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## Smic (minimum wage for growth)

Verified 01 mai 2022 - Legal and Administrative Information Directorate (Prime Minister)

The minimum wage for growth ( Smic ()) is the statutory minimum hourly wage that the employee must earn. However, allowances are applicable in certain cases (apprentices and employees under 18 years of age). The current gross hourly smic amount is €10.85.

### General case

#### What's that about?

The minimum wage is the statutory minimum hourly wage below which the employee cannot be paid.

It applies to any major employee, regardless of the form of remuneration (time, performance, task, piece, commission or tip).

The employer may be fined in the amount of €1,500 the employee is paid less than the minimum wage. The employer may also be ordered to pay damages employee.

 **Please note** : the Smic does not concern VRP () which are not subject to working hours.

#### Amount

The amount of the net Sum is given as an indication, since contributions are not the same in all companies, in particular for the benefit.

For a major

The salary of a major employee may not be less than the amount of the SLIC.

Smic Amounts

| Smic         | Gross      | Net                                   |
|--------------|------------|---------------------------------------|
|              |            | (deduction of employee contributions) |
| Hourly Smic  | €10.85     | €8.58                                 |
| Monthly Smic | €1,645.58  | €1,302.64                             |
| Annual smic  | €19,747.00 | €15,631.75                            |

 **Please note** : the amount of the net Sum received by the employee depends on the company concerned and on certain contributions linked to the sector of activity.

For a minor

An employee under the age of 18 who has not yet completed 6 months of professional practice in his or her industry may receive a reduced Sum.

## Smic Amounts Decreased by a Minor Employee

| Employee Age         | Less gross hourly smic |
|----------------------|------------------------|
| 17 years             | €9.77                  |
| 16 years (and under) | €8.68                  |

A special allowance is also provided for young people in [professionalisation contract \(https://www.service-public.fr/particuliers/vosdroits/F15478?lang=en\)](https://www.service-public.fr/particuliers/vosdroits/F15478?lang=en) or [apprenticeship contract \(https://www.service-public.fr/particuliers/vosdroits/N11240?lang=en\)](https://www.service-public.fr/particuliers/vosdroits/N11240?lang=en).

To check if the salary paid is at least equal to the Smic, only certain amounts are taken into account.

## Amounts included in the calculation of the Smic

| Salary, Benefits and Premiums                                      | Is this taken into account? |
|--|-----------------------------|
| Base salary  | Yes                         |
| Benefits in kind   | Yes                         |
| Productivity premiums  | Yes                         |
| Reimbursement of costs (including freight)                         | No                          |
| Overtime Increases   | No                          |
| Participation and incentive grants                                 | No                          |
| Seniority, attendance or special working conditions (unsanitary)   | No                          |
| Vacation, end-of-year premiums, unless paid in monthly instalments | No                          |

## Conventional Minimum

The applicable collective agreement generally provides for a conventional minimum wage.

If the conventional minimum is less than the minimum wage, the employer shall pay an additional salary to reach the minimum wage.

If the minimum wage is higher than the minimum wage, the employer pays what is provided for in the collective agreement.

## How is it upgraded?

## 1 January

The Smic is upgraded every year at 1<sup>st</sup> January. It is indexed to measured inflation for the 20% of households with the lowest incomes. The revaluation of the smic is carried out on the basis of half the gain in purchasing power of the average hourly wage of workers and employees.

## In-year

If [consumer price index](https://www.insee.fr/fr/statistiques/serie/001763852) (https://www.insee.fr/fr/statistiques/serie/001763852) increase by at least 2 % in relation to the index established when the last amount of the SLIC is established, it shall be increased automatically in the same proportions.

## Boost

At any time, the government may increase the SIMF.

## What's that about?

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It applies to any major employee, regardless of the form of remuneration (time, performance, task, piece, commission or tip).

The employer may be fined in the amount of €1,500 if the employee is paid less than the minimum wage. The employer may also be ordered to pay damages to the employee.

 **Please note :** the Smic does not concern VRP () which are not subject to working hours.

## Amount

Smic amount in Mayotte

| Smic         | Gross      |
|--------------|------------|
| Hourly Smic  | €8.19      |
| Monthly Smic | €1,242.15  |
| Annual smic  | €14,905.80 |

To check if the salary paid is at least equal to the Smic, only certain amounts are taken into account.

Amounts included in the calculation of the Smic

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## Statute and miscellaneous references

- Labour Code: Articles L3231-2 to L3231-3 [↗ \(http://www.legifrance.gouv.fr/affichCode.do?idSectionTA=LEGISCTA000006189663&cidTexte=LEGITEXT000006072050\)](http://www.legifrance.gouv.fr/affichCode.do?idSectionTA=LEGISCTA000006189663&cidTexte=LEGITEXT000006072050)  
*Principles of the Smic*
- Labour Code: items R3231-1 to D3231-3 [↗ \(https://www.legifrance.gouv.fr/codes/section\\_lc/LEGITEXT000006072050/LEGISCTA000018487177\)](https://www.legifrance.gouv.fr/codes/section_lc/LEGITEXT000006072050/LEGISCTA000018487177)  
*Smic Minorisation (young employees)*
- Labour Code: items R3231-4 to D3231-6 [↗ \(http://www.legifrance.gouv.fr/affichCode.do?idSectionTA=LEGISCTA000018533880&cidTexte=LEGITEXT000006072050\)](http://www.legifrance.gouv.fr/affichCode.do?idSectionTA=LEGISCTA000018533880&cidTexte=LEGITEXT000006072050)  
*Smic Check*
- Decision of 19 April 2022 on raising the minimum wage for growth [↗ \(https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000045602317\)](https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000045602317)  
*Smic Amount*

## For more information, please contact

- Evolution of the Smic since 2001 [↗ \(https://www.insee.fr/fr/statistiques/1375188\)](https://www.insee.fr/fr/statistiques/1375188)  
*National Institute for Statistics and Economic Studies (INSEE)*