

## GLOBAL SOCIAL SECURITY CONTRIBUTION RATES

Country	Type of social security	Contribution By Employer (% of wage)	Contribution By Employee (% of wage)	Website Source
Australia	Superannuation Guarantee System (SG)	Minimum 9% contribution amount of the ordinary time earnings.		<a href="http://www.business.gov.au/Business+Entry+Point/Business+Topics/Employing+people/Employer+obligations/Taxation+superannuation+obligations/Superannuation.htm">http://www.business.gov.au/Business+Entry+Point/Business+Topics/Employing+people/Employer+obligations/Taxation+superannuation+obligations/Superannuation.htm</a>
Britain	Pension	Under Pension Act 2008, min 3% (on a band of earnings) to an eligible employee's workplace pension scheme.	Under Pension Act 2008, 4% contribution from employee.	<a href="http://www.dwp.gov.uk/pensionsreform/pensions_act_2008.asp">http://www.dwp.gov.uk/pensionsreform/pensions_act_2008.asp</a>
China	Old Age Insurance & Medical Insurance	1) Old Age Insurance: Total Old Age Insurance premiums not to exceed 20% of total wage bill of enterprise. Specific % contribution determined by provincial govt. 2) Medical Insurance: Total premiums for Medical Insurance around 6% of total wage bill of company.	1) Old Age Insurance: Individual employees pay 8% of their wages as premiums. 2) Medical Insurance: 2% of wage for Medical Insurance.	<a href="http://english.gov.cn/official/2005-07/28/content_18024.htm">http://english.gov.cn/official/2005-07/28/content_18024.htm</a>
Hong Kong	Mandatory Provident Fund (MPF)	5% of employee's monthly wage (subject to income max of HKD20,000 per month).	5% of employee's monthly wage (subject to income min & max of HKD5,000 & HKD20,000 per month).	<a href="http://www.mpfa.org.hk/eindex.asp">http://www.mpfa.org.hk/eindex.asp</a>
India	Employees' Provident Fund (EPF)	12% of employee's monthly basic salary.	Employee's contribution is also 12% of basic wages, dearness allowance & retaining allowance if any payable to employees per month.	<a href="http://epfindia.nic.in/payments.htm">http://epfindia.nic.in/payments.htm</a>
Indonesia	Jaminan Sosial Tenaga Kerja (Jamsostek)	4.24% of employee's monthly basic salary.	Employees contribute 12%	<a href="http://www.jamsostek.co.id/">http://www.jamsostek.co.id/</a>
Japan	National Pension System		JPY14,410/month (for Apr 2008 to Mar 2009 : to be increased every year).	<a href="http://www.city.hiroshima.jp/e/resident/living/nenkin_e.pdf">http://www.city.hiroshima.jp/e/resident/living/nenkin_e.pdf</a>
Malaysia	Employees Provident Fund (EPF)	12% of employee's monthly gross salary excludes overtime payment.	8% of employee's monthly salary.	<a href="http://www.kwsp.gov.my/index.php?ch=p2employers&amp;pg=en_p2employers_empguide&amp;ac=294">http://www.kwsp.gov.my/index.php?ch=p2employers&amp;pg=en_p2employers_empguide&amp;ac=294</a>
Philippines	Social Security System (SSS)	7.06% of monthly basic salary. (Depends on employee's income range, ranging from PHP 70.70 for salary range of PHP 1,000 – 1,249.99, to PHP 1,060 for salary range of PHP 14,750 and above.)	3.33% of monthly basic salary. (Depends on employee's income range, ranging from PHP 33.30 for salary range of PHP 1,000 – 1,249.99, to PHP 500 for salary range of PHP 14,750 and above.)	<a href="http://www.sss.gov.ph/7777/sss/index2.isp?secid=111&amp;cat=2&amp;pg=null">http://www.sss.gov.ph/7777/sss/index2.isp?secid=111&amp;cat=2&amp;pg=null</a>
Singapore	Central Provident Fund (CPF)	14.5% of employee's monthly gross salary (For Employee Age 35 & below).	20% of employee's monthly gross salary (For Employee Age 35 & below).	<a href="http://mycpf.cpf.gov.sg/Employers/Gen-Info/cpf-Contri/ContriRa.htm">http://mycpf.cpf.gov.sg/Employers/Gen-Info/cpf-Contri/ContriRa.htm</a>
South Korea	National Pension Scheme	4.5% of monthly earning, up to a maximum contribution of KRW162,000 per month each (as at 2001).	4.5% of monthly earning, up to a maximum contribution of KRW162,000 per month each (as at 2001).	<a href="http://www.nzembassy.com/info.cfm?CFID=502&amp;CFTOKEN=99681217&amp;l=39&amp;p=60406&amp;s=nz&amp;c=8">http://www.nzembassy.com/info.cfm?CFID=502&amp;CFTOKEN=99681217&amp;l=39&amp;p=60406&amp;s=nz&amp;c=8</a>
Taiwan	Labour Pension System	Not less than 6% of the worker's monthly wages.	Voluntarily contribute up to 6% of the worker's monthly wages.	<a href="http://www.bli.gov.tw/sub.asp?a=0010397">http://www.bli.gov.tw/sub.asp?a=0010397</a>
Thailand	Social Security Fund	3% of monthly base salary (effective from 1 May 2009 until 31 Dec 2009) (To resume to 5% of monthly base salary on 1 Jan 2010).	3% of monthly base salary (effective from 1 May 2009 until 31 Dec 2009) (To resume to 5% of monthly base salary on 1 Jan 2010).	<a href="http://enews.mcot.net/view.php?id=10061">http://enews.mcot.net/view.php?id=10061</a>
US	Social Security & Medicare	1) Social Security: 6.2% of gross compensation up to a limit of US\$106,800 of compensation (resulting in a maximum tax of US\$6,621.60). 2) Medicare: 1.45% of wages with no limit.	1) Social Security: 6.2% of gross compensation up to a limit of US\$106,800 of compensation (resulting in a maximum tax of US\$6,621.60). 2) Medicare: 1.45% of wages with no limit.	<a href="http://en.wikipedia.org/wiki/Federal_Insurance_Contributions_Act">http://en.wikipedia.org/wiki/Federal_Insurance_Contributions_Act</a>
Vietnam	Social Insurance Fund	1) Social insurance (SI) - 2009 rates for SI is 15% (employer). The rates will increase by 1% per year from 2010 until it reaches 18% (employer). 2) Unemployment insurance (UI) - From 1 Jan 2009, Unemployment insurance (UI) contribution is at 1% (employer). 3) The Social insurance (SI) & Unemployment insurance (UI) percentages will be applied on the lower of (a) the contractual salary/allowance, and (b) the statutory cap (20 times the min salary).	1) Social insurance (SI) - 2009 rates for SI is 5% (employer). The rates will increase by 1% per year from 2010 until it reaches 8% (employer). 2) Unemployment insurance (UI) - From 1 Jan 2009, Unemployment insurance (UI) contribution is at 1% (employee) 3) The Social insurance (SI) & Unemployment insurance (UI) percentages will be applied on the lower of (a) the contractual salary/allowance, and (b) the statutory cap (20 times the min salary).	<a href="http://www.pacificbridge.com/publication.asp?id=100">http://www.pacificbridge.com/publication.asp?id=100</a>