A photograph of a male worker in a warehouse setting. He is wearing a yellow hard hat, a white face mask, and a high-visibility yellow safety vest over a dark red long-sleeved shirt. He is carrying a large, heavy roll of white plastic material on his back, with his right hand resting on it. The background shows stacks of similar rolls and cardboard boxes in a warehouse environment.

The Tax Burden on Global Workers A Comparative Index Second Edition, July 2022

James Rogers | Nicolas Marques

The Tax Burden on Global Workers

A Comparative Index

Second Edition

2022

James Rogers
Nicolas Marques

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Author's Note

In response to global interest generated by *The Tax Burden of Typical Workers in the EU* (2010-2020), last year's 12th edition (2021) expanded this work to include Australia, Brazil, Canada, Japan, South Africa, and the United States of America – and was retitled as *The Tax Burden on Global Workers*. As a group, the 34 countries studied represent 58.2% of the global economy¹.

The methodology is unchanged from previous editions.

Abstract

The purpose of this study is to compare the taxes imposed on individual employees earning typical salaries in different countries around the world; and, in doing so, to determine a “tax liberation day” for workers in each of these countries – measuring how many days of each year's work are devoted to paying taxes.

Background

Numerous studies rank political systems by various measures of “economic freedom”. While valuable for researchers, the aggregate data in these studies fail to shed light on the role of working individuals in financing their state and social security.

Further, many organizations calculate an annual “tax freedom day” for their countries. Unfortunately, inconsistent approaches to this calculation make cross-border comparisons difficult.

This study aims to create an “apples to apples” comparison of tax rates, with data that reflect the reality experienced by real, working people around the world. Finally, it serves as a reference to the true cost of hiring employees in each member state and to the real purchasing power of those employees.

¹ Measured by GDP, according to World Bank figures (2017).

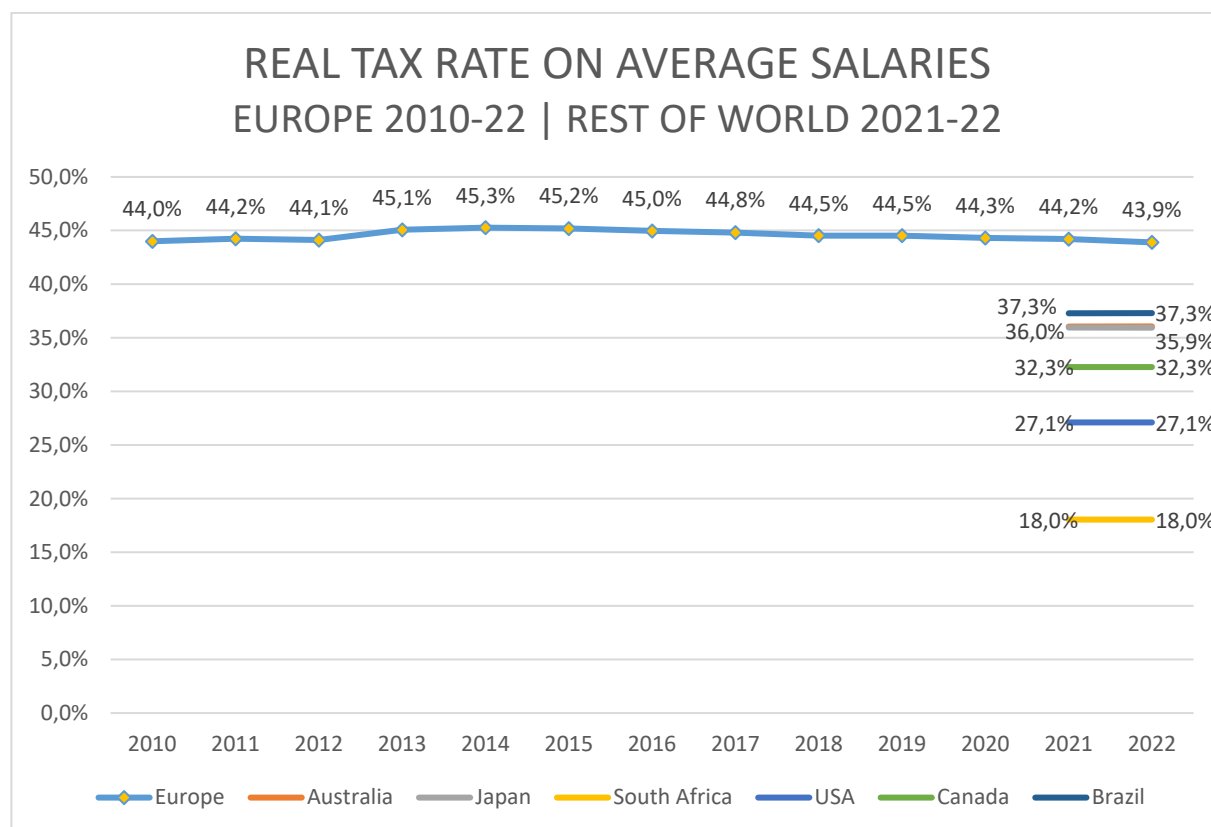
Main Results

Taxes on European workers' salaries dip to lowest point in a decade; global coverage continues with six added countries

The continuation of pandemic relief measures and other rate changes brought, on the balance, slightly lower taxes to workers this year in Europe (now defined as the EU countries plus the United Kingdom²), where the average “real tax rate” ticked down 0.3% this year to 43.9%.

Around the world, 2022's tax liberation days arrive earlier in 14 countries, later in 14, and on the same day in 6.

The chart below shows the progression in Europe since 2010, plus 2021-2022 data points for the six new countries added to our research last year:



The prevalence of “hidden” tax contributions increases

This year, €40.68 out of every €100 of payroll taxes collected by governments are paid “on top” of gross salaries as employer contributions to social security – 0,2% higher than last year. In many countries, these taxes do not appear on workers' payslips.

² Removing the United Kingdom from the equation, the average rate in the EU is 44.2%, down 0.3% from 2021.

Noteworthy in 2022

The podium: Austria stands alone as the “world champion” of taxation

Despite receiving a cut in their marginal tax rate on income between €18,000-31,000 this year, **Austrian** workers are taxed at the world’s highest rates in 2022, and they celebrate their tax liberation day on July 18th (one day earlier than last year). On the bright side, wages were steady and the tax cut will result in higher take-home pay.

French and **Belgian** workers have little to celebrate on their respective tax liberation days of July 15th and 17th: it was not the blessing of tax cuts that kept them below Austria, but depressed wages; workers in both countries earned (and took home) less than in 2021.

Italian workers celebrate ten days earlier

Brackets were simplified and rates were cut in the 2022 Budget Law, significantly easing the tax burden on **Italian** workers this year.

Hungary cuts employment taxes yet again

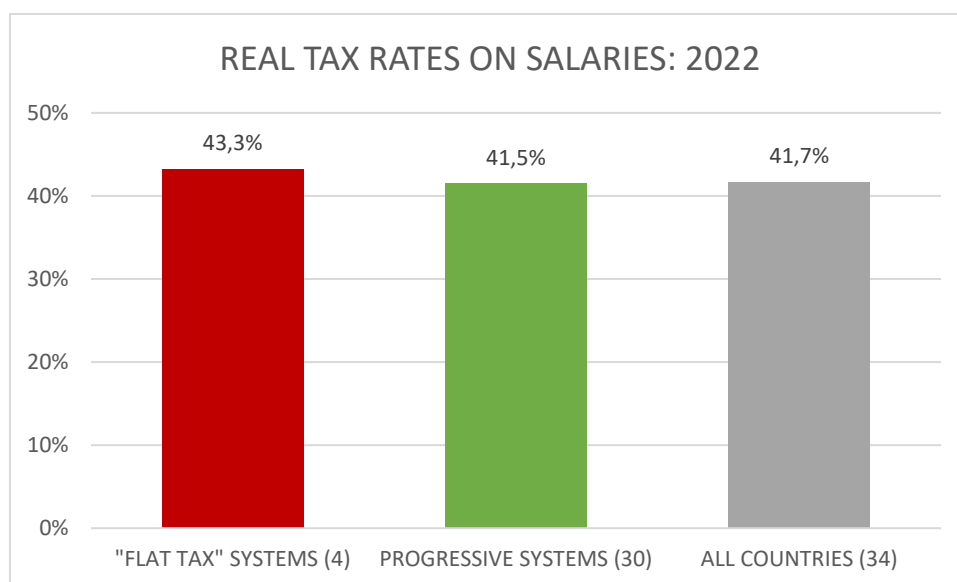
Thanks to a reduction in employer contributions to social security, **Hungarian** workers celebrate their tax liberation six days earlier than last year. At one point the European champion of taxation (in this study’s first edition, 2010), Hungary has gone from “worst” to 10th place.

Ireland tax shifts benefit workers

Thanks to adjustments made to tax brackets, and also to personal and employee tax credits, **Irish** workers celebrate their tax liberation day on May 14th this year, six days earlier than in 2021. Additional credits (not covered by this study) include allowing teleworkers to offset 30% of heating and lighting bills.

Four “flat tax” countries remain

Though the scope of this study has expanded from 28 to 34 countries, the number whose governments have “flat tax” policies remains at 4. Although the purported “flat” rates are attractively low (10% in Bulgaria, 15% in Hungary, 16% in Romania, and 20% in Estonia), these countries’ social security contributions make real tax rates for workers higher than in progressive tax systems.



Flat tax regimes impose a fixed rate on income tax, but not other taxes: Social security rates in flat tax countries are, on average, higher than in progressive states; social contributions make up 77% of payroll taxes collected in flat tax countries (versus 66.3% in progressive systems).

Outlook

In 10 of the 34 countries studied, more than 20% of the population is now over age 65³ – a demographic and fiscal challenge every country studied here, with the exception of South Africa, is expected to face by 2050. Aging populations portend higher pension and health care expenditures, as there are fewer young workers to pay for retirees' benefits.

At this moment, only 196 million (43.6%) of the EU's 448 million citizens are in the labour force⁴; the figures are similar in the United States (43.9%) and Japan (53.3%)⁵.

The persistent COVID-19 pandemic has created additional budget worries for governments around the world, as expenditures on health care and unemployment benefits increased while global economic growth has slumped and inflation has returned to advanced economies.

These disruptions have led to greater creativity and flexibility in the economy, and the expansion of teleworking not only makes employment possible for a greater number than ever before, but also portends a future in which workers and employers can “vote with their feet” to lower their tax burdens and increase their incomes.

Making it less expensive to hire employees – by lowering the taxes levied both on employees and employers – will ensure that the greatest number are hired; the more of their income workers can keep (and spend or invest), the less will be needed from governments to care for them in the future.

³ Japan, Italy, Finland, Portugal, Greece, Germany, Bulgaria, Croatia, France, and Latvia. From Population Research Bureau (prb.org)

⁴ Population and employment statistics from ec.europa.eu/eurostat

⁵ Population and labor force statistics from cia.gov/the-world-factbook

Definitions and Methodology

The following terms are used in this study:

Real Gross Salary represents the total cost of employing an individual, including social security contributions made on top of an employee's salary. Because in either case, the state is taking from the budget used to hire the employee, we believe this is the fairest method of comparing payroll taxes. Consider two countries:

Country A		Country B	
Real gross (employer cost)	60,000	Real gross (employer cost)	60,000
Employer Social Security (50%)	(20,000)	Employer Social Security (10%)	(6,000)
Gross Salary	40,000	Gross Salary	54,000
Income tax (20%)	(8,000)	Income tax (35%)	(18,900)
Employee Social Security (10%)	(4,000)	Employee Social Security (12%)	(6,480)
Net pay	28,000	Net pay	28,620

The employee in the 20% income tax bracket (country A) actually receives less than the employee in the 35% bracket. In both cases, the employer spends 60,000 euros – and more half of it goes to the government.

Real Net Salary is the “bottom line” figure: How much cash a worker has left over to spend that will not be paid to the state. (Other additional taxes – such as those on petrol, airline tickets, tobacco, and alcohol – are not considered in this study.)

An individual's **Real Tax Rate (%)** is:

$$\frac{\text{Social Security Contributions} + \text{Income Tax} + \text{VAT}}{\text{Real Gross Salary}}$$

365 (days) × the Real Tax Rate = the number of days an employee works each year to pay taxes. Starting from New Year's Day and counting, the next calendar day is the **Tax Liberation Day** for workers in that country.

2022 Tax Liberation Day Calendar

MARCH	8		South Africa
APRIL	10		United States
	15		Cyprus
	26		Malta
	30		Canada
MAY	10		Japan
	14		Ireland
	14		Australia
	14		United Kingdom
	17		Brazil
	24		Bulgaria
	29		Lithuania
	30		Estonia
	31		Denmark
JUNE	2		Luxembourg
	7		Czech Republic
	7		Spain
	8		Slovenia
	9		Croatia
	10		Poland
	13		Portugal
	14		Greece
	14		Finland
	14		Latvia
	19		Hungary
	19		Romania
	21		Netherlands
	21		Slovakia
	22		Sweden
	27		Italy
JULY	6		Germany
	15		Belgium
	17		France
	18		Austria

Data Summary in €⁶

Country	Real Gross Salary ⁷	Employer Social Security	Gross Salary ⁸	Income Tax	Employee Social Security	Take-home Pay (Net Income)	VAT Rate (Sales Tax)	Estimated VAT (Sales Tax)	Real Net Salary	Real Tax Rate	Tax Liberation Day 2022
AUSTRALIA	67,206	9,295	57,912	12,745	1,158	44,008	10.0%	1,430	42,578	36.65%	14-May
AUSTRIA	63,397	14,739	48,658	8,883	8,817	30,958	20.0%	2,012	28,946	54.34%	18-Jul
BELGIUM	58,862	11,142	47,720	12,113	6,206	29,401	21.0%	2,007	27,395	53.46%	15-Jul
BRAZIL ⁹	6,854	1,844	5,010	13	461	4,536	17.0%	251	4,285	37.48%	17-May
BULGARIA ¹⁰	11,082	1,818	9,265	799	1,277	7,189	20.0%	467	6,722	39.35%	24-May
CANADA ¹¹	43,580	3,786	39,794	6,404	2,758	30,632	13.0%	1,294	29,338	32.68%	30-Apr
CROATIA ¹²	17,135	2,427	14,708	1,270	2,942	10,496	25.0%	853	9,644	43.72%	9-Jun
CYPRUS ¹³	27,552	3,573	23,979	370	2,626	20,983	19.0%	1,296	19,687	28.55%	15-Apr
CZECH REPUBLIC	21,681	5,477	16,204	1,188	1,782	13,234	21.0%	903	12,330	43.13%	7-Jun
DENMARK	59,074	306	58,769	20,752	153	37,864	25.0%	3,076	34,788	41.11%	31-May
ESTONIA [†]	22,260	5,623	16,637	2,008	599	14,030	20.0%	912	13,118	41.07%	30-May
FINLAND	55,571	9,852	45,719	7,970	4,697	33,051	24.0%	2,578	30,473	45.16%	14-Jun
FRANCE	54,594	16,406	38,188	2,348	9,068	26,772	20.0%	1,740	25,032	54.15%	17-Jul
GERMANY	62,486	10,382	52,104	8,897	10,564	32,643	19.0%	2,016	30,627	50.99%	6-Jul
GREECE	25,904	4,765	21,139	2,694	2,985	15,460	24.0%	1,206	14,255	44.97%	14-Jun
HUNGARY [†]	15,428	1,775	13,654	2,048	2,526	9,080	27.0%	797	8,283	46.31%	19-Jun
IRELAND	51,844	5,159	46,685	9,317	1,867	35,500	23.0%	2,654	32,847	36.64%	14-May
ITALY	39,303	9,070	30,233	5,795	2,681	21,757	22.0%	1,556	20,201	48.60%	27-Jun
JAPAN	45,962	6,112	39,849	3,077	6,085	30,688	10.0%	997	29,690	35.40%	10-May
LATVIA	15,959	3,046	12,913	2,167	1,356	9,389	21.0%	641	8,749	45.18%	14-Jun
LITHUANIA	16,716	291	16,426	2,580	3,203	10,643	21.0%	726	9,916	40.68%	29-May
LUXEMBOURG	66,920	8,880	58,040	9,655	7,131	41,253	17.0%	2,279	38,974	41.76%	2-Jun
MALTA ¹⁴	20,675	1,880	18,795	1,884	1,880	15,032	18.0%	879	14,152	31.55%	26-Apr
NETHERLANDS	67,742	12,899	54,843	9,489	6,774	38,581	21.0%	2,633	35,948	46.93%	21-Jun
POLAND	16,058	2,744	13,314	727	2,859	9,728	23.0%	727	9,001	43.95%	10-Jun
PORTUGAL	24,104	4,626	19,478	2,937	2,143	14,398	23.0%	1,076	13,322	44.73%	13-Jun
ROMANIA ¹⁵	13,381	294	13,086	851	4,580	7,656	19.0%	473	7,183	46.32%	19-Jun
SLOVAKIA	17,847	4,646	13,200	1,302	1,769	10,130	20.0%	658	9,471	46.93%	21-Jun
SLOVENIA	23,713	3,288	20,424	1,439	4,514	14,472	22.0%	1,035	13,437	43.33%	8-Jun
SOUTH AFRICA ¹⁶	15,297	269	15,028	1,744	119	13,164	15.0%	642	12,522	18.14%	8-Mar
SPAIN	34,988	8,053	26,934	3,894	1,710	21,330	21.0%	1,456	19,874	43.20%	7-Jun
SWEDEN	59,437	14,210	45,227	11,075	0	34,151	25.0%	2,775	31,376	47.21%	22-Jun
UNITED KINGDOM	55,931	6,058	49,873	6,976	5,038	37,860	20.0%	2,461	35,399	36.71%	14-May
USA (AVERAGE)	57,425	4,081	53,345	6,406	4,081	42,858	7.9%	1,106	41,752	27.29%	10-Apr

⁶ All figures in euros. "Flat tax" countries are marked with a dagger (†).

⁷ Total cost of employment, social security, income tax and net income calculated by EY. Other calculations by Institut Économique Molinari.

⁸ Unless otherwise noted, Average Gross Salary figures are from OECD's *Taxing Wages*.

⁹ Average Gross salary for Brazil from the national statistics office: ibge.gov.br

¹⁰ Average Gross Salary figure for Bulgaria from the national statistics office: nsi.bg

¹¹ For Canada's VAT (HST) rate, Ontario's rate is used (8% Provincial + 5% Federal)

¹² Average Gross Salary figure for Croatia from the national statistics office: dzs.hr

¹³ Average Gross Salary figure for Cyprus from the national statistics office: mof.gov.cy

¹⁴ Average Gross salary for Malta from the national statistics office: nso.gov.mt

¹⁵ Average Gross salary for Romania from the national statistics office: insse.ro

¹⁶ Average Gross salary for South Africa from the national statistics office: statssa.gov.za

Data Summary in \$¹⁷

Country	Real Gross Salary ¹⁸	Employer Social Security	Gross Salary ¹⁹	Income Tax	Employee Social Security	Take-home Pay (Net Income)	VAT Rate (Sales Tax)	Estimated VAT	Real Net Salary	Real Tax Rate	Tax Liberation Day 2022
AUSTRALIA	68,369	9,456	58,913	12,966	1,178	44,769	10.0%	1,455	43,314	36.65%	14-May
AUSTRIA	64,493	14,993	49,500	9,037	8,969	31,494	20.0%	2,047	29,447	54.34%	18-Jul
BELGIUM	59,880	11,334	48,546	12,323	6,313	29,910	21.0%	2,041	27,869	53.46%	15-Jul
BRAZIL ²⁰	6,973	1,876	5,097	13	469	4,614	17.0%	255	4,360	37.48%	17-May
BULGARIA ²¹	11,274	1,849	9,425	813	1,299	7,313	20.0%	475	6,838	39.35%	24-May
CANADA ²²	44,334	3,851	40,483	6,514	2,806	31,162	13.0%	1,317	29,845	32.68%	30-Apr
CROATIA ²³	17,432	2,469	14,963	1,292	2,993	10,678	25.0%	868	9,810	43.72%	9-Jun
CYPRUS ²⁴	28,028	3,635	24,394	377	2,671	21,346	19.0%	1,318	20,028	28.55%	15-Apr
CZECH REPUBLIC	22,056	5,572	16,485	1,209	1,813	13,462	21.0%	919	12,544	43.13%	7-Jun
DENMARK	60,096	311	59,785	21,111	155	38,519	25.0%	3,130	35,389	41.11%	31-May
ESTONIA [†]	22,645	5,720	16,924	2,042	609	14,273	20.0%	928	13,345	41.07%	30-May
FINLAND	56,532	10,023	46,509	8,108	4,778	33,623	24.0%	2,623	31,000	45.16%	14-Jun
FRANCE	55,538	16,690	38,848	2,388	9,225	27,235	20.0%	1,770	25,465	54.15%	17-Jul
GERMANY	63,566	10,561	53,005	9,051	10,747	33,207	19.0%	2,051	31,157	50.99%	6-Jul
GREECE	26,352	4,847	21,505	2,741	3,036	15,728	24.0%	1,227	14,501	44.97%	14-Jun
HUNGARY [†]	15,695	1,806	13,890	2,083	2,570	9,237	27.0%	811	8,426	46.31%	19-Jun
IRELAND	52,740	5,248	47,492	9,479	1,900	36,114	23.0%	2,700	33,415	36.64%	14-May
ITALY	39,983	9,227	30,756	5,896	2,727	22,133	22.0%	1,583	20,551	48.60%	27-Jun
JAPAN	46,757	6,218	40,538	3,130	6,190	31,218	10.0%	1,015	30,204	35.40%	10-May
LATVIA	16,235	3,099	13,136	2,205	1,379	9,552	21.0%	652	8,900	45.18%	14-Jun
LITHUANIA	17,005	296	16,710	2,624	3,258	10,827	21.0%	739	10,088	40.68%	29-May
LUXEMBOURG	68,077	9,034	59,044	9,822	7,255	41,967	17.0%	2,319	39,648	41.76%	2-Jun
MALTA ²⁵	21,032	1,912	19,120	1,916	1,912	15,292	18.0%	895	14,397	31.55%	26-Apr
NETHERLANDS	68,913	13,122	55,791	9,653	6,891	39,248	21.0%	2,679	36,569	46.93%	21-Jun
POLAND	16,336	2,792	13,545	740	2,909	9,896	23.0%	740	9,156	43.95%	10-Jun
PORTUGAL	24,521	4,706	19,815	2,988	2,180	14,647	23.0%	1,095	13,552	44.73%	13-Jun
ROMANIA ²⁶	13,612	300	13,313	865	4,659	7,788	19.0%	481	7,307	46.32%	19-Jun
SLOVAKIA	18,155	4,727	13,429	1,325	1,799	10,305	20.0%	669	9,635	46.69%	21-Jun
SLOVENIA	24,123	3,345	20,778	1,463	4,592	14,722	22.0%	1,053	13,670	43.33%	8-Jun
SOUTH AFRICA ²⁷	15,561	274	15,287	1,775	121	13,392	15.0%	653	12,739	18.14%	8-Mar
SPAIN	35,593	8,193	27,400	3,962	1,740	21,699	21.0%	1,481	20,218	43.20%	7-Jun
SWEDEN	60,465	14,456	46,009	11,267	0	34,742	25.0%	2,823	31,919	47.21%	22-Jun
UNITED KINGDOM	56,898	6,162	50,736	7,096	5,125	38,514	20.0%	2,503	36,011	36.71%	14-May
USA (AVERAGE)	58,418	4,151	54,267	6,517	4,151	43,599	7.9%	1,125	42,474	27.29%	10-Apr

¹⁷ All figures in U.S. Dollars, using 08 July 2022 exchange rate of €0.983 = \$1. "Flat tax" countries are marked with a dagger (†).

¹⁸ Total cost of employment, social security, income tax and net income calculated by EY. Other calculations by Institut Économique Molinari.

¹⁹ Unless otherwise noted, Average Gross Salary figures are from OECD's *Taxing Wages*.

²⁰ Average Gross salary for Brazil from the national statistics office: ibge.gov.br

²¹ Average Gross Salary figure for Bulgaria from the national statistics office: nsi.bg

²² For Canada's VAT (HST) rate, Ontario's rate is used (8% Provincial + 5% Federal)

²³ Average Gross Salary figure for Croatia from the national statistics office: dzs.hr

²⁴ Average Gross Salary figure for Cyprus from the national statistics office: mof.gov.cy

²⁵ Average Gross salary for Malta from the national statistics office: nso.gov.mt

²⁶ Average Gross salary for Romania from the national statistics office: insse.ro

²⁷ Average Gross salary for South Africa from the national statistics office: statssa.gov.za

Research Notes

Gross Salary

When available, salary figures come from the OECD's *Taxing Wages*. Others are sourced from government statistics offices (see footnotes on page 9).

In euros, gross salaries ranged from €5,010 (\$5,097) in Brazil, to €58,769 (\$59,785) in Luxembourg. The average gross salary among the 34 countries was €31,093 (\$31,630).

Employer Contributions to Social Security

Averaging 20% across the countries studied here, these taxes vary to a great degree and are invisible to employees in many countries, where only deductions from gross salaries appear on pay slips. For typical workers, these costs range from less than 1% of gross salary in Denmark to 43% in France (where the employer's contributions are, at least, shown on payslips).

Individual Contributions to Social Security

Visible on most employees' payslips, the lower and upper reaches of these deductions are set, respectively, by Sweden (zero) and Romania (35%), with a worldwide average of 12.4%.

Total Contributions to Social Security

France (67%) is the only country taxing more than half of a typical worker's gross salary as "social security contributions". Six other countries in this study – Germany, Poland, the Czech Republic, Brazil, Austria, and Slovakia – each collect more than 40% this way, while in Denmark these taxes amount less than 1% of the gross salary figure. The average figure is 32.35% – making the value of "social security" payments more than double that of income taxes (see below).

Personal Income Taxes

On average, the income tax rate over the 34-country global spectrum is 13.8%. While Denmark can claim it imposes the lowest combined social security taxes, its treasury is compensated by the highest personal income tax rates in this global study, collecting 35.3% from a typical worker's salary this way. Workers in Brazil (0.3%) and Cyprus (1.5%) enjoy the lowest income tax rates.

Income tax rates in the United States (USA)

In addition to the income tax imposed by their federal government, Americans in 41 of its 50 states are subject to state-level income taxes. In this study, the figures appearing are an average of five highly-populated states – New York, California, Ohio, Texas, and Florida – the latter two having no state income taxes.

Estimated Value-Added Tax (VAT), also known as Sales Tax, HST, or GST

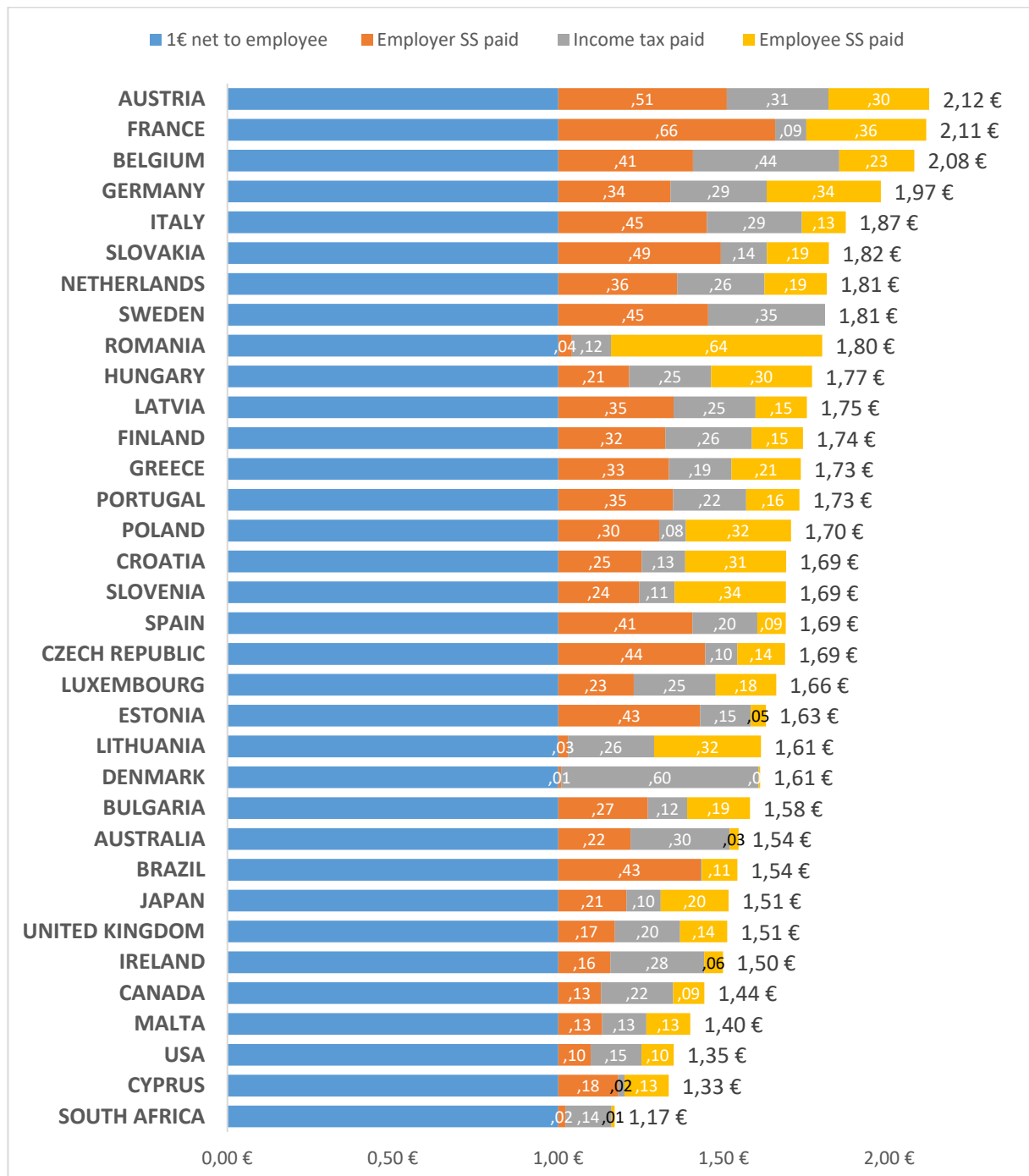
To determine estimated VAT we assume, conservatively, that only 32.5% of a worker's net income will be subject to VAT. *Estimated Rent* is assumed to be 35% of the employee's net (take-home) income. After subtracting rent, remaining net income is divided in half to estimate the sum left over that will be subject to VAT when spent.

Since 2009, only 8 of the 28 European countries studied herein have not increased VAT rates: Austria, Belgium, Bulgaria, Denmark, Germany, Latvia, Malta, and Sweden. The largest increases in these "sales tax" rates occurred in Hungary (from 20% to 27%), the United Kingdom (from 15% to 20%), Spain (from 16% to 21%), Greece (from 19% to 24%), and Romania (from 19% to 24%, then back to 19%).

The USA stands out among our 34 countries as the only one whose workers do not pay federal sales tax on their retail purchases. Americans do, however, pay such taxes to local and/or state governments, depending where they live. In our sample of five populous states, the combined rates ranged from 7% in Florida to 8.8% in California.

Appendix 1: Cost to employer of 1 net to employee

The chart below shows what employers must spend to give 1 euro (or dollar) of real purchasing power (before VAT/sales tax) to an employee earning an average salary in each country.



Appendix 2: Rankings by total cost of employment, total tax burden and real net salary (in euros)²⁸

RANK	TOTAL EMPLOYMENT COST		TOTAL TAXES PAID		REAL SPENDING POWER	
1	Netherlands	67,742	Austria	34,451	Australia	42,578
2	Australia	67,206	Germany	31,859	USA	41,752
3	Luxembourg	66,920	Netherlands	31,794	Luxembourg	38,974
4	Austria	63,397	Belgium	31,467	Netherlands	35,948
5	Germany	62,486	France	29,562	United Kingdom	35,399
6	Sweden	59,437	Sweden	28,060	Denmark	34,788
7	Denmark	59,074	Luxembourg	27,946	Ireland	32,847
8	Belgium	58,862	Finland	25,098	Sweden	31,376
9	USA	57,425	Australia	24,629	Germany	30,627
10	United Kingdom	55,931	Denmark	24,287	Finland	30,473
11	Finland	55,571	United Kingdom	20,532	Japan	29,690
12	France	54,594	Italy	19,102	Canada	29,338
13	Ireland	51,844	Ireland	18,997	Austria	28,946
14	Japan	45,962	Japan	16,272	Belgium	27,395
15	Canada	43,580	USA	15,674	France	25,032
16	Italy	39,303	Spain	15,114	Italy	20,201
17	Spain	34,988	Canada	14,242	Spain	19,874
18	Cyprus	27,552	Greece	11,649	Cyprus	19,687
19	Greece	25,904	Portugal	10,782	Greece	14,255
20	Portugal	24,104	Slovenia	10,275	Malta	14,152
21	Slovenia	23,713	Czech Republic	9,351	Slovenia	13,437
22	Estonia	22,260	Estonia	9,142	Portugal	13,322
23	Czech Republic	21,681	Slovakia	8,376	Estonia	13,118
24	Malta	20,675	Cyprus	7,865	South Africa	12,522
25	Slovakia	17,847	Croatia	7,492	Czech Republic	12,330
26	Croatia	17,135	Latvia	7,210	Lithuania	9,916
27	Lithuania	16,716	Hungary	7,146	Croatia	9,644
28	Poland	16,058	Poland	7,058	Slovakia	9,471
29	Latvia	15,959	Lithuania	6,800	Poland	9,001
30	Hungary	15,428	Malta	6,522	Latvia	8,749
31	South Africa	15,297	Romania	6,198	Hungary	8,283
32	Romania	13,381	Bulgaria	4,360	Romania	7,183
33	Bulgaria	11,082	South Africa	2,774	Bulgaria	6,722
34	Brazil	6,854	Brazil	2,569	Brazil	4,285

²⁸ All figures in Euros (€). Total tax burden and real net salary figures include social charges, income taxes and estimated VAT (sales tax).

Appendix 3: Rankings by total cost of employment, total tax burden and real net salary (in U.S. Dollars)²⁹

RANK	TOTAL EMPLOYMENT COST		TOTAL TAXES PAID		REAL SPENDING POWER	
1	Netherlands	68,913	Australia	43,314	Australia	43,314
2	Australia	68,369	Germany	32,410	USA	42,474
3	Luxembourg	68,077	Netherlands	32,344	Luxembourg	39,648
4	Austria	64,493	Belgium	32,011	Netherlands	36,569
5	Germany	63,566	France	30,073	United Kingdom	36,011
6	Sweden	60,465	Sweden	28,546	Denmark	35,389
7	Denmark	60,096	Luxembourg	28,429	Ireland	33,415
8	Belgium	59,880	Finland	25,532	Sweden	31,919
9	USA	58,418	Australia	25,054	Germany	31,157
10	United Kingdom	56,898	Denmark	24,707	Finland	31,000
11	Finland	56,532	United Kingdom	20,887	Japan	30,204
12	France	55,538	Italy	19,432	Canada	29,845
13	Ireland	52,740	Ireland	19,326	Austria	29,447
14	Japan	46,757	Japan	16,553	Belgium	27,869
15	Canada	44,334	USA	15,945	France	25,465
16	Italy	39,983	Spain	15,375	Italy	20,551
17	Spain	35,593	Canada	14,489	Spain	20,218
18	Cyprus	28,028	Greece	11,851	Cyprus	20,028
19	Greece	26,352	Portugal	10,968	Greece	14,501
20	Portugal	24,521	Slovenia	10,453	Malta	14,397
21	Slovenia	24,123	Czech Republic	9,513	Slovenia	13,670
22	Estonia	22,645	Estonia	9,300	Portugal	13,552
23	Czech Republic	22,056	Slovakia	8,521	Estonia	13,345
24	Malta	21,032	Cyprus	8,001	South Africa	12,739
25	Slovakia	18,155	Croatia	7,621	Czech Republic	12,544
26	Croatia	17,432	Latvia	7,335	Lithuania	10,088
27	Lithuania	17,005	Hungary	7,269	Croatia	9,810
28	Poland	16,336	Poland	7,180	Slovakia	9,635
29	Latvia	16,235	Lithuania	6,918	Poland	9,156
30	Hungary	15,695	Malta	6,635	Latvia	8,900
31	South Africa	15,561	Romania	6,305	Hungary	8,426
32	Romania	13,612	Bulgaria	4,436	Romania	7,307
33	Bulgaria	11,274	South Africa	2,822	Bulgaria	6,838
34	Brazil	6,973	Brazil	2,613	Brazil	4,360

²⁹ All figures in United States Dollars (\$), based on July 08, 2022 exchange rate of €0.983=\$1. Total tax burden and real net salary figures include social charges, income taxes and estimated VAT (sales tax).

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