	37 200	37 200	53 266
		Total	- 32 905	- 37 200	- 37 200	- 53 266
	4.	Central government taxable income (1 - 2 + 3)	230 853	356 468	620 226	210 492
	5.	Central government income tax liability (exclusive of tax credits)	32 073	47 870	101 489	32 073
	6.	Tax credits				
		Basic credit	6 921	7 305	8 085	6 921
		Married or head of family				
		Children				
%copy the linklink copied!		Other				
*,		Total	6 921	7 305	8 085	6 921
	7.	Central government income tax finally paid (5-6)	48 087	74 797	150 572	48 087
	8.	State and local taxes	46 034	77 350	143 105	40 958
	9.	Employees' compulsory social security contributions				
		Gross earnings	0	0	0	0
		Taxable income				
		Total	0	0	0	0
		Total payments to general government (7 + 8 + 9)	94 121	152 147	293 677	89 045
	11.	Cash transfers from general government				
		For head of family				
		For two children	0	0	0	76 480
		Green check	525	525	0	765
		Total	525	525	0	77 245
		Take-home pay (1-10+11)	193 097	276 279	420 917	274 893
	13.		0	0	0	0
	14.	Average rates	00.00/	05.00/		04.401
		Income tax	32.8%	35.6%	41.1%	31.1%
		Employees' social security contributions	0.0%	0.0%	0.0%	0.0%
		Total payments less cash transfers	32.6%	35.4%	41.1%	4.1%
		Total tax wedge including employer's social security contributions	32.6%	35.4%	41.1%	4.1%
	15.	Marginal rates	20.00	44.00/	EE 69'	27.00
		Total payments less cash transfers: Principal earner	39.0%	41.9%	55.6%	37.2%
		Total payments less cash transfers: Spouse	n.a.	n.a.	n.a.	n.a.
		Total tax wedge: Principal earner	39.0%	41.9%	55.6%	37.2%
,		Total tax wedge: Spouse	n.a.	n.a.	n.a.	n.a.

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### Denmark 2019

#### The tax/benefit position of married couples

		Wage level (per cent of average wage	) 100-0	100-67	100-100	100-67
		Number of children	1 2	2	2	none
	1.	Gross wage earnings	427 901	714 594	855 801	714 594
	2.	Standard tax allowances				
		Basic allowance				
		Married or head of family				
		Dependent children				
		Deduction for social security contributions and income taxes	34 232	57 168	68 464	57 168
		Work-related expenses	0	0	0	(
		Other				
		Tota	34 232	57 168	68 464	57 168
	3.	Tax credits or cash transfers included in taxable income	0	0	0	(
		Earnings tax credit deduction	37 200	37 200	37 200	37 200
		Tota	- 37 200	- 37 200	- 37 200	- 37 200
	4.	Central government taxable income (1 - 2 + 3)	356 468	587 322	712 937	587 322
	5.	Central government income tax liability (exclusive of tax credits)	47 870	79 943	95 740	79 943
	6.	Tax credits				
		Basic credit	18 541	14 226	14 610	14 226
		Married or head of family				
		Children				
		Other				
opy the linklink copied!		Tota	18 541	14 226	14 610	14 226
	7.	Central government income tax finally paid (5-6)	69 179	122 884	149 594	122 884
	8.	State and local taxes	65 832	123 384	154 700	123 384
	9.	Employees' compulsory social security contributions				
		Gross earnings	0	0	0	(
		Taxable income				
		Tota	1 0	0	0	(
	10.	Total payments to general government (7 + 8 + 9)	135 011	246 268	304 294	246 268
		Cash transfers from general government				
		For head of family				
		For two children	25 788	25 788	25 788	(
		Green check	1 570	1 290	1 290	1 050
		Tota	27 358	27 078	27 078	1 050
	12.	Take-home pay (1-10+11)	320 247	495 404	578 585	469 376
		Employer's compulsory social security contributions	0	0	0	(
		Average rates				
		Income tax	31.6%	34.5%	35.6%	34.5%
		Employees' social security contributions	0.0%	0.0%	0.0%	0.0%
		Total payments less cash transfers	25.2%	30.7%	32.4%	34.3%
		Total tax wedge including employer's social security contributions	25.2%	30.7%	32.4%	34.3%
	15.	Marginal rates				
		Total payments less cash transfers: Principal earner	41.9%	41.9%	41.9%	41.9%
		Total payments less cash transfers: Spouse	38.9%	39.0%	41.9%	39.0%
						41.9%
		Total tax wedge: Principal earner	41.9%	41.9%	41.9%	

kground of the extrapolated average worker income with the expected 2019 growth rate of wages on 1.615%

### copy the linklink copied!1. Personal income tax system

In the Danish personal income tax system, the income of the individual taxpayer is split into three categories

- Personal income, which consists of employment income, business income, pensions, unemployment benefits etc. and with fully deductibility of Labour Market Contributions.
- Capital income (e.g., interest income and some capital gains) is calculated as a net amount (the sum of positive and negative capital income net of interest expenses). Dividend income and the property value of owner-occupied dwellings are taxed at different tax rates
- Taxable income the aggregate of personal income and capital income less deductions (e.g. work-related expenses etc.).

All three categories are relevant for various tax rates, see Section 1.2.1.

Regarding the tax unit, the earned income of each spouse is taxed separately. However, as is mentioned in Section 1.2.1, some unutilised personal allowances can be transferred between them.

### 1.1. Tax allowances and tax credits

### 1.1.1. Standard reliefs

Wage or salary earners who make expenses in order to earn their income (e.g. transport expenses, trade union membership dues, unemployment premiums) can fully deduct these expenses from taxable income

The tax credit scheme allows the taxpayer to deduct 10.1% of earned income to a maximum of DKK 37 200 in order to calculate taxable income. Single parents get an extra employment allowance of 6.25% in 2019 with a maximum allowance of DKK 22 400. The effective value of the credit is equal to the average municipality tax (24.93%) multiplied by the value of the deduction.

Additionally, the tax-payer with an income (plus pension payments) of at least DKK 191 700 receives a job allowance of 3.75% on tax-able income. The maximum allowance of DKK 2 100 is achieved at an income of DKK 247 700 and the effective value of the credit is equal to about DKX 360 (24.93% x DKK 2 100 = DKK

From 2018, employees will receive an allowance in their current taxation due to pension payments. Even though pension payments are an NTCP, the related allowance is considered a standard tax relief. Pension payments are made to privately managed funds and are annually around 12% of the total wage (i.e. pension payment formula: gross wage earnings / 0,88 \* 0,12) where employees pay 4% and employers pay 8%. The allowance is 8% of the pension payments for employees with more than 15 years to retirement and 22% for employees with less than 15 years to retirement.

### 1.1.2. Main non-standard tax reliefs applicable to an AW

- . Interest payments are fully deductible from capital incon

- Transportation costs: Up to 24 km. per day: no deduction. 25–120 km.: DKX 1.98 per km. Above 120 km.: DKX 0.99 per km. as a standard, but transport from municipalities placed in the outskirts of the country gives a credit of DKX 1.98 also above 120 km.
- Other costs above DKK 6 100.
- Contributions/premiums paid to private pension saving plans are in general deductible from personal income. From 1999 onwards, contributions/premiums paid to private pension saving plans with sum payments are no longer deductible from income subject to the top tax bracket rate. From 2013 onwards, contributions/premiums paid to private pension saving plans with sum payments are no longer deductible.
- - · Alimonies, if according to contract, are deductible from taxable income;
  - Contributions to certain non-profit institutions are deductible from taxable income (limit DKK 16 300):
  - o Losses incurred from unincorporated business in earlier years are, in principle, deductible from personal income.

### 1.1.3. Tax credits

Each individual is granted a personal allowance, which is converted into a wastable tax credit by applying the marginal tax rate of the first bracket of the income tax schedule. For taxpayers who are 18 years of age or are older, the tax credit amounts to

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For central government income 12.16% of DKK 46 200 = DKK 5 620

24.93% of DKK 46 200 = DKK 11 520

Special personal allowance for an individual younger than 18: DKK 35 300.

If a married person cannot utilise the personal allowance, the unutilised part is transferred to the spouse

### 1.2.1. Tax schedule

Individuals pay an 8% Labour Market Contribution levied on the gross wage or other income from work before the deduction of any allowance

Before 2008, the revenue was earmarked for certain social security expenditures through the Labour market Fund, but this system was abolished from 2008, and the tax enters the budget in the same way as any other income taxes. From 2011 the last links regarding social security of the tax were removed making all taxpayers working in Denmark pay the labour market contribution. The labour market contribution is thus treated as a PIT in Taxing Wages from 2008.

Low tax bracket to the central government is assessed on the aggregate of personal income and positive net capital income at the rate of 12.16%.

Top tax bracket to the central government is assessed on the excess of DKK 513 400 of the aggregate of personal income and positive net capital income in excess of DKK 44 800 at the rate of 15%. If a married individual cannot utilise the total allowance of DKK 513 400, the unutilised part is not transferred to the

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spouse

If the marginal tax rate including local tax exceeds 52.05%, the top tax bracket rate is reduced by the difference between the marginal tax rate and 52.05%

#### 1.3. State and local income taxes

#### 1.3.1. General description

Local income taxes are levied only by the municipalities. The rates vary across jurisdictions.

#### 1.3.2. Tax base

The tax base is taxable income (see Section 1). Tax credit varies with tax rates. The average amount is given below.

#### 1.3.3. Tax rates

- Lowest rate: 22.5% (municipalities)
- Average rate: 24.93% (municipalities);

The average rate is used in this study. It is applied to the tax base less personal allowances (see Section 1.1).

### Copy the linklink copied!2. Compulsory Social Security Contributions to Schemes Operated Within the Government Sector

#### 2.1. Employees' contributions

Employees make a contribution of DKK 11 899 for unemployment insurance. From 1999 or unemployment, the contribution for unemployment insurance (DKK 4 260) while the other part consists of a voluntary contribution to an early retirement scheme (DKK 6 096). In addition an administration fee of DKK 1543 on average is added.

Contributions to unemployment funds are not mandatory. Nevertheless, these payments have up until the implementation of ESA 2010 and the major revision of the Danish national accounts in the autumn 2014 been defined as social security contributions and classified as taxes in the Danish national accounts because there is no direct link between what members pay to the schemes and what they receive and the funds are subsidized by the state. The contributions to the unemployment funds and the church tax are no longer classified as taxes in the Danish national accounts.

### **%**copy the linklink copied!3. Universal Cash Transfers

The transfers for each dependent child are as follows:

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Age group Quarterly amount (DKK) for each chil

0-2 4 557 3-6 3 609 7-17 2 838

The transfer is reduced when the tax base of the top-bracket tax of a parent exceeds DKX 782 600. There are additional special amounts for single parents: the transfer for each dependent child is DKX 5 764 per year and a yearly transfer of DKX 5 876 regardless of the number of children. In addition, there is a state transfer of DKX 16 644 per year for each dependent child in case an 'absent parent' does not contribute (this amount) to the family. This transfer is included in this Report's calculations for single parents.

Individuals older than 18 years receive a 'green check' of DKK. \$25; this amount is increased with DKK 120 per child for up to two children. Only one partner in a married couple receives the increased 'green check' for children. The 'green check' is nominally fixed and is phased out at a rate of 7.5% for income above DKK 405.700. If the yearly income of the individuals is lower than DKK 237 100 the individuals receive an 'additional green check' of DKK 280.

### Copy the linklink copied!4. Main Changes in Tax/Benefit Systems

From 2000 to 2002, the low tax bracket rate has been reduced from 7% to 5.5%. The low tax bracket is assessed on the aggregate of personal income and positive net capital income.

After the parliamentary elections in 2001, the Conservative/Liberal government adopted a tax freeze policy, which implied that tax rates could not be increased, either in nominal or relative terms, during that government term. Taxes were therefore not increased during the period 2002-2005. After the parliamentary elections in February 2005, the Conservative/Liberal government and the tax freeze policy were confirmed.

In order to respect the "tax freeze", the low tax bracket has been reduced by 0.36% from 2004 to 2010 as a compensation for increases in local income taxes from 33.31% in 2004 to 33.66% in 2011.

In the spring of 2003, the government agreed with one of the opposition parties to implement a tax package. The aim of this package was to decrease the level of labour taxation in Denmark, and thereby to reduce the distortions in the labour market and to improve the incentives to work. The package contained two main elements: an increase of the threshold for the medium tax bracket of nearly DKK 50 000 and the introduction of a tax credit scheme whereby the taxpayer can deduct 2.5% of earned income to a maximum of DKK 7 500 (in 2007) in the calculation of taxable income.

Before 2004, a compulsory contribution of 1% of employees' gross earnings was paid to an individual Labour Market Supplementary Pension Scheme established for the employee – this contribution is not considered as a social security contribution but rather as savings being made by the individual. However, from 2004 to 2010, this contribution was suspended and finally abolished and the deposits paid out as of April 2010.

In September 2007, the tax cuts from the 2003-package was extended. The threshold for the medium tax bracket was to be raised with DKK 57 900 in 2009 to meet with the top tax bracket threshold. The deductible tax credit was increased to 4.0% of earned income in 2008 and to 4.25% in 2009, thus raising the maximum to 12 300 in 2008 and to 13 600 in 2009. The effective value of the credit and of the personal income allowance is equal to the local income tax rate, the church tax plus the health care tax rate (31.63% on average in 2013) multiplied by the value of the deduction.

From the 1st of January 2007 a Local Government Reform has come into force, which changes the structure of labour taxation. The reform however had only a minimal impact on the overall level of taxation. The number of municipalities has been out from 270 to 98 and five regions have replaced the 14 counties. The regions will not impose taxes but will be financed through state subsidies and by contributions from the municipalities. The reform implied an increase in the average municipal tax rate from 22.1% in 2006 to 24.577% in 2007. Since then, there has been a further increase in the average municipal tax to 24.907% in 2013. The levels of taxation have thus been reduced from three to two: only the central and local governments now levy taxes.

In the spring of 2009, the government and one of the opposition parties agreed upon a major tax reform to be phased in from 2010 to 2019. The reform aims at reducing the high marginal tax rates on personal income and thus to stimulate labour supply in the medium to long-term. The reform decreases income taxes by DKK 29 billion in 2010. The tax reform is planned to be reveue neutral as a whole, but was underfinanced in the short run (2010-12) in order to stimulate the economy. The main measures taken in 2010 include the reduction of the rate of the bottom tax bracket from 5.2% to 3.6%, abolition of the medium tax bracket threshold by DKK 28 8000 to DKK 39 8000. The reform will decrease the lowest marginal tax rate from 4.4% to 4.0% and the highest marginal tax rate on labour income from 63.0% to 56.1%. The marginal tax rate on positive net capital income (up to 51.5 after abolition of the middle tax bracket) is further reduced for the vast majority by introduction of an extra allowance of DKK 4000 (DKK 8000) for married couples) for positive net capital income in the top bracket tax.

The reform is partly financed by higher energy, transport and environmental taxes to support the energy and climate policy objectives of the government, and also by increases of excise rates on health-related goods (fat, candy, sugary drinks, tobacco). These increases are partly compensated by giving a 'green check' to households (see section 3). The tax reform is also partly financed by base broadening measures. The measures include a gradual reduction from 2012 to 2019 of the tax value (from 33.5% to 25.5%) of assessment oriented deductions and limitations of the tax deductibility of net interest payments over a nominal threshold of DKK 900 (DKK 100 000 for married couples). Also the deductibility of payments above DKK 100 000 a year to individual pension insurance schemes with less than life-long coverage has been limited, as well as tightening of the tax treatment of company cars and other fringe benefits. Furthermore, a 6% tax is imposed from 2011 on pension payments exceeding DKK 362 800.

To consolidate the budget, a Fiscal Consolidation Agreement was reached in May 2010, somewhat modifying the prescriptions of the Spring Package of 2009.

The specific provisions of the Fiscal Consolidation Agreement include:

- The suspension from 2011 until 2013 of automatic adjustments in various tax thresholds (including personal allowances).
- Postponing from 2011 to 2014 the increase of the threshold for the top income tax rate (15%) from DKK 389 900 to 409 100 (EUR 52 316 to 54 892). The increase was an element of the 2009 tax reform
- The labour union membership fees' tax deductibility is limited to DKK 3 000 (EUR 403) from the year 2011. The threshold is not adjusted.
- From 2011, the annual amount of child allowance is limited to DKK 35 000 (EUR 4 696), irrespective of the number of children. This was abolished by the new government by 2012. Child allowances will be gradually reduced by 5% until 2013.

As part of the Finance Act 2012 it was decided to introduce an 'additional green check' to people beyond 18 years with low income (less than DKK 212 000). The 'additional green check' is DKK 280.

In June 2012 a tax reform was reached. Included in the reform were changes in the earned income tax credit and the top tax bracket. The earned income tax credit is gradually raised from 4.4% in 2012 to 10.65% in 2022 (6.95% in 2013) where the maximum limit of earned income tax credit is raised from DKK 14 100 in 2022 (DKK 22 300 in 2013). Furthermore, a special earned income tax credit for single parents was decided from 2014. This will be gradually introduced to the amount of 6.25% in 2022 with a maximum limit of DKK 20 000. In The Tax Reform 2012 it was also decided to gradually raise the top tax bracket from DKK 389 900 in 2012 to DKK 467 000 in 2022 (DKK 421 000 in 2013).

As part of the Finance Act 2013 an agreement, The Excise Duty and Competition Package, was reached. This agreement includes a decrease in the excise duty on electricity, an abolition of the fat tax and a planned expansion in the excise duty on sugar, which will reduce expenses of both consumers and companies. This was financed by an increase in the bottom tax rate of 0.19 percentage points and a reduction in the personal allowance by DKX 900 for all persons (under and over 18 years) introduced from the income year 2013. As a consequence the marginal tax ceiling was increased from 51.5% to 51.7%. It is estimated that the abolished excise duties and the increased income taxwes links estimate effects on distribution and labour supply.

Certain elements of the tax reform from 2012 were accelerated in the 2014 Budget. The employment allowance is adjusted upwards to 7.65% (2014), 8.05% (2015), 8.3% (2016) and 8.75% (2017), with a simultaneous increase of the maximum allowance from DKK 25 000 in 2014 to DKK 28 600 in 2018. The extra employment allowance for single parents is increased to 5.40% in 2014 (instead of 2.60%) with a maximum allowance of DKK 17 700.

Growth Plan 2014 contained measures to reduce the public service obligation on electricity and roll back an increase in excise duty on fossil fuel. As part of the financing of Growth Plan 2014 the low tax bracket rate is increased by 0.28 percentage point over the next five years, including 0.25 percentage point in 2015, with a parallel increase in the tax ceiling. Also, the green check and the supplementary green check are reduced over the next five years, starting in 2015.

In the autumn 2014, the new ESA 2010 guidelines (European System of National and Regional Accounts) and a major revision of the Danish national accounts were implemented which changed the classification of a few taxes. For example, the church tax and contributions to the unemployment fund are no longer classified as taxes, but as volunteer contributions (see Section 2.1).

As part of the Finance Act 2015 the tax deductibility of labour union membership fees is increased from DKK 3 000 to DKK 6 000 in 2015.

The Finance Act of 2016 included an abolishment of the so-called PSO-excise duty. To finance the abolishment the tax rate for the bottom tax bracket will be increased with 0.05 percentage point from 2018 increasing to 0.09 percentage point in 2022. Fully phased-in the tax rate for the bottom tax bracket will be increased with 0.05 percentage point from 2018 increasing to 0.09 percentage point in 2022. The 'green check' will be increased from 51.95% in 2017 to 52.07% in 2022. The 'green check' will be reduced with 190 DKK from 2018 increasing to 380 DKK in 2022. The 'additional green check' will be lowered proportionally. Low-income earners such as senior citizens and early retirees are exempt from the decrease in the 'green check'.

In February 2018, an agreement on lower tax on labour income and larger deductions for pension payments. The deduction will be 12% for persons with more than 15 years until they reach state pension age and 23% if they have 15 years or less - up to DKX 70,000. 2) A new job allowance of 4.5% of labour on income over DKX 187 500 to a maximum of DKX 2 500. 3) Expansion of the basis of the employment allowance to also cover pension payments. 4) Increase of the ceiling for the employment allowance from DKX 37 400 to 38 400. 5) Lowering of the bottom-bracket tax rate with 0.02 percentage points.

### %copy the linklink copied!5. Memorandum Items

### 5.1. Identification of an AW

The AW is identified as an average worker employed at firms which are members of the Danish Employers' Confederation

### ${\it 5.2. Employer and employee's contribution to private schemes}\\$

Employees typically participate in a private occupational (labour market) pension scheme to which both the employee and the employee and the employee contribution is deductible for income tax purposes until payment. The employer's contribution is not included in the gross wage income of the employee.

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2019 Parameter values
Average earnings

verage earnings Ave\_earn 427 901 Secretariat estimate
Ave\_pens 58 350

 Central taxes
 Health\_tax\_rate
 0

 Low\_rate
 0,1216

 Medium\_thrsh
 0

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	Medium_rate	0
	Top_thrsh	513.400
	Top_rate	0.15
	Marg_rate_ceil	0.5205
	Adj_top_rate	0.1496
	Temp_tax_rate	0
	Temp_tax_thrsh	0
	Personal_al	46.200
	Job_deduc_min	191.700
	Job_deduc_rate	0,0375
	Job_deduc_max	2.100
Pension payments tax credit scheme	ePens_deduc_rate_o_15	0.08
	Pens_deduc_rate_u_15	0.22
	Pens_deduc_max	71 500
	Pension_base_adjust	0.88
The green check	green_check	525
	1 child	120
	child max	240
	Green_check_thrsh	405.700
	Green_check_taper_rate	0 075
	Extra_green_check	280
	Extra_green_check_thrsh	237.100
Local taxes	gener_rate	0 2493
	church_rate	0
total local tax rate	Local_rates	0 24930
Earned income tax credit scheme	earncredit_rate	0 101
	earncredit_max	37.200
for single parents	Sing_par_earncredit_rate	0 0625
	Sing_par_earncredit_max	22.400
Child transfers	Child_3to6	14.436
	Child_7to17	11.352
	Child_limit	782.600
	Child_red	0.02
for single parents	Sing_par_basic	5.876
	Sing_par_ch	22.408
Labour Market Contribution	Labour_market_rate	0 08

#### 2019 Tax equations

The equations for the Danish system in 2019 are mostly on an individual basis but there is an interaction in the calculation of Central Government tax between spouses and the child benefit is calculated only once. This is shown by the Range indicator in the table below.

The functions which are used in the equations (Taper, MIN, Tax etc) are described in the technical note about tax equations. Variable names are defined in the table of parameters above, within the equations table, or are the standard variables "married" and "children". A reference to a variable with the affix "\_total" indicates the sum of the relevant variable values for the principal and spouse. And the affixes "\_princ" and "\_spouse" values taken as 0.

```
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Line in
country table
and Variable name
intermediate
steps
 1. Earnings earn
                                    earncredit
                                                                                                               B Min((earn+((earn/Pension_base_adjust)-earn))*earncredit_rate, earncredit_max)+(Children>0)*(Married=0)*Min((earn+((earn/Pension_base_adjust)-earn))*Sing_par_earncredit_rate; Sing_par_earncredit_max)
 Credits in 3. taxable taxbl_cr
                                                                                                                В 0
          income
 4. CG taxable tax_inc income
                                                                                                                B Positive(earn-tax_al-earncredit+taxbl_cr)
        Personal
                                                                                                                B Positive(earn-Labour market contr)
         CG tax
                                                                                                         P Low_rate*tax_inc_princ+Medium_rate*Positive(tax_inc_princ-Medium_thrsh-Married*Positive(Medium_thrsh-pers_inc_spouse))+Adj_top_rate*Positive(tax_inc_princ-Top_thrsh)
                                                                                                   Personal_al*Low_rate+Married*Positive(Personal_al-pers_inc_spouse)*Low_rate+(MIN(Positive([earn_princ+([earn_princ/Pension_base_adjust)-earn_princ))-Job_deduc_min)*Job_deduc_rate_Job_deduc_max)++MIN(([earn_princ/Pension_base_adjust)-earn_princ)*Pens_deduc_rate_Job_deduc_max)++MIN(([earn_princ/Pension_base_adjust)-earn_princ)*Pens_deduc_rate_Job_deduc_max)++MIN(([earn_princ/Pension_base_adjust)-earn_princ)*Pens_deduc_rate_Job_deduc_max)++MIN(([earn_princ/Pension_base_adjust)-earn_princ)*Pens_deduc_rate_Job_deduc_max)++MIN(([earn_princ/Pension_base_adjust)-earn_princ)*Pens_deduc_rate_Job_deduc_max)++MIN(([earn_princ/Pension_base_adjust)-earn_princ)*Pens_deduc_rate_Job_deduc_max)++MIN(([earn_princ-Pension_base_adjust)-earn_princ)*Pens_deduc_rate_Job_deduc_max)++MIN(([earn_princ-Pension_base_adjust)-earn_princ)*Pens_deduc_rate_Job_deduc_max)++MIN(([earn_princ-Pension_base_adjust)-earn_princ)*Pens_deduc_rate_Job_deduc_max)++MIN(([earn_princ-Pension_base_adjust)-earn_princ)*Pens_deduc_rate_Job_deduc_max)++MIN(([earn_princ-Pension_base_adjust)-earn_princ)*Pens_deduc_rate_Job_deduc_max)++MIN(([earn_princ-Pension_base_adjust)-earn_princ)*Pens_deduc_rate_Job_deduc_max)++MIN(([earn_princ-Pension_base_adjust)-earn_princ)*Pens_deduc_rate_Job_deduc_max)++MIN(([earn_princ-Pension_base_adjust)-earn_princ)*Pens_deduc_rate_Job_deduc_max)++MIN(([earn_princ-Pension_base_adjust)-earn_princ)*Pens_deduc_rate_Job_deduc_max)++MIN(([earn_princ-Pension_base_adjust)-earn_princ)*Pens_deduc_rate_Job_deduc_max)++MIN(([earn_princ-Pension_base_adjust)-earn_princ)*Pens_deduc_rate_Job_deduc_max)++MIN(([earn_princ-Pension_base_adjust)-earn_princ)*Pens_deduc_rate_Job_deduc_max)++MIN(([earn_princ-Pension_base_adjust)-earn_princ)*Pens_deduc_rate_Job_deduc_max)++MIN(([earn_princ-Pension_base_adjust)-earn_princ)*Pens_deduc_rate_Job_deduc_max)++MIN(([earn_princ-Pension_base_adjust)-earn_princ)*Pens_deduc_rate_Job_deduc_max)++MIN(([earn_princ-Pension_base_adjust)-earn_princ)*Pens_deduc_rate_Job_deduc_max)++MIN(([earn_princ-Pension_base_adjust)-earn_prin
                                                                                                          P Health_tax_rate*(Personal_al+Married*Positive(Personal_al-tax_inc_spouse))
                                                                                             Personal all*Low_rate+(MINI/Positive((earn_spouse+((earn_spouse+(earn_spouse+(earn_spouse)-lob_deduc_min)*Job_deduc_rate_,lob_deduc_max) +MIN(((earn_spouse-Pension_base_adjust)-earn_spouse)*Pens_deduc_rate_o_15,Pens_deduc_max))*(gener_rate+Health_tax_rate)
                                          tax_cr_spouse
                                           health_tax_cr_spouse S (Married=1)*Health_tax_rate*Personal_al
                                         Labour_market_contr B Labour_market_rate*earn
        Contribution
 7. CG tax CG_tax
                                                                                                              B Positive(CG_tax_excl-tax_cr)+Positive(CG_health_tax_excl-health_tax_cr)+Labour_market_contr
 8. State and local_tax_princ
                                                                                                      P Positive((Local_rates)*(tax_inc_princ-Personal_al-Married*Positive(Personal_al-tax_inc_spouse)))
                                                                                                      S (Local_rates)*Positive(tax_inc_spouse-Personal all
                                      local_tax_spouse
9. Employees' SSC_total
                                                                                                         В 0
 10. Total tot_payments
                                                                                                                                   Positive(((Children-0)*(Child_3to6+(Children-1)*(Child_7to17+(Married-0)*(Sing_par_basic+Children*Sing_par_ch)))+(Positive(earn_princ-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(Positive(earn_spouse-Child_limi)*(Child_red)+(P
 13. Employer's SSC_empr
                                                                                                               B 0
```

Key to range of equation B calculated separately for both principal earner and spouse P calculated for principal only (value taken as 0 for spouse calculation) J calculated once only on a joint basis

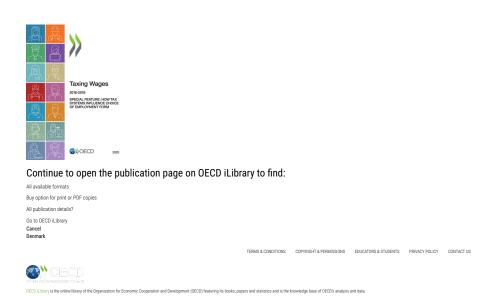
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