

## Social security contributions and limits

Earnings-related pension contributions	2020	2019
Limit for TyEL earned income	60.57 EUR/month	59.36 EUR/month
Temporary employer, only temporary employees and payroll less than 8 676 EUR/6 months	25.30%	25.20%
Employer with insurance contract permanent employees or payroll at least 8 676 EUR/6 months. Basic TyEL contribution excluding client bonus and administrative cost including premium loss discount.		
2019 payroll under EUR 2 086 500	25.30%	25.20%
2019 payroll EUR 2 086 500 – 33 384 000	25.12%	25.01%
2019 payroll over EUR 33 384 000	25.09%	24.98%
Employee's share of TyEL contribution 17-52y and over 62y	7.15%	6.75%
Employee's share of TyEL contribution 53-62y	8.65%	8.25%
Lower limit for YEL earned income	7 958.99 EUR/year	7 799.37 EUR/year
Upper limit for YEL earned income	180 750 EUR/year	177 125 EUR/year
Unemployment: entitled to Kela's unemployment allowance	13 076 EUR/year	12 816 EUR/year
Entrepreneur can join an unemployment fund	13 076 EUR/year	12 816 EUR/year
YEL contribution 18-52y and over 62y	24.10%	24.10%
YEL contribution 53-62y*	25.60%	25.60%
new entrepreneur contribution 18-52y and over 62y	18.798%	18.798%
new entrepreneur contribution 53-62y*	19.968%	19.968%

\* The percentage for entrepreneurs aged over 53 is applied as from the beginning of the year following the year in which they turned 53 and continues till the end of the calendar year in which they turned 63.

Interest	2020	2019
Premium interest rate	2.00%	2.00%
Penalty interest for insurance contributions (1 Jan – 30 Jun)	8.00%	8.00%
Penalty interest for insurance contributions (1 Jul – 31 Dec)		8.00%

<b>Employer's sickness insurance contribution</b>	<b>2020</b>	<b>2019</b>
	1.34 %	0.77 %
<b>Insured person's contribution for daily allowance</b>	<b>2020</b>	<b>2019</b>
Employee, salary below EUR 14 574 p.a.	0.00 %	0.00 %
Employee, salary above EUR 14 574 p.a.	1.18 %	1.54 %
YEL entrepreneur, earnings below EUR 14 574 p.a.	0.00 %	0.00 %
YEL entrepreneur, earnings above EUR 14 574 p.a.	1.33 %	1.77 %
<b>Unemployment insurance contribution</b>	<b>2020</b>	<b>2019</b>
Of payroll which is no more than EUR 2 125 500 in 2020	0.45 %	0.50 %
Of part of payroll which exceeds EUR 2 125 500 in 2020	1.70 %	2.05 %
Employee's contribution	1.25 %	1.50 %
Employer's contribution for TyEL-insured part-owner	0.45 %	0.50 %
TyEL-insured part-owner's contribution	0.65 %	0.78 %
<b>Employee's group life insurance contribution</b>	<b>2020</b>	<b>2019</b>
On average	0.07 %	0.066 %
<b>Accident insurance contribution</b>	<b>2020</b>	<b>2019</b>
According to accident risk at work and insurance company's tariffs (average)	0.70 %	0.80 %
<b>Earnings-related pension indexes</b>	<b>2020</b>	<b>2019</b>
Wage coefficient	1.446	1.417
Earnings-related pension index	2 617	2 585
<b>Life expectancy coefficient</b>	<b>2020</b>	<b>2019</b>
	0.95404	0.95722