



# Enterprise ESS system cost vs benefit calculation in Iraq

How much does payroll cost in Iraq?

In Iraq, the typical estimation for employee payroll contributions cost is around 5%. Iraq operates a progressive income tax rate, ranging from 3% to 15%. Individual income tax is calculated based on annual income brackets. Pension in Iraq is funded by social security contributions.

How is pension paid in Iraq?

Pension in Iraq is funded by social security contributions. The pension benefits are calculated based on the employees salary history and years of service. The system provides various types of benefits, including retirement pensions, disability pensions, and survivor pensions for dependents.

How can a non-resident company payroll its employees in Iraq?

The only option for a non-resident company to payroll its employees (local and foreign) in Iraq is to use a fully outsourced service like Global Employment Outsourcing (GEO) which will employ and payroll the staff on their behalf. Do you have more questions?

What are the duties and responsibilities of an employee in Iraq?

**Tax Filing and Contributions:** Handle the registration, filing, and payment of employer taxes and social security contributions to the relevant authorities. **Employment Contracts:** Draft and maintain compliant employment agreements, detailing salary, benefits, working hours, and termination terms in line with Iraq's legal requirements.

What benefits does Iraq offer?

**Benefits Administration:** Provide mandatory employee benefits as required by Iraq's labor laws, such as health insurance, pension contributions, and statutory leave. Iraq's economy heavily relies on its oil sector, which contributes around 92% to its foreign exchange earnings.

What is an employer of Record (EOR) in Iraq?

An Employer of Record (EOR) acts as the legal employer for workers in Iraq, taking on key responsibilities to ensure compliance with local labor laws and regulations. The EOR facilitates the hiring process for businesses that want to employ workers without establishing a legal entity in the country.

Each calculator is regularly updated to reflect the latest tax rates and regulations, ensuring you have the most current information at your fingertips. Our tools cover a wide array of tax-related areas and matters in Iraq, including those listed below.

Incorporating an employee self service system into your HR and payroll processes is no longer just a best practice--it's essential for modern businesses. The efficiencies gained, cost savings realised, and



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improvements in employee ...



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