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Subject:	COMMISSION STAFF WORKING DOCUMENT Accompanying the document REPORT FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT AND THE COUNCIL on the data and information transmitted by Member States on minimum wage protection and the action plans to promote collective bargaining, pursuant to Article 10(3) of Directive (EU) 2022/2041

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COMMISSION STAFF WORKING DOCUMENT

Accompanying the document

REPORT FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT AND THE COUNCIL

on the data and information transmitted by Member States on minimum wage protection and the action plans to promote collective bargaining, pursuant to Article 10(3) of Directive (EU) 2022/2041

{COM(2026) 388 final}

1. Introduction

Directive (EU) 2022/2041([1]) (the “Minimum Wage Directive” or the “Directive”) establishes a framework for the adequacy of statutory minimum wages, promoting collective bargaining on wage-setting and enhancing effective access of workers to minimum wage protection. It constitutes one of the key deliverables of the European Pillar of Social Rights ([2]), in particular Principle 6 on wages.

The Directive requires all Member States to regularly report data and information on minimum wage protection (Article 10(2)). It also requires the establishment of action plans to promote collective bargaining by those Member States in which the collective bargaining coverage rate is below the threshold of 80% (Article 4(2)).

In addition, Article 10(3) of the Directive requires the Commission to analyse the data and information transmitted by Member States as well as the action plans, and to report to the European Parliament and the Council on this matter every second year. This Staff Working Document accompanies the first periodic report from the Commission to the European Parliament and the Council ([3]) prepared in accordance with Article 10(3). It presents a more detailed analysis than the report, which focuses only on the most relevant aspects. In addition, the statistical annex of this document provides the data and information transmitted to the Commission by Member States, as required by the Directive.

The present Staff Working Document consists of two parts:

- Part I on the data and information on minimum wage protection transmitted by Member States in accordance with Article 10(2) of the Directive, which covers the years 2021, 2022 and 2023.

- Part II on the action plans to promote collective bargaining established by Member States with a collective bargaining coverage rate below 80%, pursuant to Article 4(2) of the Directive.

It has been prepared on the basis of the information submitted by Member States and other publicly available sources. It is without prejudice to the compliance assessment of the national transposition measures that is being carried out by the Commission, as well as to the position the Commission might take in any future legal proceedings.

([1]) Directive (EU) 2022/2041 of the European Parliament and of the Council of 19 October 2022 on adequate minimum wages in the European Union, https://eur-lex.europa.eu/eli/dir/2022/2041/oj/eng

([2]) Interinstitutional Proclamation on the European Pillar of Social Rights, (2017/C 428/09), https://employment-social-affairs.ec.europa.eu/policies-and-activities/european-pillar-social-rights-building-fairer-and-more-inclusive-european-union_en

([3]) COM(2026)388

PART I: DATA AND INFORMATION ON MINIMUM WAGE PROTECTION UNDER ARTICLE 10(2)

Article 10(2) of the Minimum Wage Directive requires Member States to submit data and information on minimum wage protection and collective bargaining coverage. This requirement reflects the fact that reliable monitoring and data collection are essential for effective minimum wage protection, as explained in Recital (33) of the Directive. On the basis of submissions by Member States' national authorities, Part I of this document analyses the adequacy and coverage of statutory minimum wages, minimum wage protection provided only through collective agreements, as well as collective bargaining coverage.

The analysis in Part I of this Staff Working Document is based on self-reported data and information provided by all Member States under Article 10(2). The Directive leaves discretion to Member States as regards the choice of data sources and methodology for their reporting. As a result, the data submitted by Member States may differ from other available data sources – such as minimum wage statistics published by Eurostat ([4]).

The data and information submitted by Member States rely on a wide variety of sources. For the purposes of data collection, the Directive allows national authorities to rely on sufficiently representative sample surveys, national databases, harmonised data from Eurostat and other publicly accessible sources, such as the data from the Organisation for Economic Cooperation and Development (OECD). Furthermore, all the reported statistics and information must also be disaggregated by gender, age, disability, company size and sector as far as available. In exceptional cases where accurate data is not available, Member States may use estimates. In addition, the Directive allows Member States to omit from their submission statistics and information which were not available before 15 November 2024.

Most Member States report having a statutory minimum wage, while some provide minimum wage protection only through collective agreements. Reporting obligations under Article 10(2) of the Directive differ based on the minimum wage protection system that exists in a Member State ([5]). Table 1 contains information about the minimum wage protection system predominant in each Member State. In particular, 20 Member States report that they rely primarily on statutory minimum wages and seven report that minimum wage protection is provided for only in collective agreements.

([4]) Eurostat publishes minimum wage statistics based on comparable and harmonised data. See: https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Minimum_wage_statistics

([5]) Member States with statutory minimum wages report on the level of the statutory minimum wage, the share of workers covered by it, and on the existing variations and deductions. By contrast, Member States where minimum wage protection is provided for only in collective agreements report on the lowest pay rates in collective agreements covering low-wage earners and the share of workers covered by them (or estimates thereof), as well as on the level of wages paid to workers not covered by collective agreements in relation to wages paid to those who are covered. Regardless of their minimum wage protection system, all Member States report on the rate and development of collective bargaining coverage.

Table 1: Predominant minimum wage protection system, as self-reported by Member States

Statutory minimum wages	Bulgaria, Croatia, Cyprus ([6]), Czechia, France, Germany, Greece, Hungary, Ireland, Latvia, Lithuania, Luxembourg, Malta, the Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain
Minimum wage protection provided for only in collective agreements	Austria, Belgium ([7]), Denmark, Estonia ([8]), Finland, Italy, Sweden

2. Statutory minimum wages

Article 10(2) requires that Member States with a statutory minimum wage report its level, as well as the share of workers covered by it.

2.1. Level of statutory minimum wages

The levels of statutory minimum wages vary significantly across Member States in nominal terms ([9]). Luxembourg (EUR 2 509 per month), Germany (EUR 2 023), and the Netherlands (EUR 1 965) reported the highest minimum wages in 2023, followed by Ireland (EUR 1 910) and France (EUR 1 735). These five Member States had the highest gross statutory minimum wage levels over the years 2021 to 2023, although there were some changes in their ranking during this period. Spain and Slovenia also recorded statutory minimum wages above EUR 1 000, while in nine Member States ([10]), nominal rates ranged between EUR 700 and EUR 940. The lowest gross statutory minimum wages in 2023 were found in Bulgaria (EUR 399), followed by Hungary (EUR 615), Latvia (EUR 620) and Romania (EUR 622) ([11]) (Table A.1 in Annex). These Member States had the lowest minimum for all three years, albeit again with slight changes in their order (Graph 1).

([6]) Cyprus introduced a national statutory minimum wage in 2023. In 2021 and 2022, minimum wage protection was provided for in collective agreements or, in some sectors, through a sector-specific minimum wage.

([7]) Belgium reported that there is a collectively agreed national minimum wage covering all workers in the private sector and that, in parallel, there are different statutory minimum wages set by wage regulations for public sector workers. Since, according to their report, the predominant system is based only on the collectively agreed national minimum wage and there is no comprehensive data on the multiple wage regulations for the public sector, the analysis carried out in the present document is limited to what was reported by Belgium as regards its collectively agreed national minimum wage.

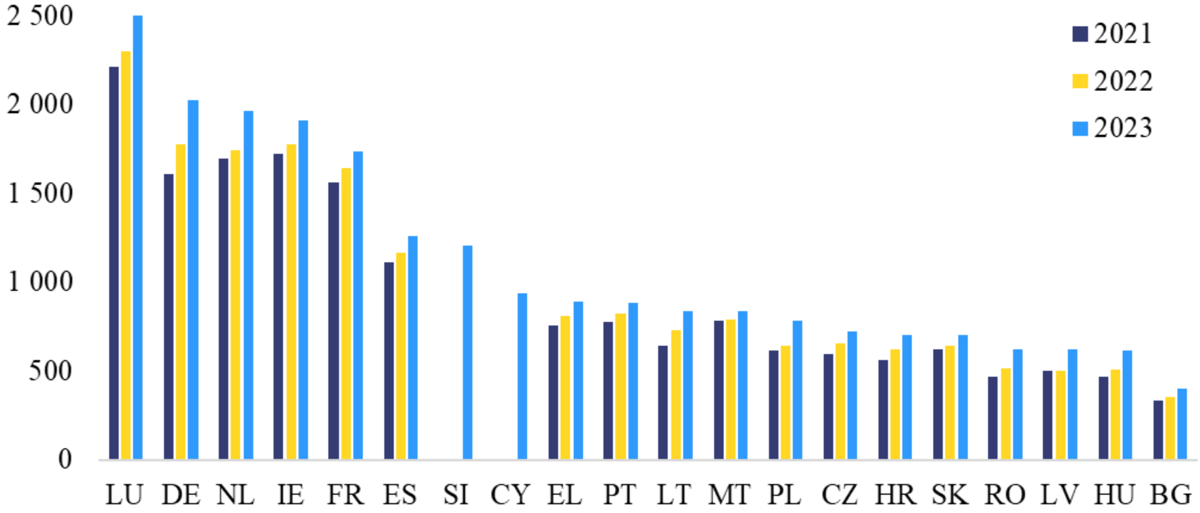
([8]) In most Member States with collectively agreed protection, minimum wage rates are agreed in the different collective agreements at sectoral level. However, Estonia, as Belgium, reported having a national minimum wage covering all employees.

([9]) For comparability purposes, reported statutory minimum wages have been converted into weighted averages of monthly minimum wages over the year, weighted by the number of months during which they were in place. Due to this conversion, results may differ from other published series of monthly minimum wages such as Eurostat [earn_mw_cur], which uses monthly minimum wages for specific months of the year.

([10]) Croatia, Cyprus, Czechia, Greece, Lithuania, Malta, Poland, Portugal, and Slovakia.

([11]) Comparisons of nominal minimum wage levels can be affected by the exchange rates between the euro and Member States' national currencies.

Graph 1: Statutory gross monthly minimum wage levels in the EU (in EUR)



Note: *Weighted average of monthly minimum wage level across the year. Conversion into monthly wage levels in line with methodology used by Eurostat [earn_mw_cur], including adjustments for 13th/14th salary for Greece, Portugal and Spain. Converted into EUR by applying the corresponding annual exchange rate. Data submitted by Slovenia only for 2023. Cyprus introduced a statutory minimum wage for most occupations in 2023.*

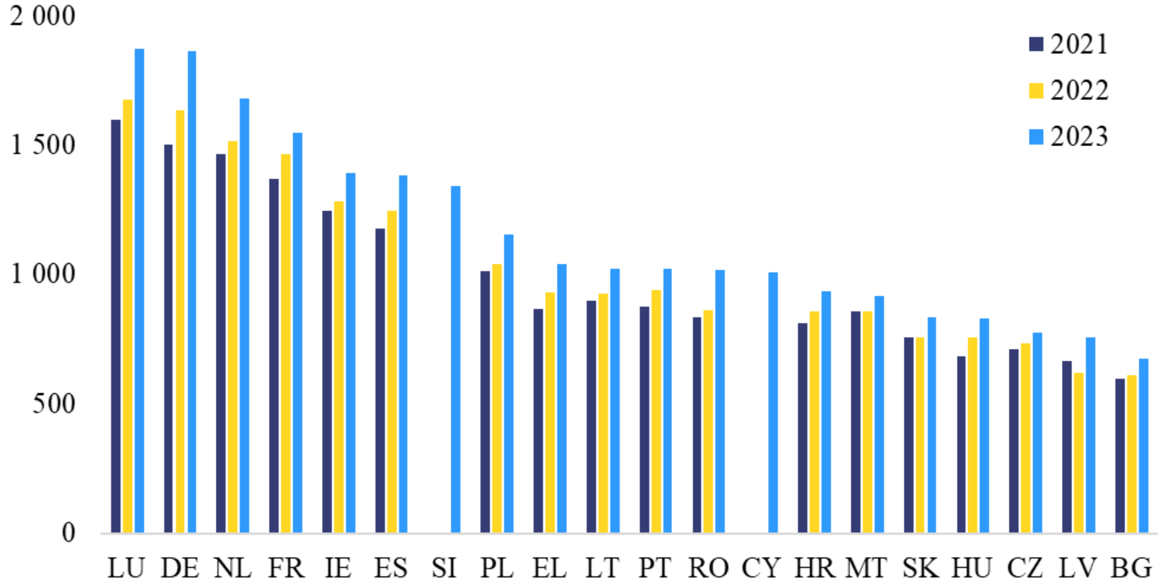
Source: *Member State submissions, converted into EUR and into average monthly wage levels.*

Disparities in statutory minimum wages across Member States are considerably smaller after differences in price levels are taken into account. Nominal minimum wages can be adjusted to account for differences in purchasing power – essentially, the amount of goods and services that minimum wage earners can afford. In this regard, while the highest gross monthly minimum wage in the EU was, in 2023, approximately six times greater than the lowest in nominal euro terms, this difference shrinks to less than three times when expressed in purchasing power standards (PPS). This reflects the fact that the price level tends to be lower in Member States with lower minimum wages. When expressed in purchasing power standards, gross monthly minimum wages were highest in Luxembourg (PPS 1 872 in 2023) and Germany (PPS 1 865), followed by the Netherlands (PPS 1 679) and France (PPS 1 546). Ireland, Spain and Slovenia have minimum wages between PPS 1 340 and PPS 1 400, followed by Poland (PPS 1 156). A group of five countries ([12]) reported minimum wages between PPS 1 000 and PPS 1 040 and four Member States' minimum wages ([13]) range between PPS 820 and PPS 940. The lowest statutory minimum wages were reported in Bulgaria (PPS 674 in 2023) followed by Latvia (PPS 755 in 2023) and Czechia (PPS 777) (Graph 2) (Table A.1 in Annex).

([12]) Greece, Lithuania, Portugal, Romania and Cyprus.

([13]) Croatia, Malta, Slovakia and Hungary.

Graph 2: Level of statutory gross monthly minimum wages in the EU (in PPS)



Note: Weighted average monthly wage levels converted into PPS using Eurostat [tec00120] purchasing power parities for household final consumption expenditure. Data submitted by Slovenia only available for 2023. Cyprus introduced a statutory minimum wage for most occupations in 2023.
Source: Member State submissions and European Commission calculations.

2.2. Growth of statutory minimum wages

In a context where low-wage earners were particularly affected by the rising cost of living, many Member States significantly increased their statutory minimum wages between 2021 and 2023. This time period was marked notably by the start of Russia's war of aggression against Ukraine, which triggered an energy crisis just as the European economy was recovering from the COVID-19 pandemic. These negative developments dampened economic growth and resulted in high inflation rates across the EU. During this period, all Member States increased their statutory minimum wages. Beyond the regular updates, several countries ([14]) also adopted ad hoc discretionary updates to support the purchasing power of minimum wage earners. In nominal terms, the most substantial increases during this period were recorded in Hungary (40.8%), Romania (33.7%) and Lithuania (30.8%). Increases over 20% were introduced in Bulgaria, Croatia, Germany, Latvia and Poland. Greece and Latvia saw increases of 16% to 18%. Member States recording increases of 10% to 15% include Czechia, France, Ireland, Luxembourg, Slovakia, Spain and Portugal. Only Malta (6.4%) recorded a nominal growth rate below 10% (Graph 3).

Statutory minimum wages grew faster in countries with initially lower levels, supporting upward convergence. In line with the objectives set out by the Directive, the variation ([15]) in nominal minimum wages across Member States declined between 2021 and 2023. This was supported by the catch-up of Member States with initially lower nominal levels, such as Hungary and Romania, which recorded the largest nominal growth over the period (40.8% and

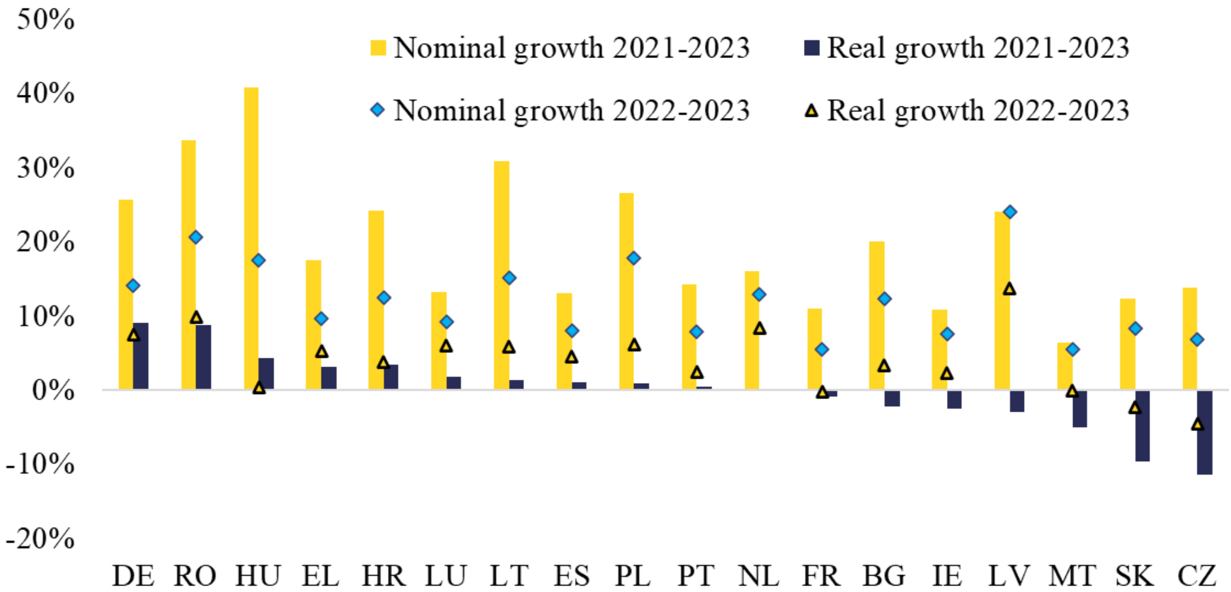
([14]) France, Germany, Greece, Luxembourg, Poland and Romania.

([15]) The analysis uses the coefficient of variation – defined as the standard deviation divided by the mean – as a measure of dispersion. This measure assesses changes in relative terms, accounting for increases in the mean.

33.7%, respectively). This upward convergence in statutory minimum wages in nominal terms has continued after the reference period.

After declining in 2022, the purchasing power of minimum wage earners recovered substantially in most Member States in 2023. Minimum wage earners experienced losses in their purchasing power in 2022 in all Member States but Germany and Hungary. In contrast, in 2023, minimum wages increased in real terms in all Member States except Czechia, Slovakia, France and Malta, resulting in a partial recovery of the previous year's losses. The largest real increase in 2023 was recorded in Latvia (13.7%), which had left its statutory minimum wage unchanged in 2022. Other Member States with real minimum wage growth over 5% in 2023 include Romania (9.9%), the Netherlands (8.4%), Germany (7.5%), Poland (6.2%), Luxembourg (6.0%), Lithuania (5.9%) and Greece (5.2%). In France and Malta, minimum wages recorded slight losses of -0.2% or less. Only in Slovakia and Czechia, two Member States with particularly high inflation, minimum wage earners experience substantial losses in their purchasing power (-2.4% and -4.6% respectively).

Graph 3: Statutory minimum wage developments



Note: Member States ordered by real growth rate over 2021-2023. Cyprus introduced a statutory minimum wage in 2023. Slovenia only reported data for 2023, thus no developments were assessed. Growth rate is computed based on changes in the annual weighted average of monthly statutory minimum wage levels.
Source: Member State submissions, converted into real wages using Eurostat [prc_hicp_aind].

These increases compensated for the loss of purchasing power due to high inflation in half of the Member States ([16])**.** In 2023, real statutory minimum wages were higher compared to

([16]) Increases which may have occurred in 2024 to further offset real wage losses experienced by minimum wage earners are not analysed in this document. Data and information on minimum wage protection in the post-2023 period will be analysed in the next periodic report by the Commission to the European Parliament and to the Council under Article 10(3) of the Directive, and shall cover the years 2024 and 2025.

2021 in 10 of the 18 Member States for which data was available ([17]). The largest increases were recorded in Germany (9%) and Romania (8.7%), while gains over 2% were recorded in Hungary (4.3%), Croatia (3.5% ([18])) and Greece (3.1%). More modest increases (below 2%) were recorded in Luxembourg, Lithuania, Spain, Poland, and Portugal. By contrast, small decreases of less than 1% were recorded in the Netherlands and France, while more pronounced declines between -2 and -5% occurred in Bulgaria, Ireland, Latvia and Malta. The largest losses in real statutory minimum wages were observed in Slovakia (-9.7%) and Czechia (-11.4%), where below-average growth in nominal minimum wages combined with above-average inflation (Table A.2 in Annex) ([19]).

2.3. Level of statutory minimum wages relative to the average/median wage

The Minimum Wage Directive requires Member States to use indicative reference values in their assessment of the adequacy of statutory minimum wages ([20]). While the choice of these reference values is at the discretion of Member States, the analysis in this document focuses on the 60% of the gross median wage and 50% of the gross average wage as these are mentioned as examples of reference values that are commonly used at the international level in Article 5(4) of the Directive. In addition, these reference values have been chosen by the majority of Member States. Adequacy based on such indicative reference values can be measured by the Kaitz index, which represents the ratio between the level of minimum wages and the median or average wage levels in a country.

In 2023, seven Member States had statutory minimum wages above 60% of the gross median wage or 50% of the gross average wage. Statutory minimum wages reached 60% of the median wage in six Member States (Graph 4), namely: Portugal, Slovenia, France, Poland, Germany and Greece. The Netherlands, Luxembourg, Romania, Spain, Cyprus, Hungary and Croatia were within five percentage points of the indicative reference value of 60%, while five Member States reached values between 50% and 54% of median wage ([21]). This index was lowest in Latvia and Malta in 2023, at less than 50%. A similar picture is observed when examining minimum wage levels relative to average wages. Statutory minimum wages in Slovenia, France, the Netherlands and Germany were above 50% of the average wage. Poland, Portugal, Greece, Spain, Luxembourg, Croatia and Slovakia were within five percentage points of the indicative reference value, while seven Member States reached indices of 39% to 44% of average wage ([22]). Minimum wage earners earned the least relative to the average wage in Bulgaria and Latvia, where the Kaitz index remained below 38% (Table A.3 in Annex).

([17]) For Cyprus and Slovenia, growth rates could not be computed as the data they submitted only pertains to statutory minimum wages in 2023.

([18]) As Croatia adopted the euro as its currency on 1 January 2023, comparisons of statutory minimum wage levels between 2021 and 2023 consider levels before 2023 applying the irrevocably fixed exchange rate for Croatia.

([19]) Subsequent increases which occurred outside of the reporting period have further offset the loss of purchasing power across the EU. See, for instance, European Commission: Directorate-General for Employment, Social Affairs and Inclusion, *Labour market and wage developments in Europe – Annual review 2025*, Publications Office of the European Union, 2025, https://data.europa.eu/doi/10.2767/1810636

([20]) Article 5(4) of the Directive.

([21]) Bulgaria, Czechia, Ireland, Lithuania and Slovakia.

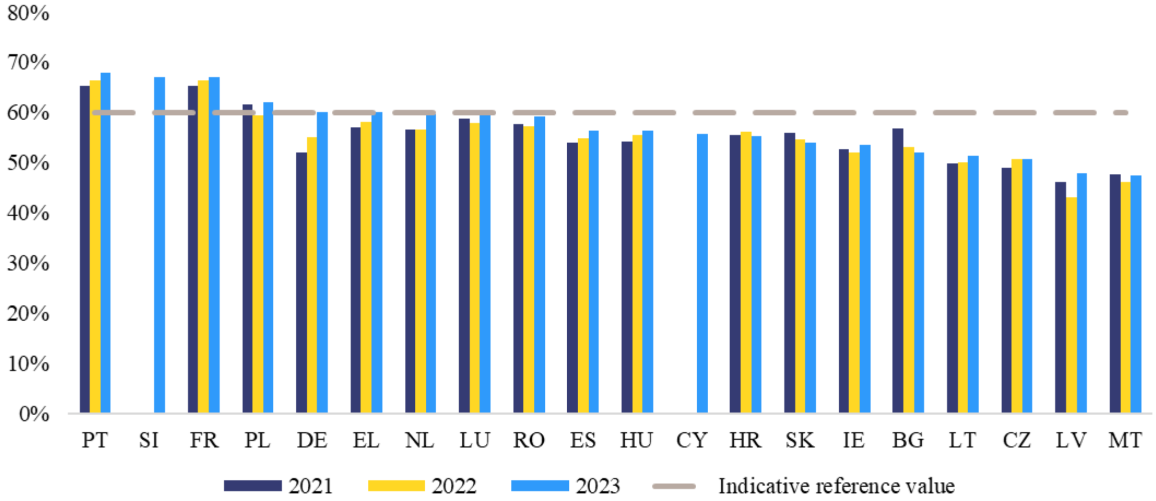
([22]) Cyprus, Czechia, Hungary, Ireland, Lithuania, Malta and Romania.

Increases in statutory minimum wages have narrowed the gap between lower and median wages in the majority of Member States. The largest increase in the ratio of statutory minimum wages to median wages occurred in Germany, where it grew by 8.1 percentage points between 2021 and 2023. Other Member States with sizeable increases in the Kaitz indices over this period of two to three percentage points include the Netherlands, Greece, Portugal, Spain and Hungary. Smaller increases of 0.5 to 2 percentage points were recorded in France, Czechia, Latvia, Romania, Lithuania, Ireland, Luxembourg and Poland. Only in Croatia, Malta, Slovakia, and Bulgaria, minimum wage earners experienced less nominal wage growth relative to the average/median earner, with losses of -0.2 to -4.8 percentage points.

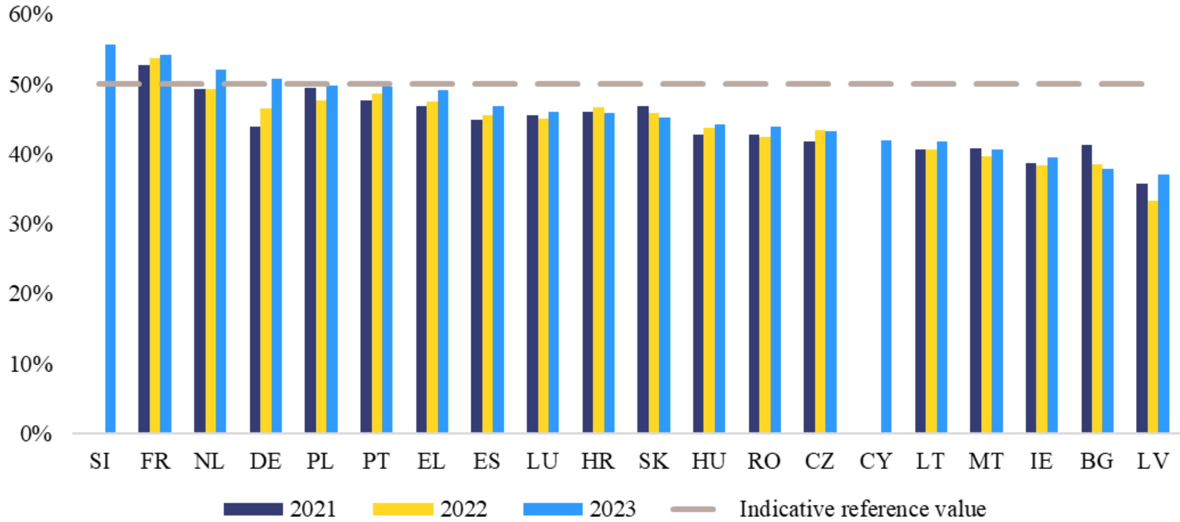
Developments in statutory minimum wages vis-à-vis average and median wages suggest a wage compression at the bottom of the wage distribution. Considered in isolation, minimum wage growth standing above average wage growth over this period leads to a compression at the bottom of the wage distribution. Spillover effects on wages close to the minimum wage may also occur following the increase in minimum wages and narrow the gap between low wages and the median wage. Furthermore, strong minimum wage growth in sectors with a high share of minimum wage earners may contribute to narrowing the pay gap between those sectors and sectors with a higher pay. Over the longer-term, spillover effects can also occur for wages closer to the median, potentially mitigating this compression effect.

Graph 4: Kaitz indices of EU Member States, 2021-2023

(a) Ratio of statutory minimum wage to median wage



(b) Ratio of statutory minimum wage to average wage



Note: *Kaitz indices show the average monthly statutory minimum wage (excluding 13th/14th month payments) as a proportion of (a) median and (b) average wages in each Member State. Median and average national wages are based on a harmonised calculation method using SES 2022 data, adjusted using the Labour Cost Index (LCI) for the relevant years. Earnings data covers full-time and part-time work, the latter converted into full-time equivalents, excluding apprentices. Wages and salaries exclude overtime pay, 13th/14th month payments, shift premiums, allowances, bonuses, etc. SES data includes information on enterprises with at least 10 employees, in NACE sectors B to S excluding O.*

Source: *Own calculations based on Member State submissions and Eurostat calculations of median and mean wages using the Structure of earnings survey (SES).*

2.4. Share of workers covered by statutory minimum wages

The share of workers earning the statutory minimum wage varies greatly across countries. Member States have reported shares that range from 1% to 25%. However, as they have applied a variety of sources and methodologies, the comparability of these shares across countries is very limited ([23]). As a result, the analysis in this Staff Working Document focuses primarily on changes in these shares within individual Member States between 2021 and 2023, rather than on comparisons across countries. Harmonised data published by Eurostat indicates that, in 2022, the share of workers earning less than 105% of the statutory minimum wage ([24]) ranged from 2.6% in Czechia to 13.0% in Bulgaria followed by France (12.7%) and Slovenia (12.6%) ([25]).

Yearly changes in the reported shares of workers earning the statutory minimum wage tend to be small. Between 2021 and 2023 ([26]), the share remained broadly stable with changes of less than one percentage point in Hungary (0.8 pp.), Czechia (0.3 pp.), Latvia (0.3 pp.), Lithuania (0.3 pp.), the Netherlands (0.2 pp.), Luxembourg (0.24 pp.), Malta (-0.3 pp.) and Ireland (-0.7 pp.). The share decreased by between one and two percentage points in Poland (-1.4 pp.) and Slovakia (-1.8 pp.), and by more than two percentage points in Bulgaria (-2.8 pp.), Croatia (-2.8 pp.) and Portugal (-2.9 pp.). By contrast it increased by slightly more than one percentage point in Spain (1.1 pp.), and by more than four percentage points in Germany (4.0 pp.), Romania (5.3 pp.) and France (5.3 pp.). The larger increases in the share of minimum wage earners suggest a wage compression at the bottom of the wage distribution.

2.5. Disaggregations for statutory minimum wages

For data about statutory minimum wages, sector, gender and company size were the most frequently provided disaggregations ([27]). Only five Member States provided data on shares of minimum wage earners by disability. Given the limited comparability between Member States, the analysis below focuses on within-country differences.

The share of workers earning the minimum wage tends to be higher among younger workers. In 2023, the share of workers earning the minimum wage was highest among younger employees in 10 of the 13 Member States which provided comparable disaggregations ([28]). The share of those aged under 25 earning the minimum wage is particularly high – more than three times the national share of minimum wage earners in Luxembourg and Slovenia. Differences

([23]) Some Member States only include those earning exactly the minimum wage, while others apply bands around its level. In addition, some only consider full-time workers, while others also include those working part-time workers. As a result, much of the variation between the shares reported by Member States may stem from differences in the methods applied and sources used.

([24]) The cut-off used to estimate the share of minimum wage earners includes a 5% mark-up to account for potential minor errors and discrepancies related to reporting, rounding and conversion.

([25]) Source: Eurostat and Structure of earnings survey (2022) using monthly wages. Includes all sectors without NACE section O and enterprises with less than 10 employees. Includes part-time workers but not apprentices. See: https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Minimum_wage_statistics

([26]) Developments in the share of minimum wage earners were calculated based on Member State submissions.

([27]) Most Member States reported the share of workers earning the minimum wage within each of the groups requested, while others report disaggregations in other ways. For comparability, this document analyses disaggregations provided by Member States who used the former, most commonly applied approach.

([28]) Czechia, Hungary, Ireland, Luxembourg, Netherlands, Poland, Portugal, Romania, Slovenia and Spain.

are even larger in some Member States when considering young workers under 20. For instance, in Ireland, more than 60% of young workers aged up to 19 are minimum wage earners – a share which is over eight times higher than the national average. By contrast, in Latvia, the share of minimum wage earners was highest among those aged 60 to 64 (1.4 times the national average), whereas in Slovakia, the share was highest among those above 55 years (1.2 times the national average).

Workers in the construction, hospitality, administrative and support service sectors are more likely to earn the minimum wage. While the sectors with the highest shares of minimum wage earners varied across Member States, these three were frequently among them. In 2023, the share of workers earning the minimum wage in these sectors was on average more than twice the national share. In the accommodation and food services sector, the share of minimum wage earners was more than three times the national average in Czechia (4.8 times), Luxembourg (3.8) and Slovakia (3.3). In the construction sector, this share was more than three times the national average in Hungary (3.0 times) and Slovenia (3.4), while in administrative support service activities, it was more than twice the national average in Czechia (3.2 times), Croatia (2.4), Slovenia (2.1) and Slovakia (2.0). Finally, for other service activities the share of minimum wage earners was more than twice the national share in Croatia (2.7 times), Hungary (2.4) and Slovakia (2.3).

Gender differences in the share of workers earning the minimum wage vary across Member States. In eight Member States (Croatia, Ireland, Luxembourg, the Netherlands, Portugal, Romania, Slovakia and Spain), women were more likely to earn the minimum wage than men, while the opposite is the case in five countries (Czechia, Hungary, Latvia, Poland and Slovenia). The largest gender gap was recorded in Luxembourg, where the share of women earning the minimum wage was 1.4 times the share among men. The highest relative overrepresentation of men was recorded in Slovenia, where the share of minimum wage earners among men was 1.5 times the one among women. These patterns partly reflect the different gender distributions across sectors. For example, in Slovenia, the large majority of workers in the construction sector, which has one of the highest shares of minimum wage earners, are men.

Workers in smaller companies are more likely to earn the minimum wage. The share of minimum wage earners declines as firm size increases across all Member States which reported comparable disaggregations ([29]), with the only exception of France and the Netherlands ([30]). In 2023, the share of minimum wage earners was highest among employees of microenterprises (1 to 9 employees), ranging from 1.3 times the national average (Netherlands) to 4.1 times (Czechia). The share of minimum wage earners in small enterprises of 10 to 49 employees was also above the national average in almost all Member States ([31]). The highest prevalence relative to the national average was recorded in Slovakia (1.5 times), Slovenia (1.5) and Ireland (1.4). The higher share of minimum wage earners in smaller firms might be linked to sectoral

([29]) Bulgaria, Czechia, Hungary, Ireland, Luxembourg, Poland, Portugal, Slovakia, Slovenia and Spain.

([30]) In France, the share of minimum wage earners was highest among employees of microenterprises (1-9 employees), followed by employees of firms with 50 to 99 employees. The lowest share of minimum wage earners was recorded among the largest firms. In the Netherlands, the share of minimum wage earners was highest among employees of microenterprises and lowest among employees of firms with 10 to 100 employees.

([31]) All Member States that provided this disaggregation except for the Netherlands and Spain.

composition, differences in productivity, and the lower collective bargaining coverage rate in smaller enterprises, among other factors.

Due to limited data availability, less is known about the relative share of statutory minimum wage earners among persons with disability. Only Czechia, Ireland, the Netherlands, Slovakia and Spain provided this disaggregation. In these countries, the share of minimum wage earners was consistently higher among employees with a disability. Where reported, the share of minimum wage earners among employees with a disability was less than two times the national average in Ireland (1.4 times) and Spain (1.4). Slovakia (2.1 times) ([32]) and the Netherlands (2.9) reported rates above 2 times the national average, while in Czechia ([33]) the share of minimum wage earners was 3.9 times higher than the national share.

2.6. Variations and deductions from statutory minimum wages

Variations of statutory minimum wages ([34])

In total, eleven Member States reported variations of statutory minimum wages (Table 2)**.** These variations allow employers to pay a sub-minimum wage to young workers (France, Germany, Ireland, Luxembourg, Malta and the Netherlands), students, apprentices, interns and trainees (France, the Netherlands and Portugal), recently hired employees (Cyprus and Germany), workers with disabilities (the Netherlands, Portugal), or workers in specific sectors, occupations or regions (Cyprus, France, Hungary and Latvia). In addition, Malta and Romania reported that they apply variations that require employers to pay a wage above the general statutory minimum level to workers in specific sectors or occupations.

Table 2: Variations of the statutory minimum wage in Member States

Variations allowing employees to be paid less than the statutory minimum wage	
Young workers	Cyprus, France, Germany, Ireland, Luxembourg, Malta, the Netherlands
Students, apprentices, interns and trainees	France, the Netherlands, Portugal
Recently hired employees	Cyprus, Germany
Workers with disabilities	the Netherlands, Portugal
Workers in specific regions, sectors or occupations	Cyprus, France, Hungary, Latvia
Variations requiring employees to be paid more than the statutory minimum wage	
Workers in specific sectors or occupations	Malta, Romania

Seven Member States reported having variations for young workers, whose stated aim was to facilitate their labour market integration, encourage them to remain in education,

([32]) For workers who are “fully disabled”. For “partially disabled” workers, the share of minimum wage earners is 1.5 times the national average.

([33]) Among employees receiving an invalidity pension.

([34]) Variations refer to different rates of statutory minimum wage for specific groups of workers.

and to support employers who train them. Young workers can be paid below the general statutory minimum wage in France, Germany, Ireland, Luxembourg, Malta and the Netherlands (Table 3). In Germany and Luxembourg these youth variations affect about 1% of the overall workforce. The age range and extent of the pay reduction allowed for these youth variations varied across Member States:

- **Cyprus** allows employers to pay 75% of the statutory minimum wage to workers younger than 18 for casual work not exceeding two consecutive months.
- **France** allows workers under 17 years and those aged 17 to be paid 80% and 90% of the statutory minimum wage, respectively, during the first six months of practice in their professional field.
- In **Germany**, workers under the age of 18, who have not completed vocational training may receive a wage that is no lower than two thirds of the general rate of the statutory minimum wage.
- In **Ireland**, workers younger than 18 can be paid 70% of the statutory minimum wage, while 18-year-olds are entitled to 80% and 19-year-olds to 90%.
- **Luxembourg** allows employers to pay 75% of the statutory minimum wage to workers aged 15 and 16, and 80% to those aged 17.
- **Malta** reports lower statutory minimum wages for workers under 17 years old and those aged 17. Between 2021 and 2023, their levels were set by law at approximately 95% and 96%, respectively, of the general statutory minimum wage.
- The **Netherlands** provides for a “minimum youth wage” for workers between the ages of 15 and 20. It gradually increases with age, as 15-, 16- and 17-year-olds can be paid 30%, 34.5% and 39.5% of the statutory minimum wage, respectively. Workers who are 18, 19 and 20 years old can be paid 50%, 60% and 80% of the statutory minimum wage.

Member States with youth variations have relatively high shares of minimum-wage earners and employment rates among the youngest workers. Four of the Member States with variations for young workers have some of the highest shares of minimum wage earners among young workers aged 14 to 19 – the Netherlands (78%), Germany (62%), Luxembourg (47%) and Ireland (39%) ([35]). By contrast, none of the Member States with the lowest shares of minimum wage earners in the 14-19 age group – Czechia (5%), Latvia (7%) and Portugal (8%) – have such variations. In addition, employment rates for workers aged 15 to 19 are higher than the European Union average (16.1% in 2023) in four Member States with youth variations – the Netherlands (70.9%, highest in the EU), Ireland (28.4%), Germany (28.3%), and Malta (21.3%). Furthermore, in the other two Member States with youth variations, employment rates for this age group are only slightly below the average – 15.0% in France and 14.1% in Luxembourg.

([35]) Estimates based on statutory minimum wages reported to Eurostat and applying a wage threshold of 105% of the statutory minimum wage.

Table 3: Member States reporting variations of the statutory minimum wages for young workers

Member State	**Worker's age**	**Level** (% of the general statutory minimum wage)
Cyprus	<18	75% (for casual work not exceeding two consecutive months)
France	<17	80% (during the first six months of practice in their professional field)
	17	90% (during the first six months of practice in their professional field)
Germany	<18	two thirds (for workers who have not completed vocational training)
Ireland	<18	70%
	18	80%
	19	90%
Luxembourg	15-16	75%
	17	80%
Malta	<17	~ 95%
	17	~ 96%
the Netherlands	15	30%
	16	34.5%
	17	39.5%
	18	50%
	19	60%
	20	80%

Students, apprentices, interns or trainees are subject to a variation of the minimum wage in three Member States. Such variations were reported by France, the Netherlands and Portugal (Table 4), and aim to encourage employers to supply vocational training, and thus improve the labour market integration of the apprentices:

- In **France**, the minimum level of pay for apprentices depends on their age and year in apprenticeship. It gradually increases from 27% of the statutory minimum wage for 16- and 17-year-old apprentices during the first year of their contract to the full level of minimum wage for those who are at least 26 years old. In addition, workers who are taking part in training can also have a professional training contract, whose aim is to encourage their entry or re-entry into the labour market. This type of contract allows employers to pay workers wages that range from 55% to 85% of the statutory minimum, depending on the workers' level of education.
- In **the Netherlands**, sub-minimum wages can be paid to students aged 18 to 20, who are enrolled in work-based upper-secondary education. For ages from 15 to 17, their level is the same as the minimum youth wages – i.e., 30%, 34.5% and 39.5% of the statutory minimum wage for 15-, 16- and 17-year-olds, respectively. Students who are 18, 19 and 20 years old can be paid 45.5%, 52.5% and 61.5% of the statutory minimum wage – in other words, amount that are somewhat lower than the corresponding minimum youth wages.
- In **Portugal**, interns, apprentices and trainees who are undergoing certified training may receive wages that are 80% of the statutory minimum wage. Employers can pay this lower wage at most for one year, except in cases where the worker's training programme qualifies them for their profession. In such cases, the time limit is six months.

Recently hired employees could be paid less than the statutory minimum wage in two Member States (Table 5):

- In **Cyprus**, a lower level (approximately 94%) of the statutory minimum wage applies to workers who have not yet completed six months of continuous employment at the same employer. This variation reflects the fact that employers use this period to train new employees.
- In **Germany**, workers who were previously long-term unemployed may, during the first six months of employment, receive pay that is no lower than two thirds of the general rate of the statutory minimum wage. Workers who were been previously long-term unemployed often face significant difficulties when re-entering employment. This variation aims to support the sustainable integration of the long-term unemployed into the labour market.

Table 4: **Member States reporting variations of the statutory minimum wages for students, apprentices, interns or trainees**

Member State	Worker's age	**Level** (% of the general statutory minimum wage)	
France [36]	**Variation:** apprentices		
	16-17	Year in apprenticeship: 1st	27%
		2nd	39%
		3rd	55%
	17-18	Year in apprenticeship: 1st	43%
		2nd	51%
		3rd	67%
	21-25	Year in apprenticeship: 1st	53%
		2nd	61%
		3rd	78%
	26+	100%	
	Variation: professional training contract		
	under 21	non-vocational 'bac' diploma or equivalent, or a vocational diploma at a level below the 'bac'	55%
		vocational 'bac' diploma or higher, or a higher education degree	65%
	21-25	non-vocational 'bac' diploma or equivalent, or a vocational diploma at a level below the 'bac'	70%
		vocational 'bac' diploma or higher, or a higher education degree	80%
	26+	non-vocational 'bac' diploma or equivalent, or a vocational diploma at a level below the 'bac'	85%
		vocational 'bac' diploma or higher, or a higher education degree	85%
the Netherlands	15	30%	
	16	34.5%	
	17	39.5%	
	18	45.5%	
	19	52.5%	
	20	61.5%	
Portugal	-	80% (for at most 1 year; maximum 6 months if training program qualifies the worker for the respective profession,)	

[36] In France, apprentices who are at least 21 years old and workers with a professional training contract who are at least 26 years old are eligible for the indicated minimum level of pay, unless a collective agreement provides for a higher level of remuneration.

Table 5: Member States reporting variations of the statutory minimum wages for recently hired employees

Member State	Level (% of the general statutory minimum wage)
Cyprus	~ 94% (workers who have not yet completed 6 months of continuous employment at the same employer)
Germany	two thirds (for workers who were previously long-term unemployed during the first 6 months of employment)

Several Member States reported variations for workers in specific regions, sectors or occupations (Table 6)**.** Such variations were typically justified by the economic situation in the region or by the particular nature of the sector or occupation:

- **France** has instituted a lower minimum wage in its department of Mayotte – at 76% of the level of the national statutory minimum wage – due to the fact that the economic situation in this overseas region is significantly different from that in continental France.

  In addition, France reports variations for two occupations – child minders and caretakers. Child minders are subject to a minimum pay of 28.1% of the statutory minimum wage per child and per hour of assistance provided. This variation aims to balance the interests of workers in these occupations with those of their employers, including the need to ensure that such assistance services remain affordable. Caretakers, who care for elderly people and people with disabilities, must be paid at least 2.5 times the hourly minimum wage per day, with additional pay if the person they care for requires increased presence or availability. This variation is justified by the caretakers' specific working conditions.

- In **Hungary**, workers engaged in public works can be paid 50% of the statutory minimum wage. This variation aims to ensure that job seekers do not engage in public works – which are regarded as a transitional labour market measure – for prolonged periods of time, and that they seek regular employment.

- **Latvia** allows prisoners to be paid 50% of the general statutory minimum wage level, arguing that prison work does not primarily aim at providing workers with income, but rather at supporting their rehabilitation and maintaining their professional and social skills.

Some Member States reported variations that require employees to be paid more than the statutory minimum wage:

- In **Cyprus**, workers in the hotel industry are covered by a dedicated decree, based on an agreement with the social partners, that sets minimum wages exclusively for occupations in this sector ([37]). In 2023, they ranged from being 7% higher than the general level of the minimum wage for porters to being 22% higher for receptionists and minibar employees.

- In **Malta**, so-called Wage Regulation Orders are in place to provide for sector- wage structures that go beyond the national statutory minimum wage. They aim to ensure fair and adequate pay in industries where workers may have less bargaining power or where collective agreements may be absent. In many sectors, the Wage Regulation Orders set a minimum level of pay that is at the level of the general minimum wage. However, in some sectors and occupations, higher wages are set to account for factors such as skill level, job experience or work performed outdoors.
- **Romania** applies higher minimum wages to the agriculture, food and construction industries as they are frequently affected by economic volatility, cost fluctuations and seasonality. At the end of 2023, wages in these sectors were 39% higher than the general statutory minimum wage in construction and 4% higher in the agriculture and food sector. The higher wages aim to protect vulnerable employees and increase the attractiveness of work in these industries relative to other sectors in the economy or outside the country.

Table 6: Member States reporting variations of the statutory minimum wages for specific sectors, occupations or regions

Member State	**Sector, occupation or region**		**Level** (% of the general statutory minimum wage)
France	region	Mayotte	76%
	occupation	child minders	28.1% of the statutory minimum wage per child and per hour of assistance provided
	occupation	caretakers	2.5-times the hourly minimum wage per day
Hungary	occupation	workers engaged in public works	50%
Latvia	occupation	prisoners	50%
Variations requiring employees to be paid above the statutory minimum wage:			
Cyprus	sector and occupation	occupations in the hotel industry	occupation-specific, ranging from 106% for porters to 122% for receptionists (at the end of 2023)

([37]) In addition, Cyprus reported that agricultural, domestic and shipping workers were excluded from its general statutory minimum wage decree.

Malta	sector and occupation	Wage Regulation Orders	typically starting at the general minimum wage level, with higher pay in some sectors and occupations to account for factors such as skill level, job experience or work performed outdoors
Romania	sector	construction	139% (at the end of 2023)
	sector	agriculture and food	104% (at the end of 2023)

The Netherlands and Portugal reported variations of the statutory minimum wage for workers with disabilities. In the Netherlands, employers could receive dispensation from paying the statutory minimum wage to some workers affected by a disability from a young age. With the aim of facilitating access to the labour market for people with disabilities, Dutch employers may be allowed to pay a sub-minimum wage. Its level is based on an independent assessment of the wage value of the employee's work based on productivity and the standard wage associated with the worker's position. In Portugal, workers with disabilities may be paid a wage below the statutory minimum if the difference between full capacity and the worker's effective capacity is greater than 10%. The reduction may not exceed a maximum limit of 50% and requires effective capacity to be certified at the worker's request.

Deductions from statutory minimum wages ([38])

Eight Member States reported they applied deductions from the statutory minimum wage (Table 7)**.** In some, they apply when housing (Cyprus, Ireland, the Netherlands), food (Cyprus, Ireland) or health insurance (the Netherlands) are provided by the employer. Other countries have reported deductions for fines related to unjustified absences and violations of health and safety regulations (Poland), compensation for damage caused to the employer (Lithuania, Poland), as well as child support payments and other administratively or judicially sanctioned deductions (Croatia, Czechia, France, Lithuania). In many cases, the extent of the deductions is limited to a specified proportion of the worker's wage. Other deductions may be applied as specified by law, or only until a protective lower threshold (a 'non-seizable' minimum) is reached, which guarantees a minimum level of income for the recipient.

([38]) Deductions reduce the remuneration paid to a level below that of the relevant statutory minimum wage.

Table 7: Member States reporting deductions from statutory minimum wages ([39])

Member State	Brief description of deduction	Amount of deduction
Croatia	deductions agreed in collective agreements	maximum 5% of the monthly minimum wage
Cyprus	food	maximum 15% of the minimum monthly salary
	accommodation	maximum 10% of the minimum monthly salary
Czechia	deductions ordered by a court (to enforce a previously established obligation that the employee has failed to fulfil voluntarily)	Deduction cannot exceed an amount that would bring the household's income below a protective threshold ('non-seizable amount') ([40]).
France	amounts paid in advance to employee to cover the provision of work-related tools, equipment or materials, or other cash advances	cost of work-related tools, equipment or materials; or maximum 10% of the monthly salary for other cash advances
	seizures and transfers to ensure the payment of debts	Deduction cannot exceed an amount that would bring the employee's income below a non-seizable amount equal to the active solidarity income (a minimum income benefit) for a single person.
	withholding of unpaid child support	Deduction cannot exceed an amount that would bring the employee's income below a non-seizable amount equal to the active solidarity income (a minimum income benefit) for a single person.

([39]) Some Member States reported the withholding of income taxes and social insurance contributions by the relevant national authorities as deductions from statutory minimum wages. However, since all Member States engage in such withholding, they are not included in the table.

([40]) The purpose of the non-seizable amount is to prevent material hardship and to encourage workers to stay in legal employment. In Czechia, it is calculated based on the subsistence minimum, normative housing costs and the number of household members.

Ireland	food	fixed amount per hour worked ([41])
	accommodation	fixed amount per day or per week ([42])
Lithuania	apprenticeship	maximum 20% of the minimum monthly wage
	recovery of money not used by employee for intended purpose	maximum 20% of the minimum monthly wage
	recovery of overpaid amounts	maximum 20% of the minimum monthly wage
	compensation for damage caused to employer	maximum 20% of the minimum monthly wage
	recovery of pay for vacation days granted in excess of allowance upon termination of employment	maximum 20% of the minimum monthly wage
	recovery based on enforcement proceedings – ordinary claims (e.g. debts)	maximum 10% of the minimum monthly wage
	recovery based on enforcement proceedings – maintenance (alimony)	maximum 30% of the minimum monthly wage
	recovery based on enforcement proceedings – compensation for damage caused by injury or loss of a breadwinner	maximum 30% of the minimum monthly wage
the Netherlands	housing	maximum 25% of the minimum wage
	health insurance	maximum annual amount ([43])
	housing and health insurance for persons with a disability	no maximum amount
Poland	deductions in relation to maintenance obligations (alimony)	maximum 40% of the worker's remuneration
	amounts paid in advance to employee to cover work-related expenses	maximum 25% of the minimum wage

([41]) EUR 0.91, 0.94 and 1.01 per hour worked in 2021, 2022 and 2023, respectively

([42]) EUR 24.10 per week (EUR 3.45 per day), 24.81 per week (3.55 per day) and 26.70 per week (3.81 per day) in 2021, 2022 and 2023, respectively

([43]) EUR 1 473 and 1 522 in 2021 and 2022, respectively, and EUR 1 649, increased by 10%, per year in 2023

	financial penalties related to unjustified absences and violations of health and safety regulations	maximum 10% of the minimum wage
	deductions from the remuneration applying to imprisoned persons	58% of remuneration deducted, of which: - 7% towards the Crime Victim Support and Penitentiary Assistance Fund - 51% towards the Convict Professional Activation and Development of Prison Employment Facilities Fund

3. Minimum wage protection provided for only in collective agreements

Seven Member States reported that minimum wage protection is provided only through collective agreements. These countries are Austria, Belgium, Denmark, Estonia, Finland, Italy and Sweden. Under Article 10(2) of the Directive, such Member States are required to report the lowest pay rates provided for in collective agreement covering low-wage earners ([44]) and the share of workers covered by them. If accurate data is not available to the responsible national authorities, Member States can report estimates.

Member States have identified collective agreements covering low-earning workers and submitted data on the lowest pay rates found among them. These lowest pay rates were found in collective agreements applying to cinema operators (Austria) ([45]), the retail sector (Denmark), the shoe and leather industry (Finland), social cooperatives (Italy), as well as a joint collective agreement for the health, social work and education sectors (Sweden). Belgium and Estonia have reported pay rates from a collective agreement which applies to all workers.

The collective agreements with lowest pay rates covered varying numbers of workers. The collective agreement for the retail sector in Denmark covered approximately 50 000 workers, while the joint multi-sector agreement reported by Sweden covers half a million employees. The collective agreement for the shoe and leather industry in Finland covered a very small number of workers (fewer than 900). However, Finland also reported the pay rates in the collective agreements for the horticulture sector (4 000 workers) and for rural industries (11 000 workers), which were only about 50 EUR a month higher than those for the shoe and leather industry. The collective agreement for social cooperatives in Italy covered approximately 420 000 workers.

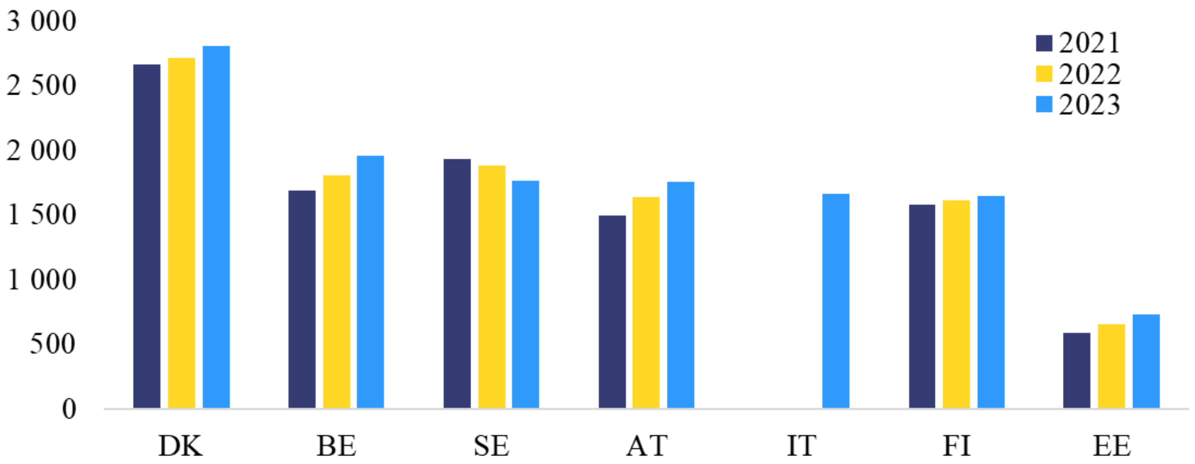
([44]) Eurostat defines low-wage earners as employees earning two-thirds or less of the national median gross hourly earnings. However, the Directive allows Member States to use their own definitions.

([45]) In addition, Austria has also submitted data about workers earning less than two thirds of the median hourly wage – a statistical threshold that was set by a ministerial group involving the social partners. To ensure consistent analysis across Member States, this document analyses only the information that Austria provided regarding the collective agreement with the lowest pay rates and does not analyse the statistical threshold.

3.1. Lowest pay rates provided for in collective agreements covering low-wage earners

The lowest nominal pay rates (46) **in collective agreements vary considerably across countries** (Graph 5) (47). In 2023, Denmark recorded the highest rate (EUR 2 807 per month), followed by Belgium (EUR 1 955). Pay rates ranged between EUR 1 600 and EUR 1 800 were reported by Sweden (EUR 1 762), Austria (EUR 1 750), Italy (EUR 1 659) (48) and Finland (EUR 1 642), while Estonia reported the lowest pay rate (EUR 725) (Table A.1 in Annex).

Graph 5: Monthly lowest pay rates provided for in collective agreements (in EUR)



Note: Conversion into monthly wage levels based on Member States submissions, in line with methodology used by Eurostat [earn_mw_cur] where applicable. Converted into EUR by applying the corresponding annual exchange rate. Adjusted for more than 12 monthly salaries where reported (Austria, Italy). Italy reported the 25th percentile of the pay rate distribution, rather than the lowest pay rate, in collective agreements covering low-earning workers, and only for year 2023.
Source: Member State submissions, converted into EUR and into monthly wage levels.

Disparities in collectively agreed lowest pay rates across Member States are smaller after differences in price levels are taken into account (Graph 6). In 2023, the nominal lowest pay rates were almost four times greater in the country where they were highest (Denmark) than where they were lowest (Estonia). When expressed in purchasing power standards to adjust for the fact that Member States with higher pay rates tend to have a higher price level, the difference decreases to less than three times. In purchasing power standards, in 2023, these pay rates afforded the greatest purchasing power to workers in Denmark (PPS 1 934 per month), followed by Italy (PPS 1 696) (49), Belgium (PPS 1 665), Austria (PPS 1 565) and Sweden (PPS 1 541), all with rates above PPS 1 500. In terms of purchasing power, lower pay rates were recorded in Finland (PPS 1 320), and the lowest – by a significant margin – in Estonia (PPS 719).

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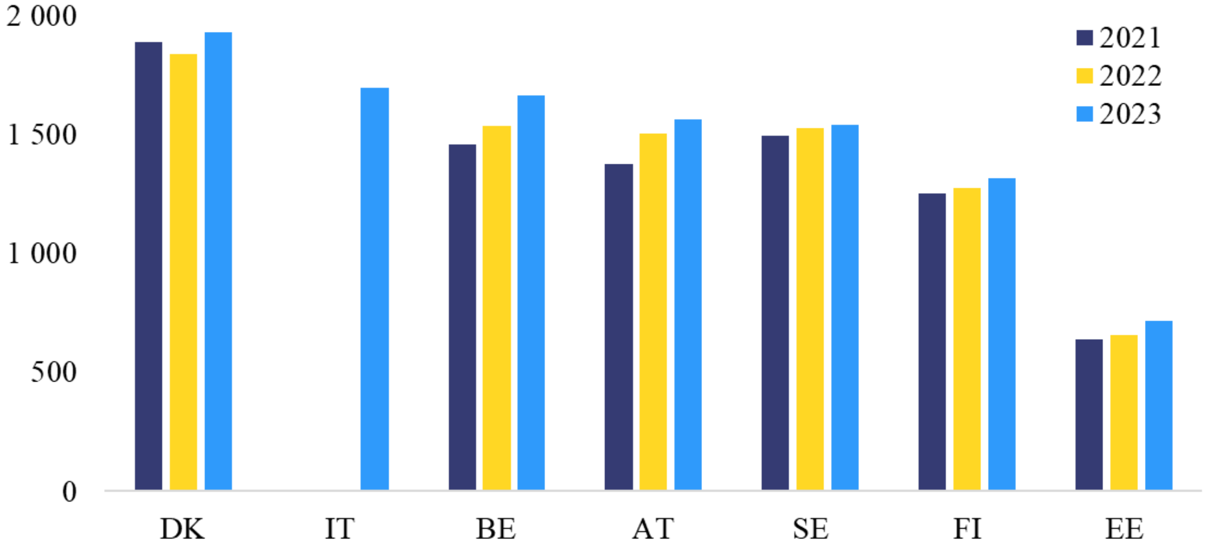
(46) Lowest pay rates in Austria and Italy have been adjusted to account for the fact that, in these Member States, more than 12 monthly salaries are paid out per year.

(47) Comparisons of nominal pay rates expressed in euros can be affected by exchange rate developments. For instance, Sweden exhibits decreasing nominal lowest pay rates during 2021-2023 in euros, although the nominal amount was increasing in the national currency (SEK).

(48) Italy reported the pay rate at 25th percentile, rather than the lowest pay rate, of the selected collective agreements covering low-earning workers.

(49) Based on the 25th percentile of the low pay rate distribution, rather than the lowest pay rate.

Graph 6: Monthly lowest pay rates provided for in collective agreements (in PPS)



Note: *Conversion into monthly wage levels in line with methodology used by Eurostat [earn_mw_cur], conversion into PPS using Eurostat [tec00120] purchasing power parities for household final consumption expenditure. Adjusted for more than 12 monthly salaries where reported (Austria, Italy). Italy reported the 25th percentile of the pay rate distribution, rather than the lowest pay rate, in collective agreements covering low-earning workers, and only for year 2023.*

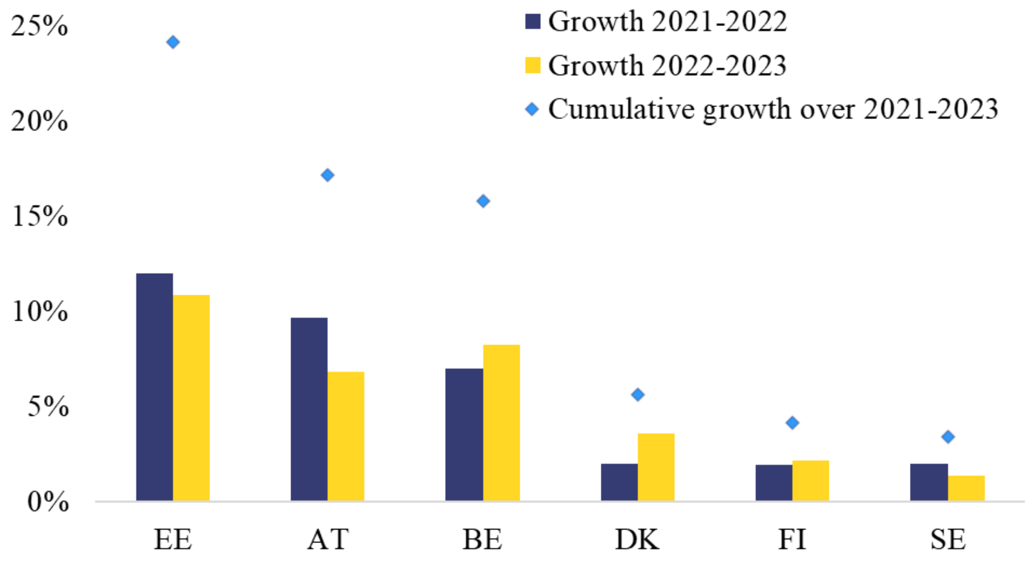
Source: *Member State submissions, converted into monthly wage levels and PPS.*

Between 2021 and 2023, lowest pay rates provided for in collective agreements grew in all Member States ([50]) but the extent of these increases differed significantly. In nominal terms, growth exceeded 10% in Estonia (24%), Austria (17%) and Belgium (16%), while more modest increases ranging between 3% and 6% were recorded in Denmark (6%), Finland (4%) and Sweden (3%) ([51]) (Graph 7). Despite the increase in inflation during this period, year-on-year growth remained relatively steady across 2022 and 2023.

([50]) This comparison excludes Italy as data was only provided for 2023, and no computation of growth rates was therefore possible.

([51]) Growth rates are calculated in national currency, as pay rates expressed in euros can be affected by developments in exchange rates.

Graph 7: Nominal growth in lowest pay rates, 2021-2023

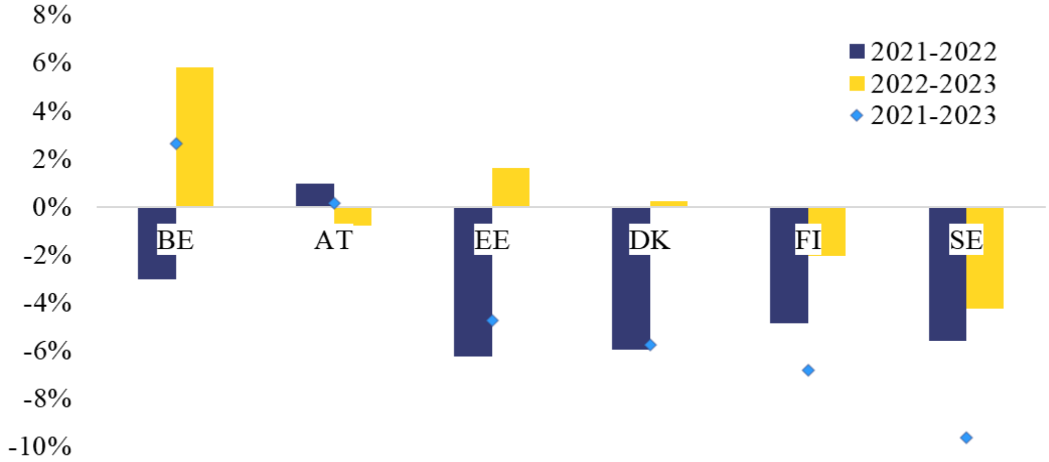


Note: Nominal growth rates in national currencies. Member States ordered by nominal growth rates over 2021-2023. Growth rates for Italy were not available as data was provided for 2023 only. Lowest pay rates for Belgium refer to the private sector.

Source: Member State submissions.

Nominal increases in negotiated wages for the lowest paid occupations largely fell short of inflation during the reference period (Graph 8). Between 2021 and 2023, the purchasing power of lowest pay rate earners fell in most Member States with minimum wage protection provided only by collective agreements by between -5% and -10%. The largest loss was recorded in Sweden (-10%). Smaller but still significant losses were recorded in Finland (-7%), Denmark (-6%) and Estonia (-5%). In Austria lowest pay rates remained relatively stable in real terms (0.2%), while in Belgium they grew by 3% (Table A.2 in Annex).

Graph 8: Real growth in lowest pay rates, 2021-2023



Note: Real growth rates in national currencies. Member States ordered by real growth rates over 2021-2023. Growth rates for Italy were not available as data was provided for 2023 only. Lowest pay rates for Belgium refer to the private sector.

Source: Member State submissions.

The extent of purchasing power losses among minimum wage earners may reflect the ability of minimum wage protection systems to react to high inflation in a timely manner. In most countries where such protection is provided through collective agreements, lowest pay rates earners experienced real wage losses between 2021 and 2023. The picture is more mixed among Member States with statutory minimum wages. In the context of exceptionally high inflation levels in 2022 and 2023, this may reflect the ability of different wage-setting systems to react to high levels of inflation. In countries where minimum wage-setting requires engaging in collective bargaining, adjustments to unforeseen circumstances such as sudden surges in inflation may take more time ([52]). In addition, Member States differ in the relative amounts of bargaining power held by the employers and workers, as well in the way they account for inflation expectations in the wage-setting process. For instance, in Austria, inflation levels to be taken into account are agreed upon by social partners before the first negotiating round, while, in Denmark and Sweden, social partners consider various economic indicators during their negotiations ([53]). However, the economic and social impact was mitigated by the fact that lowest pay rates in Member States, which rely on collective agreements for minimum wage protection, tended to be relatively high compared to statutory minimum wages in other EU countries.

3.2. Level of wages paid to workers not covered by collective agreements and its relation to the level of wages paid to workers covered by collective agreements

Workers who were covered by collective agreements tended to earn more than those who were not covered ([54]). In 2023, average wages of covered workers in Austria, Denmark and Finland were 4.4%, 3.1% and 3.1% higher, respectively, than those earned by workers who were not covered by a collective agreement. In Sweden – which reported on the difference between median rather than average wages – covered workers earned slightly less than those who were not covered. However, this comparison is distorted by the lower coverage rate of high-wage white-collar employees. In blue-collar occupations, Swedish workers covered by collective agreements earned median wages that were 6.4% higher in 2023 than those earned by non-covered workers. Belgium and Italy reported that all workers were covered by collective agreements, while Estonia reported a collective agreement which establishes a national minimum wage for all workers. As a result, these Member States could not provide a comparison between the wages of covered and uncovered workers.

([52]) OECD Employment Outlook (2023).

([53]) Eurofound Annual Review (2023).

([54]) Note that, in Member States with a high collective bargaining coverage rate, this comparison may be less informative than in Member States where many workers are not covered by collective agreements.

4. Collective bargaining coverage

The Minimum Wage Directive promotes collective bargaining on wage-setting as it supports adequate minimum wage protection. Well-functioning collective bargaining on wages, combined with a high coverage of workers by collective agreements, can help to ensure that minimum wages provide for a decent standard of living ([55]). Article 10(2)(a) of the Directive requires Member States to report on the rate and development of collective bargaining coverage ([56]) ([57]). Furthermore, under Article 4(2), Member States with a collective bargaining coverage rate below 80% must establish an action plan to promote collective bargaining (see Part II of this document).

4.1. Rate and development of collective bargaining coverage

Collective bargaining coverage rates vary widely across EU countries, with some Member States covering all employees and others less than a fifth (Graph 9). For 2023, Belgium and Italy reported coverage rates of 100%, while six additional Member States also reported collective bargaining coverage rates above the 80% threshold, namely Austria (94.9%), Spain (91.8%), Finland (88.8%), Sweden (88%), Portugal (83.3%) and Denmark (81%). Between three quarters and half of the workers were covered by collective agreements in the Netherlands (72.6%), Slovenia (65.3%) and Luxembourg (57.3%). Between half and a quarter of the workers were covered by collective agreements in Germany (49.5%), Czechia (42.4%), Latvia (31.6%), Malta (31%), Romania (28.0%), Slovakia (27%) and Cyprus (24.9%). Finally, the lowest rates of collective bargaining coverage, below 20%, were reported by Estonia (19.1%), Bulgaria (16.2%), Hungary (14.8%) and Poland (11.6%) ([58]) (Table A.4 in Annex). Of the seven Member States which reported having minimum wage protection provided only through collective agreements, six (Belgium, Italy, Austria, Finland, Sweden and Denmark) reported collective bargaining coverage rates higher than 80% ([59]).

The collective bargaining coverage rates reported by the Member States are very close to those found in other data sources. In particular, they are very close to the harmonised estimates for the years 2021-2023 found in the OECD/AIAS database on Institutional Characteristics of Trade Unions, Wage Setting, State Interventions and Social Pacts (ICTWSS). The only significant differences can be seen in the cases of Bulgaria, Romania and Slovenia, whose reported coverage rates are more than 10 percentage points lower than those found in the OECD/AIAS database. For Bulgaria and Romania, these differences appear to be a result of using administrative data sources which capture collective agreements concluded at

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([55]) See Recital 22 of the Directive.

([56]) Collective bargaining coverage is defined in Article 3 of the Directive as *"the share of workers at national level to whom a collective agreement applies, calculated as the ratio of the number of workers covered by collective agreements to the number of workers whose working conditions may be regulated by collective agreements in accordance with national law and practice"*.

([57]) 22 Member States have submitted data on their collective bargaining coverage for at least one year during the 2021-2023 time period. Croatia, France, Greece, Ireland and Lithuania did not submit data on collective bargaining coverage rates for any of the three years.

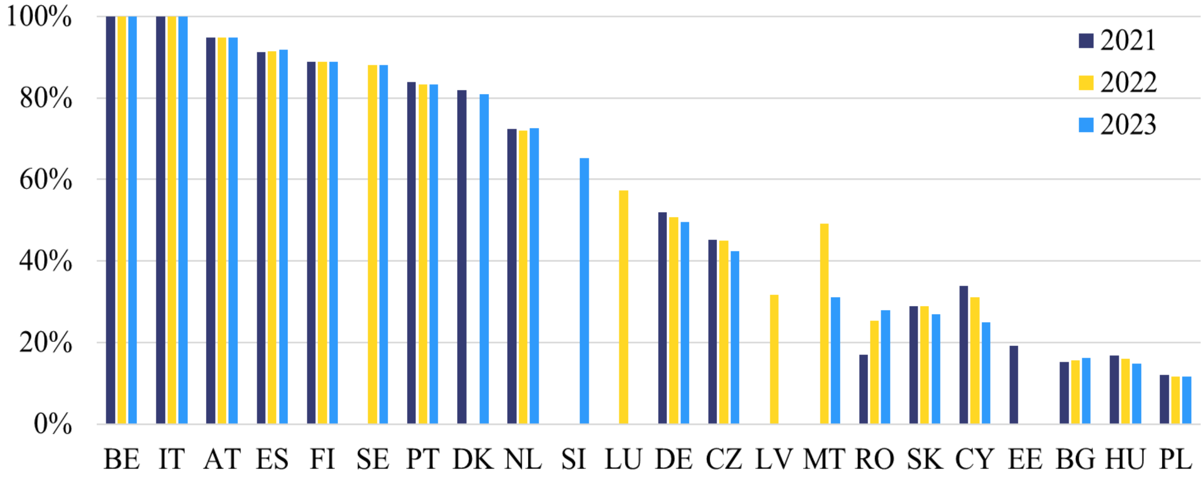
([58]) Due to data availability, collective bargaining coverage rates for Luxembourg and Latvia in this comparison refer to the year 2022, whereas the rate for Estonia refers to 2021.

([59]) Estonia reported a much lower collective bargaining coverage rate of 19.1%. However, it has a minimum wage protection system where a collective agreement determines a national minimum wage, which applies to all workers.

enterprise level and may not fully account for coverage extended from higher-level collective agreements. In the case of Slovenia, the most recent available figure in the OECD/AIAS database is rather dated, as they refer to 2016. Slovenian national authorities indicated in their submission that, since the adoption of the Minimum Wage Directive, they have worked to establish suitable data source and data processing mechanisms to address the data reporting obligations of the directive.

Between 2021 and 2023, collective bargaining coverage rates changed relatively little in most Member States. Collective bargaining coverage rates tend to evolve slowly over time. This is linked to the fact that collective agreements may be valid for multiple years and may not be regularly re-negotiated, for instance, due to negotiation delays. This is confirmed by the data submitted by Member States as the only countries showing a significant evolution over the 2021-2023 period were Romania, with an increase from 16.9% to 28.0%, and Cyprus, with a decrease from 34.0% to 24.9% ([60]). In the case of Cyprus, the decrease in estimated coverage observed both in the Member State submission and in the OECD/AIAS database is broadly consistent with a documented longer-term decline in trade union density observed in the country. However, in the case of Romania, the increase in coverage between 2021 and 2023 should be interpreted with some caution, as it likely reflects both genuine institutional developments – such as the renewed bargaining activity and reforms introduced by the 2022 Social Dialogue Law – and methodological differences compared to sources such as the OECD/AIAS database.

Graph 9: Collective bargaining coverage rates in the EU, 2021-2023



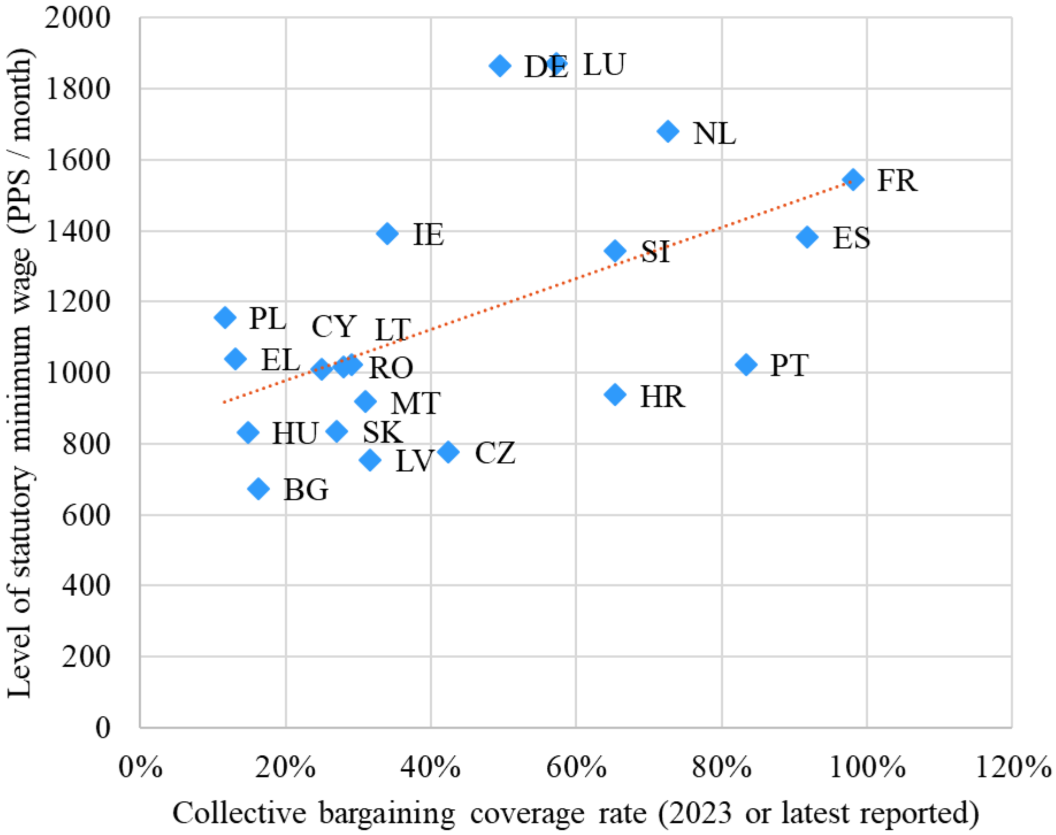
Source: *Member State submissions.*

Note: *Member States are presented in order of the collective bargaining coverage rate. Croatia, France, Greece, Ireland and Lithuania did not submit data for any of the three years. Malta used different data sources for each reported year – the Structure of earnings survey for 2022 and a study conducted by the Department of Industrial and Employment Relations for 2023. Sweden used a different method for computing collective bargaining coverage in 2021. Slovenia, Luxembourg, Latvia and Estonia provided data for specific years only.*

([60]) Malta reports a much lower collective bargaining coverage rate in 2023 (31.0%) compared to 2022 (49.1%). This appears to be due to the use of different data sources – calculations based on the Structure of earnings survey in 2022 and a study conducted by the Department of Industrial and Employment Relations for 2023, which relies on data collected from local companies, trade unions and other national stakeholders.

Member States with higher collective bargaining coverage also tend to have higher statutory minimum wages. Using purchasing power standards to account for differences in price levels, Member States where fewer than half of workers are covered by collective agreements tend to have lower minimum wages than those with higher coverage rates (Graph 10). While other factors, notably the overall level of economic development, also influence minimum wage levels, this pattern suggests that high statutory minimum wages can go hand-in-hand with high collective bargaining coverage.

Graph 10: Collective bargaining coverage rates and statutory minimum wage levels (PPS/month)



Source: Member State submissions where available, complemented by OECD/AIAS ICTWSS database for Member States which did not submit collective bargaining coverage rates. Graph only includes Member States that have reported having a statutory minimum wage.

4.2. Disaggregations for the collective bargaining coverage rate

Member States most frequently provided disaggregations of the collective bargaining coverage rate by sector, gender and company size ([61]), while only a few Member States submitted disaggregations for disability ([62]).

Younger workers are less likely to be covered by a collective agreement. In most Member States that provided comparable disaggregations by age groups, younger workers tend to have a lower collective bargaining coverage rate than older workers, although the rate does not necessarily rise steadily with age. This is the case in Austria, Estonia, Latvia, Slovakia, Sweden and Slovenia. The coverage gap between young workers and the rate for all workers ranged from less than one percentage point in Estonia (-0.4 pp) and Austria (-0.7 pp), followed by Sweden (-2.0 pp) and Slovakia (-4.0 pp), to larger differences in Slovenia (-8.0 pp) and Latvia (-14.5 pp) ([63]). By contrast, in the Netherlands and Spain, the youngest age group has the highest collective bargaining coverage rate, exceeding the rate for all workers by 5.6 and 2.3 percentage points respectively ([64]).

Collective bargaining coverage rates tend to be higher in administrative activities and in the public sector, and lower in hospitality, publishing and information services. Although economic activities with the highest and lowest collective bargaining coverage rates differ across Member States, some patterns can be observed. Sectors with a high coverage often include administrative activities – which report the highest rate in Austria (100%), Germany (98%), Luxembourg (100%), Slovenia (97%) and Sweden (100%) – as well as public administration (second highest in Luxembourg, Slovakia and Sweden). In the Member States that reported a disaggregation between the public and the private sectors ([65]), public sector workers benefitted from a higher collective bargaining coverage rate. Sectors with a low collective bargaining coverage rate often include hospitality (lowest in Luxembourg (17%) and Slovakia (5%)), publishing (lowest in Germany (11%), Slovenia (23%) and Sweden (53%)), and information and communication services (lowest in Finland (33%) and the Netherlands (16%)) ([66]).

Gender differences in collective bargaining coverage reflect the relative size and demographic composition of high- and low-coverage sectors. Among Member States which provided comparable disaggregations by gender, seven reported a higher collective bargaining

([61]) Most Member States reported the collective bargaining coverage rate within each of the groups requested, while others reported disaggregations in other ways. This document analyses disaggregations provided by Member States who used the most commonly applied approach (referred to as ‘comparable disaggregations’).

([62]) This section does not discuss disaggregations from Member States reporting an overall collective bargaining coverage rate of 100% – namely, Belgium and Italy – as these necessarily show 100% for each subcategory as well.

([63]) Reported years and age groups differ across Member States. This comparison is based on the most recent reported year (2021 for Estonia, 2022 for Latvia, 2023 for all others) and concerns the age groups with the lowest collective bargaining coverage rates: workers aged 15-19 in Austria, 15-24 in Estonia, 15-19 in Latvia, 34 or younger in Slovakia, 19 or younger in Slovenia, and 30-39 in Sweden.

([64]) In the Netherlands and Spain, the youngest age groups refer to workers under 25 and under 30, respectively.

([65]) Bulgaria, Denmark, Finland, the Netherlands and Latvia.

([66]) For conciseness, the ‘accommodation and food services’, ‘administrative and support service activities’, ‘public administration and defence; compulsory social security’ and ‘publishing, broadcasting, content production and distribution activities’ sectors are referred to as ‘hospitality’, ‘administrative activities’, ‘public administration’ and ‘publishing’, respectively.

coverage rate among women – Germany, Estonia, Latvia, the Netherlands, Sweden, Slovenia and Slovakia. Among these, the largest gender gap was reported by Slovenia, where the coverage for women was 14 percentage points higher than for men. By contrast, four Member States reported a higher rate for men – Austria, Czechia, Spain and Hungary, with the largest gender gap recorded in Spain at about 7 percentage points. These patterns may be partly determined by the number of workers and gender composition of sectors, and their corresponding collective bargaining coverage rates. For example, in Spain, a large proportion of men and relatively few women work in the large construction and manufacturing sectors, which have very high collective bargaining coverage rates.

Workers in larger companies are more likely to be covered by a collective agreement. The collective bargaining coverage rate tends to be lowest in microenterprises (i.e. firms with fewer than ten employees) and to rise with the number of employees in most Member States that provided comparable disaggregations by company size. This pattern holds in Austria, Germany, Latvia, Luxembourg, the Netherlands, Slovakia, Slovenia and Sweden. In many cases, the differences in collective bargaining coverage rates among companies of different sizes are considerable. For instance, Germany and Slovenia reported that very large enterprises with at least 1 000 employees had an 87% and 79% coverage rate in 2023, compared to 34% and 53% for small firms with 10-49 employees and 19% and 33% for microenterprises, respectively. The only exception is Spain, where the collective bargaining coverage rate is lower for microenterprises (81%) but similar for small, medium and large enterprises (at 94-95%), possibly as a result of extension mechanisms that allow higher-level collective agreements to apply to all workers and firms in a sector.

Due to very limited data availability, less is known about the collective bargaining coverage of workers with disabilities. Among Member States with an overall collective bargaining coverage rate below 100%, only Hungary and Slovakia submitted disaggregations by disability. Hungary reported the collective bargaining coverage rate for workers with a disability only for medium-sized or large companies in a small number of sectors. Among these, there does not appear to be a consistent pattern in the differences between coverage rates of workers with and without a disability. Slovakia reported slightly higher rates of collective bargaining coverage (up to 3 percentage points) for workers with a partial or full disability.

5. Conclusions

Based on reporting from all 27 Member States under Article 10(2) of the Minimum Wage Directive, Part I of this report analyses the data and information on minimum wage protection provided through statutory minimum wages or through collective agreements, as well as the collective bargaining coverage. The following conclusions can be drawn:

- There is a high degree of variation in the level of statutory minimum wages among Member States. Nominal differences have decreased since 2021, supporting upward convergence in line with the objectives set out by the Directive. Disparities in statutory minimum wages across Member States are considerably smaller after differences in price levels are taken into account. While the highest gross monthly minimum wage in the EU is approximately six times greater than the lowest in nominal euro terms, this difference shrinks to less than three times when expressed in purchasing power standards.

- In the context of particularly high inflation during the reporting period, Member States adopted substantial increases in statutory minimum wages throughout 2022 and 2023. These increases offset the high inflation in more than half of the Member States. In addition, minimum wage earners in the majority of Member States saw their wages increase relative to the median or average wage.

- The share of minimum wage earners tends to be higher among younger workers and workers in smaller companies, with sectoral and gender patterns differing across countries. Yearly changes in the share of workers earning the statutory minimum wage tend to be small in most Member States.

- Many Member States reported variations and deductions in statutory minimum wages for certain groups. The most commonly applied variations concern young workers, students, apprentices, interns or trainees, workers in specific sectors or occupations and recently hired employees. Some Member States allow applying deductions to statutory minimum for the provision of housing, food or health insurance, but also for concepts such as fines, compensation for damage or child support payments.

- Seven EU countries reported that minimum wage protection is provided for only in collective agreements, namely Austria, Belgium (private sector), Denmark, Estonia, Finland, Italy and Sweden. Workers who were not covered by a collective agreement generally earned less than those who were covered.

- While the lowest pay rates provided for in collective agreements increased in all these Member States between 2021 and 2023, these increases largely fell short of inflation. As a result, lowest pay rates in collective agreements covering low-wage earners decreased in real terms in all these countries except Austria and Belgium.

- Collective bargaining coverage rates also vary widely across Member States, ranging from almost 12% to 100%. Between 2021 and 2023, these rates changed little in most Member States, as collective bargaining coverage evolve slowly, for instance, due to delays in negotiations or the fact that they may not be regularly re-negotiated. Younger workers and those working in smaller companies were less likely to be covered by a collective agreement.

PART II: ACTION PLANS TO PROMOTE COLLECTIVE BARGAINING UNDER ARTICLE 4(2)

Article 4(2) of the Minimum Wage Directive states that '*each Member State in which the collective bargaining coverage rate is less than a threshold of 80%*' shall '*establish an action plan to promote collective bargaining*'. It also provides that '*the action plan and any update thereof shall be made public and notified to the Commission'*.

Member States shall involve social partners in the establishment of their action plans. A Member State may establish its action plan after consulting the social partners, by agreement with the social partners, or, following a joint request by the social partners, as agreed between the social partners ([67]). In addition, they shall review their action plans regularly and update them if needed, at least every five years.

Action plans have to include a clear timeline and concrete measures. However, the Directive does not prescribe the content of the measures nor set specific quantitative objectives as regards the collective bargaining coverage rate. This is logical, given that the means to increase the collective bargaining coverage rate will very much depend on the specific situation and obstacles to collective bargaining in each Member State.

As confirmed by the Court of Justice, the Directive does not impose on Member States any obligations as to the result to be achieved but as to means ([68]). Recital 25 of the Directive also clarifies that "*the threshold of 80% of collective bargaining coverage should only be construed as an indicator triggering the obligation to establish an action plan*" and that, "*when analysing progress towards a higher collective bargaining coverage, particularly with regard to the action plan*", account should be taken of the fact that "*Member States' collective bargaining coverage rates vary significantly owing to a number of factors, including national tradition and practice as well as historic context*".

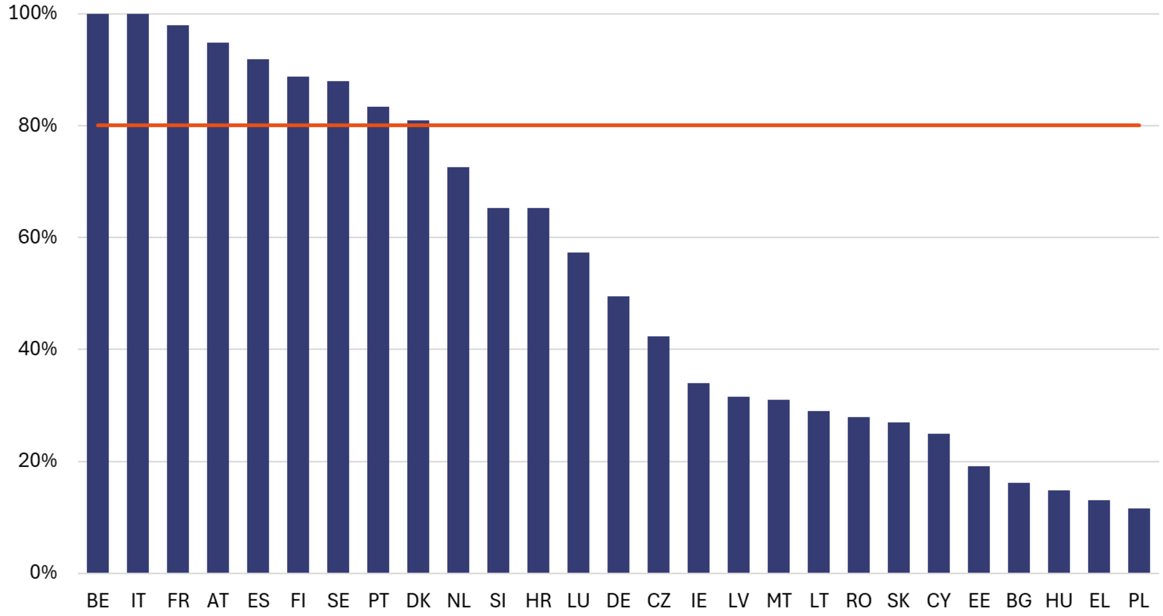
There are currently 18 Member States in which the collective bargaining coverage rate is lower than the 80% threshold set in Article 4(2) of the Directive (Graph 11) ([69]). These are Bulgaria, Croatia, Cyprus, Czechia, Estonia, Germany, Greece, Hungary, Ireland, Latvia, Lithuania, Luxembourg, Malta, the Netherlands, Poland, Romania, Slovakia and Slovenia. They are therefore obliged to establish an action plan to promote collective bargaining in accordance with Article 4(2) of the Directive.

([67]) Article 4(2) of the Directive provides that a Member State '*shall establish such an action plan after consulting the social partners or by agreement with the social partners, or, following a joint request by the social partners, as agreed between the social partners. The action plan shall set out a clear timeline and concrete measures to progressively increase the rate of collective bargaining coverage, in full respect for the autonomy of the social partners''*.

([68]) Judgment of 11 November 2025, Case C-19/23, *Denmark v Parliament and Council*, EU:C:2025:865, paragraph 79.

([69]) Although Article 4(2) of the Directive does not specify the source of the data on the collective bargaining coverage rate of each Member State to be taken into account for comparing it with the threshold, the most authoritative source is in principle (i.e. unless there is proof to the contrary) the report submitted by each Member State under Article 10(2) of the Directive. In the case of Member States which indicated in their reports that these data were not available, it is considered that the latest available data in the OECD/AIAS ICTWSS database is most reliable source to determine their current coverage rate.

Graph 11: Collective bargaining coverage rates relative to the 80% threshold



Note: *Croatia, France, Greece, Ireland and Lithuania have not reported their collective bargaining coverage rate. Therefore, for these countries, the report relies on the most recent available rates from the OECD/AIAS ICTWSS database: Croatia (2024), France (2024), Greece (2017), Ireland (2017) and Lithuania (2023).*

Source: *Member State submissions. OECD/AIAS ICTWSS database.*

The Directive does not specify a deadline for the establishment of the action plans. At the same time, it can be inferred that it should be done without undue delay once the share of collective bargaining coverage rate in each Member State has been determined in accordance with Article 10(2)(a) of the Directive ([70]).

12 of the 18 concerned Member States have already transmitted to the Commission their action plans. As of 15 June 2026, the Commission received the action plans from Bulgaria, Czechia, Estonia, Greece, Ireland, Latvia, Lithuania, Malta, the Netherlands, Poland, Romania and Slovakia. The scope of the analysis in this document is therefore limited to the action plans to these 12 Member States.

The action plans are being discussed with social partners in the remaining Member States, namely Croatia, Cyprus, Germany, Luxembourg, Hungary and Slovenia. The Commission is closely monitoring the state of play and expects these countries to establish their action plans in the coming months.

([70]) The report of the expert group on the transposition of this Directive (https://ec.europa.eu/social/BlobServlet?docId=27246&langId=en) mentioned that the concerned Member States were expected to establish the action plans by the end of 2025 at the latest.

1. Non-binding guidance on measures to promote collective bargaining

While the Directive does not prescribe the content of the action plans, Member States can take inspiration from the Council Recommendation on strengthening social dialogue ([71]). This Recommendation invites Member States to adopt a series of measures which may also serve to increase the collective bargaining coverage rate, such as the following:

- Ensuring an enabling environment for bipartite and tripartite social dialogue, including collective bargaining, in the public and private sectors, at all levels that provides appropriate institutional support for the purpose of fostering meaningful social dialogue (paragraph (1)(g) of the Council Recommendation).

- Ensuring that social partners have access to relevant information on the overall economic and social situation in their Member State and on the relevant situation and policies for their respective sectors of activity, which is necessary to participate in social dialogue and collective bargaining (paragraph (3) of the Council Recommendation).

- Ensuring that, where there are procedures to determine the recognition and representativeness of an organization for the purpose of collective bargaining, they are open and transparent and based on pre-established and objective criteria established in consultation with social partners (paragraph (4)(a) of the Council Recommendation).

- Fostering trust in and between social partners, including by promoting mechanisms to resolve labour disputes, such as conciliation, mediation and arbitration (paragraph (6) of the Council Recommendation).

- Enabling collective bargaining at all appropriate levels and encouraging coordination between and across those levels (paragraph (7) of the Council Recommendation).

- Removing institutional or legal barriers to social dialogue and collective bargaining covering new forms of work or non-standard forms of work (paragraph (8)(a) of the Council Recommendation).

- Implementing a system of enforcement of collective agreements, including, where appropriate, inspections and sanctions (paragraph (8)(c) of the Council Recommendation).

- Actively promoting the benefits and the added value of social dialogue and collective bargaining and encouraging social partners to make collective agreements widely accessible, including by digital means and in public repositories (paragraph (9) of the Council Recommendation).

- Supporting national social partners, at their request, to participate effectively in social dialogue. This includes measures such as promoting the building and strengthening of the capacity of social partners at all levels and using different forms of support, which may include logistical support, training and the provision of legal and technical expertise. In this regard, Member States are also invited to make the best use of national and Union funding, where available, including support under ESF+ and the Technical

([71]) Council Recommendation of 12 June 2023 on strengthening social dialogue in the European Union (C/2023/1389), https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32023H01389

Support Instrument, and to encourage social partners to use existing national and Union funding (paragraph (10) of the Council Recommendation).

Furthermore, Guideline 7 of the EU Employment Guidelines ([72]) invites Member States to "*promote a higher level of coverage of collective bargaining, including by promoting the building and strengthening of capacity of the social partners, enable effective collective bargaining at all appropriate levels and encourage coordination between and across those levels*".

2. Description of the action plans submitted by the Member States

2.1 Timeframe of the action plans

The action plans transmitted to the Commission foresee different timeframes for their implementation:

- Those of Bulgaria, Czechia, Greece, Ireland, Malta, Poland, Romania and Slovakia are to be implemented within five years, i.e. by 2030. This coincides with the maximum duration they should have before their mandatory update in accordance with Article 4(2) of the Directive.
- In the case of Lithuania, where the action plan was established earlier than in the other Member States, in 2024, the timeframe for its implementation is four years, i.e. by 2028.
- The action plans of Estonia, Latvia and the Netherlands have a shorter two-year timeframe for their implementation. i.e. by 2027.

In addition to the overall timeframe, most of the action plans have specific deadlines for each of the measures they contain. This is not the case for Estonia, Latvia and Malta, where no specific deadlines for each measure are indicated.

2.2 Involvement of social partners

All the action plans received by the Commission have been established with the involvement of the social partners:

- The action plans of Bulgaria, Estonia, Greece, Ireland, Lithuania, the Netherlands, Poland and Slovakia were established after consulting the social partners.
- In the case of Czechia, the action plan was established in agreement with the social partners.
- The action plans of Lithuania, Malta and Romania, do not specify how social partners were involved in their establishment. However, it can be inferred from publicly available information that social partners were consulted in all three cases ([73]).

([72]) Council Decision (EU) 2024/3134 of 2 December 2024 on guidelines for the employment policies of the Member States, https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=OJ:L_202403134

([73]) In Lithuania, the draft action plan was discussed at the Tripartite Council, as reflected in the minutes of its meeting of 24 September 2024. In Romania and Malta, consultation of social partners before the

In addition, all the action plans submitted to the Commission foresee the involvement of social partners in the implementation of some of their measures. The implementation of such measures may be entrusted to the social partners on their own or alongside government authorities, such as Labour Ministries or Labour Inspectorates, or other stakeholders, including consultative bodies. The types of measures in which the involvement of social partners is foreseen vary considerably. For instance, some Member States, such as or Lithuania or Romania, expressly foresee their involvement in the implementation of information campaigns and other awareness-raising measures. Other countries, including Czechia, Ireland or Slovakia, foresee their involvement in the review of the existing legislative framework for collective bargaining and in the future reform proposals.

2.3 Concrete measures to promote collective bargaining

The main concrete measures to promote collective bargaining included in the action plans are summarised in Table B.1 in the Annex. They are presented in the following subsections and classified according to their main purpose.

2.3.1 Strengthening the capacity of social partners to bargain collectively

Capacity building measures enable social partners to engage more effectively in collective bargaining at all levels. These measures enhance the technical, organizational and institutional capacities of social partners, in full respect of their autonomy. They frequently include training activities, access to data and expertise, and support for social dialogue structures. They improve social partners' contribution to policy making and foster a more effective social dialogue and collective bargaining. In the same vein, paragraph (10)(a) of the Council Recommendation on strengthening social dialogue, invites Member States to take actions to promote the building and strengthening of the capacity of social partners at all levels, depending on their needs.

Capacity-building measures are highlighted in the action plans of nine Member States. These include Bulgaria, Czechia, Greece, Ireland, Lithuania, Malta, Poland, Romania and Slovakia. These measures reflect a common recognition that effective collective bargaining depends not only on legal frameworks but also on the institutional strength, skills and resources of trade unions and employers' organisations.

Several of these action plans focus on training, skills development and knowledge exchange. Bulgaria, Greece and Lithuania intend to carry out training actions directed at social partners to improve their skills and institutional capacity. Ireland plans capacity-building programmes. Romania and Slovakia emphasize strengthening the capacity of public institutions involved in social dialogue, alongside support for the social partners themselves.

Three action plans foresee additional direct financial or institutional support. Czechia plans increased financial support for social partners, drawing on both state funding and ESF+, while Malta proposes the creation of a dedicated "Resources Fund" to support training, outreach and the modernization of trade union operations, with a particular focus on precarious and non-standard workers. Poland plans institutional support structures, including local social dialogue centres, to assist parties in concluding agreements.

establishment of the action plan is mandatory according to their national legal order (Article 230 (3) of the Romanian Labour Code, as amended by the law transposing the Minimum Wage Directive, and Article 4(1)(d) of Malta's Minimum Wage and Collective Bargaining Regulations 2024, respectively).

2.3.2 Improving the collective bargaining regulatory framework

Measures aimed at strengthening or adapting the regulatory framework contribute directly to the promotion of collective bargaining. They include measures directed at removing legal and procedural obstacles, clarifying rights and obligations of social partners, and enabling bargaining at the appropriate levels. In this regard, paragraph (7) of the Council Recommendation on strengthening social dialogue explicitly invites Member States to enable collective bargaining at all appropriate levels and paragraph (8)(a) recommends that they take measures in order to remove institutional or legal barriers to collective bargaining covering new forms of work.

Most action plans include measures aimed at revising the legal framework governing collective bargaining. This is the case in Bulgaria, Czechia, Estonia, Greece, Ireland, Latvia, Lithuania, Malta, the Netherlands, Poland and Slovakia. Their action plans reflect a shared diagnosis that existing legislation may contain barriers to collective bargaining, particularly at sectoral level (such as complex and lengthy extension procedures), or may no longer be fully adapted to current labour market realities, such as non-standard forms of work.

Seven of the action plans foresee concrete legislative initiatives or structured reviews of existing laws. Greece plans legislative proposals to facilitate the extension of collective agreements, promote sectoral bargaining and improve dispute resolution mechanisms. Poland refers to the implementation of a new Law on Collective Agreements, complemented by a broader review of legislation to identify further changes that could strengthen collective bargaining. Lithuania plans amendments to the Labour Code and related legal acts. The Netherlands intends to introduce a legislative requirement on trade union independence within its collective agreements framework and to improve the regulation concerning the extension of collective agreements. Malta intends to create a high-level collective agreement that would cover workers in non-unionised sectors. Estonia intends to review the regulation regarding the extension of collective agreements to simplify procedures. Bulgaria will introduce legislative changes to facilitate collective bargaining in the context of new forms of work (e.g. platform workers) and as regards civil servants. It also plans to ratify ILO Conventions No. 151 and 154 on collective bargaining ([74]).

Other action plans focus more on analytical or preparatory work that may lead to legislative change. Czechia, Latvia and Slovakia plan to analyse obstacles to collective bargaining, including the interaction between different bargaining levels and procedural issues, with the possibility of follow-up legislative proposals. Ireland plans to review its regulatory instruments for sectors with low collective bargaining, as well as the existing protections for trade union representatives, with a view to strengthening them.

2.3.3 Awareness-raising and promotion of the benefits of collective bargaining

Awareness-raising and information measures contribute to collective bargaining by addressing informational and cultural barriers among workers, employers and the wider public. Paragraph (9) of the Council Recommendation on strengthening social dialogue encourages Member States to actively promote the benefits and the added value of social dialogue and collective bargaining, in particular by targeted communication and other means.

([74]) ILO Convention No 151 on Labour Relations in the Public Service and ILO Convention No 154 on the promotion of collective bargaining.

By increasing the understanding of the role and added value of collective agreements, such measures can foster greater willingness to engage in collective bargaining, particularly in Member States and/or sectors with a limited tradition of social dialogue.

A large number of Member States include measures to raise awareness of the benefits of collective bargaining and promote its use. These are Bulgaria, Czechia, Estonia, Ireland, Latvia, Lithuania, the Netherlands, Poland, Romania and Slovakia. Their measures target workers, employers, public authorities and, in some cases, the wider public or younger generations.

Concrete initiatives take a wide variety of forms. Czechia, for instance, plans a joint information web portal run by social partners to promote collective bargaining and share good practices. Estonia includes providing education on collective bargaining to secondary school students and the promotion of related research. Lithuania plans media publications and radio broadcasts highlighting the benefits of social dialogue, while Poland foresees educational programmes in schools and universities.

Other Member States frame their promotional activities within broader communication strategies. Bulgaria tasks social partners with developing an information strategy and carrying out information campaigns and will also develop manuals and organize collective bargaining days. Ireland plans targeted awareness campaigns, a Code of Practice on collective bargaining and best practice awards. The Netherlands proposes a communication campaign to promote the acceptance of the collective bargaining system. Romania focuses on disseminating information in sectors with precarious working conditions and will also use social media to reach the public at large. Slovakia and Latvia include publicity campaigns and information activities as complementary measures to address cultural or informational barriers to collective bargaining.

2.3.4 Improving data collection, monitoring and transparency on collective bargaining

Improved data collection and transparency support collective bargaining by providing a sound evidence base for policy design, social partner action and public accountability. Measures and tools such as registers of collective agreements, coverage statistics and regular reporting enhance the visibility of collective bargaining outcomes and allow both public authorities and social partners to target efforts where coverage is low or declining. Such efforts are also in line with the following EU instruments:

- the Minimum Wage Directive (Article 10), which requires Member States to take appropriate measures to ensure that effective data collection tools are in place to monitor minimum wage protection and requires them to periodically report on the rate and development of collective bargaining coverage pursuant.

- the Council Recommendation on strengthening social dialogue (paragraph (13)), which highlights the importance of improving the scope and relevance on data collection on collective bargaining.

- the Opinion of the Employment Committee (EMCO) on the possibility to improve the scope and relevance of data collection at EU and national level, adopted in October 2025 on the basis of the Council Recommendation on strengthening social dialogue

[75]. This Opinion, endorsed by the EPSCO Council in December 2025, identifies ways to enhance the quality and comparability of data related to social dialogue, including collective bargaining, across Europe.

The majority of action plans include measures aimed at improving the availability, quality and use of data on collective bargaining. These include those of Bulgaria, Czechia, Estonia, Greece, Ireland, Latvia, Lithuania, the Netherlands, Romania and Slovakia ([76]).

Several Member States plan the creation or upgrading of databases and digital registers. Estonia intends to update and further develop its database of collective agreements to improve accessibility and statistical use. Greece plans electronic filing and a digital register of collective agreements, while Slovakia foresees the publication of coverage data on the Ministry's website. Czechia proposes a monthly employer reporting system on the collective agreements that cover the employees, combined with annual analyses to inform priorities and future actions. Latvia plans to compile information on collective bargaining coverage with the cooperation of social partners. Bulgaria intends to build a new electronic register of collective agreements, to develop methodologies for measuring collective bargaining and industrial disputes.

In other cases, data collection is embedded in broader monitoring and analytical frameworks. Lithuania plans studies on the state of social dialogue and collective bargaining coverage, accompanied by regular reporting on collective bargaining coverage. Ireland will carry out research on collective bargaining in collaboration with social partners. The Netherlands will commission a study on collective bargaining coverage to better understand recent declines. Romania links the collection of data and the use of digital platforms not only to collective bargaining but also to the implementation of related EU legislation, such as the Equal Pay Directive ([77]), reinforcing the role of data as a tool for compliance, monitoring and policy coordination.

2.3.5 Incentives and support mechanisms to encourage collective bargaining

Tangible incentives and effective support mechanisms can promote collective bargaining by facilitating it or making it more attractive for social partners. This may seem particularly necessary in contexts of low coverage. By linking collective bargaining to tangible benefits or support, these measures can encourage the conclusion of collective agreements. For instance, incentives in the context of public procurement, where appropriate and in line with EU law, may complement the obligation contained in Article 9 of the Minimum Wage Directive to take appropriate measures to ensure that contractors and subcontractors comply with the social clause contained in Directives 2014/23/EU, 2014/24/EU and 2014/25/EU.

([75]) Opinion of the Employment Committee of 23 October 2025 (14880/25) https://data.consilium.europa.eu/doc/document/ST-14880-2025-INIT/en/pdf

([76]) Concerning the two Member States that are not proposing this type of measures in their action plans (Malta and Poland), the following can be noted: Malta has a register of collective agreements but not a publicly searchable online database; and, Poland has introduced compulsory electronic registration of collective agreements in the new Act on Collective Agreements.

([77]) Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms, OJ L 132, 17.5.2023, pp. 21–44 - http://data.europa.eu/eli/dir/2023/970/oj

Several action plans contemplate the possibility of introducing incentives and support mechanisms to actively encourage the conclusion of collective agreements. This is notably the case in Bulgaria, Ireland, Latvia, Lithuania, the Netherlands, Poland and Romania:

- Ireland explores a range of incentives, including funding for productivity agreements' outcomes ([78]), possible tax relief for trade union membership fees and the use of collective bargaining criteria in public procurement. Poland explicitly refers to discussing incentives with social partners, such as tax advantages for companies having collective agreements, access to training funds, public procurement measures or reductions in social contributions. The Netherlands considers analysing the compatibility with EU procurement law of the inclusion of social criteria in public procurement as part of its broader strategy to improve collective bargaining coverage.

- Latvia and Lithuania do not introduce formal incentives but seek to encourage other public authorities to consult social partners and assess the possibility of implementing additional measures to promote collective bargaining. Romania specifically refers to the encouragement of collective bargaining in the public sector. Bulgaria plans to encourage sectoral collective bargaining through social partners forums and publications and to build specific units within the social partners to provide support and methodological guidance in collective agreement negotiations.

2.3.6 Enforcement and dispute resolution

Effective enforcement and dispute resolution mechanisms are essential to the credibility and sustainability of collective bargaining systems. Paragraph (8)(c) of the Council Recommendation on strengthening social dialogue stresses the need for effective implementation and enforcement of collective agreements, including through adequate administrative capacity and access to dispute resolution. As concerns in particular dispute resolution, paragraph (6) encourages Member States to promote mechanisms such as conciliation, mediation and arbitration.

Measures strengthening labour inspection, mediation and arbitration appear in the action plans of several Member States. Bulgaria will improve the collective labour dispute settlement mechanism, provide training for mediators and arbitrators and monitor the employer's obligations to negotiate and provide information to trade unions. Greece includes actions to speed up mediation and arbitration procedures and to strengthen labour inspectorate involvement in enforcing compliance with collective agreements. Ireland plans reviews of dispute resolution mechanisms, including the feasibility of mandatory mediation, and investments in digitalisation and certification within industrial relations institutions. The Netherlands seeks to clarify the dispute resolution framework linked to universally applicable collective agreements. Romania plans to strengthen inspection capacity and introduce dissuasive sanctions, while Slovakia will reinforce enforcement of collective bargaining regulations as part of labour law compliance.

([78]) Ireland has clarified in this regard that productivity agreements can be collective agreements agreed at enterprise, sectoral or other levels that link changes in work organisation, upskilling or improvements in technology and/or process improvements to specific performance indicators. Productivity agreements' outcomes refer to the actual results these agreements deliver, which may include additional pay or other non-pay outcomes that raise productivity and job quality, such as training or other non-monetary indicators.

2.4. Monitoring of the implementation

Most Member States include measures to ensure monitoring and social partner involvement in the implementation of action plans. This is evident in Czechia, Greece, Ireland, Latvia, Lithuania, Poland, Romania and Slovakia, where formal bodies, reporting obligations or review mechanisms are established. In addition, although Bulgaria's action plan does not specify the monitoring mechanisms, it does set performance indicators and a strategic objective of increasing collective bargaining to 20% (from the current 16.2%) by the end of the period.

Several action plans foresee the creation or continuation of tripartite or expert working groups. Greece will establish a tripartite working group to monitor implementation, while Czechia plans to make permanent the expert group that drafted the action plan. Slovakia plans a regular working group bringing together government and social partners, with annual evaluations. Poland and Romania include annual or bi-annual assessments involving multiple public authorities and social partners.

In addition, two of the action plans include formal review clauses and indicators. Ireland foresees continuous monitoring through indicators and a mid-term review, while Lithuania provides for quarterly reporting and a review after two years.

3. Analysis of the action plans

Clear timeline

While all the action plans transmitted by the Member States do contain an overall timeframe, some lack specific deadlines for individual measures. As previously mentioned, this is the case in the action plans of Estonia, Latvia and Malta. In this regard, it is considered that setting intermediate deadlines and milestones constitutes a good practice, as it can be useful to ensure steady progress and allow for better monitoring of the implementation.

Concrete measures

In most cases, measures are formulated in a very general manner, which raises questions about their actual scope and content. Three exceptions are Bulgaria's, Ireland's and Greece's action plans, which contain a number of sufficiently defined measures. In addition, the projected cost of implementing each of the measures and the available funding is not always clear. In this regard, Lithuania's action plan constitutes an example of good practice, as it specifies for each measure the financing sources, from both EU funds and the state budget.

Categories of measures

Overall, the types of measures included in the action plans are appropriate to promote collective bargaining. They are also broadly aligned with the non-binding guidance contained in the Council Recommendation on strengthening social dialogue and in the EU Employment Guidelines (Table 8).

Table 8: Categories of measures included in the action plan of each Member State

	Capacity building	Regulatory framework	Awareness raising	Data collection	Incentives & support mechanisms	Enforcement & dispute resolution
Member States with a collective bargaining coverage rate above 60%						
Netherlands (72.6%)		X	X	X	X	X
Member States with a collective bargaining coverage rate between 30% and 60%						
Czechia (42.4%)	X	X	X	X		
Ireland (34%)	X	X	X	X	X	X
Latvia (31.6%)		X	X	X	X	
Malta (31%)	X	X				
Member States with a collective bargaining coverage rate between 20% and 30%						
Lithuania (29%)	X	X	X	X	X	
Romania (27.6%)	X		X	X	X	X
Slovakia (27%)	X	X	X	X		X
Member States with a collective bargaining coverage rate below 20%						
Estonia (19.1%)		X	X	X		
Bulgaria (16.2%)	X	X	X	X	X	X
Greece (13.1%)	X	X		X		X
Poland (11.6%)	X	X	X		X	

Content of the measures

There are two factors that are generally strongly correlated to the collective bargaining coverage rate ([79]), namely:

- the degree of collective organisation in the labour market by social partners to jointly set working conditions, including trade union and employer association density, and

- the level at which collective bargaining occurs, with countries in which multi-employer bargaining predominates having in general higher coverage rates than those where company-level bargaining prevails.

Measures addressing these two factors, may therefore prove to be particularly effective to increase coverage, always in full respect of social partners' autonomy. Some examples of such measures are those directed at the capacity-building of social partners, incentives to

([79]) See, for instance, Hassel A (2023) Mission impossible? How to increase collective bargaining coverage in Germany and the EU. Transfer: European Review of Labour and Research 28(4): 491–497 and the references quoted in this article.

join trade unions or employers' associations, or legislative reforms to facilitate sectoral or cross-industry dialogue, such as those introducing or improving extension mechanisms,

In addition, from an institutional point of view, changes in the collective bargaining regulatory framework are likely to have a direct impact on the coverage rate. These may include introducing support mechanisms (such as mediators and arbitrators), facilitating the extension of collective agreements or regulating their ultra-activity after expiration.

While many of the action plans do refer to changes in the collective bargaining regulatory framework, they are often rather vague in this regard. Two examples of good practice are the action plans of Bulgaria and Greece, which specify the subject matter of the projected legislative proposals. In the case of Bulgaria, they will aim at enabling collective bargaining in respect of new forms of work and within the public service, as well as improving dispute resolution mechanisms. Greece's measures are directed at facilitating the extension of collective agreements, promoting sectoral bargaining and improving dispute resolution mechanisms. In contrast, other action plans, such as those of Latvia, Lithuania and Slovakia, mention the possibility of future legislative amendments to promote collective bargaining without giving any specific indication about their potential content.

Monitoring of the implementation

Only some of the action plans expressly foresee the involvement of social partners in the monitoring of their implementation. While not required by the Directive, such involvement is considered as good practice, since it contributes to enhancing accountability, adaptability and sustained social dialogue throughout the implementation period. However, only the action plans of Greece, Czechia, Slovakia, Poland and Romania include this measure.

Effectiveness of the Member States' action plans

An evaluation of the potential effectiveness of the actions plans in increasing collective bargaining coverage should take into account the specificities of each national collective bargaining system. In accordance with Article 4(2) of the Directive, the action plans aim to achieve a gradual increase of the collective bargaining coverage rate. However, there is no standard methodology to assess *ex ante* the effectiveness of a set of measures to promote collective bargaining, as this will depend very much on how they are implemented in practice. Moreover, national tradition and practice regarding social dialogue need to be considered in each case.

Ultimately, the effectiveness of the action plans will be reflected in the evolution of collective bargaining coverage rates in the years following their establishment. In this regard, it is still too early to draw conclusions as to whether each action plan is likely to succeed in increasing the coverage rate. An overview of some of the aspects analysed earlier in this section (Table 9) can however serve as a preliminary indication in this respect.

Table 9: Characteristics of the action plans submitted by each Member State

	Clear timeline for each measure	Social partners involved in establishing	Most measures concretely defined	Range of measures (number of categories)	Significant changes in institutional framework	Social partners involved in monitoring
Netherlands (72.6%)	X	X		5	X	
Czechia (42.4%)	X	X		4		X
Ireland (34%)	X	X	X	6		
Latvia (31.6%)		X		4		
Malta (31%)		X		2	X	
Lithuania (29%)	X	X		5		
Romania (27.6%)	X	X		5		X
Slovakia (27%)	X	X		5		X
Estonia (19.1%)		X		3	X	
Bulgaria (16.2%)	X	X	X	6	X	
Greece (13.1%)	X	X	X	4	X	X
Poland (11.6%)	X	X		4	X	X

4. Conclusions

Part II of this report describes and analyses the actions plans to promote collective bargaining coverage transmitted to the Commission by 12 of the 18 Member States that are required to establish them, namely: Bulgaria, Czechia, Estonia, Greece, Ireland, Latvia, Lithuania, Malta, the Netherlands, Poland, Romania and Slovakia. The remaining six Member States are expected to adopt them without undue delay. Based on the analysis presented above, the following conclusions can be drawn:

- The action plans submitted so far contain a broad range of measures that are overall appropriate for promoting collective bargaining, in full respect of the autonomy of social partners, and in line with the Council Recommendation on strengthening social dialogue.

- Although all the action plans are to be implemented within a specific timeframe, some of them lack intermediate milestones and deadlines, which would be useful to ensure steady and measurable progress.

- The degree of concreteness of the measures varies across the action plans. In some cases, measures are described in very general terms, making it difficult to gauge their possible effects.

- The range of measures that is contained in the action plans across the different categories also varies. Measures that are likely to have a more direct impact on the collective bargaining coverage rate, such as changes to the institutional framework for collective bargaining, are often only vaguely defined.

- Although all Member States have involved social partners in the establishment of action plans, their further involvement in the monitoring of the implementation of the action plans would be advisable, as this might prove to be a key factor to their success.

The analysis carried out in the present document may provide Member States with some useful elements to take into consideration in the context of their future review and updating of the action plans in accordance with Article 4(2) of the Directive.

Annex

Table A.1: Statutory minimum wages and lowest pay rates in collective agreements covering low-wage earners, as reported by Member States, *2021-2023*

	Statutory minimum wages and lowest pay rates in collective agreements covering low-wage earners			**Converted values (EUR / month)**			**Converted values (PPS / month)**		
	2021	**2022**	**2023**	**2021**	**2022**	**2023**	**2021**	**2022**	**2023**
Statutory minimum wages									
BG	BGN 650/month	BGN 650/month[a] BGN 710/month[a]	BGN 780/month	332	355[*]	399	599	613	674
CZ	CZK 15 200/month	CZK 16 200/month	CZK 17 300/month	593	659	721	712	735	777
DE	EUR 9.50/hour[b] EUR 9.60/hour[b]	EUR 9.82/hour[b] EUR 10.45/hour[b] EUR 12.00/hour[b]	EUR 12.00/hour	1 610[*]	1 774[*]	2 023	1 502	1 636	1 865
IE	EUR 10.2/hour	EUR 10.5/hour	EUR 11.3/hour	1 724	1 775	1 910	1 246	1 283	1 392
EL	EUR 650/month	EUR 663/month[c] EUR 713/month[c]	EUR 713/month[c] EUR 780/month[c]	758[0]	812[*0]	910[*0]	869	930	1 039
ES	EUR 13 300/year[d] EUR 13 510/year[d]	EUR 14 000/year	EUR 15 120/year	1 114[*0]	1 167[0]	1 260[0]	1 179	1 246	1 383
FR	EUR 10.25/hour[e] EUR 10.48/hour[e]	EUR 10.57/hour[e] EUR 10.85/hour[e] EUR 11.07/hour[e]	EUR 11.27/hour[e] EUR 11.52/hour[e]	1 563[*]	1 645[*]	1 735[*]	1 368	1 464	1 546
HR	HRK 4 250/month	HRK 4 688/month	EUR 700/month	564	622	700	813	857	937

CY	-	-	EUR 940/month	-	-	940	-	-	1 011
LV	EUR 500/month	EUR 500/month	EUR 620/month	500	500	620	665	620	755
LT	EUR 642/month	EUR 730/month	EUR 840/month	642	730	840	897	925	1 023
LU	EUR 2 201.93/month[f] EUR 2 256.95/month[f]	EUR 2 256.95/month[f] EUR 2 313.38/month[f]	EUR 2 387.40/month[f] EUR 2 447.07/month[f] EUR 2 508.24/month[f] EUR 2 570.93/month[f]	2 216[*]	2 299[*]	2 509[*]	1 597	1 677	1 872
HU	HUF 161 000/month[g] HUF 167 400/month[g]	HUF 200 000/month	HUF 232 000/month[g] HUF 266 800/month[g]	465[*]	511	615[*]	682	759	832
MT	EUR 181.08/week	EUR 182.83/week	EUR 192.73/week	785	792	835	857	858	918
NL	EUR 1 692.9/month	EUR 1,740.6/month	EUR 1 964.7/month	1 693	1 741	1 965	1 466	1 518	1 679
PL	PLN 2 800/month	PLN 3 010/month	PLN 3 490/month[h] PLN 3 600/month[h]	613	642	780[*]	1 014	1 043	1 156
PT	EUR 665/month	EUR 705/month	EUR 760/month	776[0]	823[0]	887[0]	878	942	1 023
RO	RON 2 300/month	RON 2 550/month	RON 3 000/month[i] RON 3 300/month[i]	467	517	622[*]	835	863	1 017
SI	-	-	EUR 1 203/month	-	-	1 203	-	-	1 345
SK	EUR 623/month	EUR 646/month	EUR 700/month	623	646	700	756	758	835
Minimum wage protection provided for only in collective agreements									
BE	EUR 1 688/month	EUR 1 806/month	EUR 1 955/month	1 688	1806	1 955	1 461	1 537	1 665
DK	DKK 19 789/month	DKK 20 190/month	DKK 20 911/month	2 661	2 714	2 807	1 890	1 841	1 934

EE	EUR 584/month	EUR 654/month	EUR 725/month	584	654	725	641	659	719
IT	-	-	EUR 9.28/hour	-	-	1 659 [a]	-	-	1 696
AT	EUR 1 262.9/month[j] EUR 1 332.1/month[j]	EUR 1 332.1/month[j] EUR 1 418.6/month[j] EUR 1 500.0/month[j]	EUR 1 500.0/month	1 494[*0]	1 638[*0]	1 750[0]	1 377	1 505	1 565
FI	EUR 1 576/month	EUR 1 607/month	EUR 1 642/month	1 576	1 607	1 642	1 253	1 275	1 320
SE	SEK 19 550/month	SEK 19 940/month	SEK 20 220/month	1 927	1 876	1 762	1 497	1 529	1 541

Note: Where statutory minimum wages have changed during the year, the weighted average was computed. Conversions into monthly wage levels in euro have been done in alignment with the methodology used in Eurostat [earn_mw_cur] for converting hourly, weekly or yearly wages into monthly wages. Conversion into euro using Eurostat [ert_bil_eur_a]. Converted into Purchasing Power Standards using household final consumption expenditure price level indices Eurostat [tec00120].

(*) Weighted average of monthly statutory minimum wages, accounting for in-year changes in the minimum wage. ([0]) Adjusted to account for 14 salary payment structure.

(a) Statutory minimum wages in Bulgaria increased in January 2022, April 2022 and January 2023

(b) Statutory minimum wages in Germany increased in July 2021, January 2022, July 2022, and October 2022.

(c) Statutory minimum wages in Greece increased in January 2022, May 2022, January 2023 and April 2023.

(d) Statutory minimum wages in Spain increased in September 2021, January 2022 and January 2023.

(e) Statutory minimum wages in France increased in October 2021, January 2022, May 2022, August 2022, January 2023 and May 2023.

(f) Statutory minimum wages in Luxembourg increased in October 2021, January 2022, April 2022, January 2023, February 2023, April 2023, and September 2023.

(g) Statutory minimum wages in Hungary increased in February 2021, January 2022, January 2023 and December 2023.

(h) Statutory minimum wages in Poland increased in January 2022, January 2023 and July 2023.

(i) Statutory minimum wages in Romania increased in January 2022, January 2023 and October 2023.

(j) Lowest pay rates provided by Austria increased in October 2021, April 2022 and December 2022.

Source: Member State submissions and European Commission calculations.

Table A.2: Nominal and real growth rates of statutory minimum wages and lowest pay rates in collective agreements covering low-wage earners, 2021-2023

	Nominal growth rates			Real growth rates		
	2021-2022	**2022-2023**	**2021-2023**	**2021-2022**	**2022-2023**	**2021-2023**
Statutory minimum wages						
BG	6.9%	12.2%	20.0%	-5.4%	3.3%	-2.2%
CZ	6.6%	6.8%	13.8%	-7.1%	-4.6%	-11.4%
DE	10.2%	14.0%	25.7%	1.4%	7.5%	9.0%
IE	2.9%	7.6%	10.8%	-4.8%	2.3%	-2.6%
EL	7.1%	9.6%	17.4%	-2.0%	5.2%	3.1%
ES	4.7%	8.0%	13.1%	-3.3%	4.5%	1.0%
FR	5.2%	5.4%	11.0%	-0.6%	-0.2%	-0.8%
HR	10.3%	12.5%	24.1%	-0.3%	3.8%	3.5%
CY	-	-	-	-	-	-
LV	0.0%	24.0%	24.0%	-14.7%	13.7%	-3.0%
LT	13.7%	15.1%	30.8%	-4.3%	5.9%	1.3%
LU	3.8%	9.1%	13.2%	-4.1%	6.0%	1.7%
HU	19.9%	17.5%	40.8%	4.0%	0.4%	4.3%
MT	1.0%	5.4%	6.4%	-4.9%	-0.1%	-5.0%
NL	2.8%	12.9%	16.1%	-7.9%	8.4%	-0.1%
PL	7.5%	17.8%	26.6%	-5.0%	6.2%	0.8%
PT	6.0%	7.8%	14.3%	-1.9%	2.4%	0.4%
RO	10.9%	20.6%	33.7%	-1.0%	9.9%	8.7%
SI	-	-	-	-	-	-
SK	3.7%	8.4%	12.4%	-7.5%	-2.4%	-9.7%
Minimum wage protection provided for only in collective agreements						
BE	7.0%	8.2%	15.8%	-3.0%	5.8%	2.6%
DK	2.0%	3.6%	5.7%	-6.0%	0.2%	-5.7%
EE	12.0%	10.9%	24.1%	-6.2%	1.6%	-4.7%
IT	-	-	-	-	-	-
AT	9.7%	6.9%	17.2%	0.9%	-0.8%	0.2%
FI	2.0%	2.2%	4.2%	-4.9%	-2.1%	-6.8%
SE	2.0%	1.4%	3.4%	-5.6%	-4.2%	-9.6%

Note: Converted into real wages using all-items HICP from Eurostat[prc_hicp_aind].
Source: Member State submissions and European Commission calculations.

Table A.3: Kaitz index – Level of statutory minimum wage as a proportion of median and average wage in the economy, 2021-2023

	Minimum wage relative to median wage			Minimum wage relative to average wage		
	2021	2022	2023	2021	2022	2023
Statutory minimum wages						
BG	56.8%	53.0%	52.0%	41.3%	38.6%	37.8%
CZ	48.9%	50.8%	50.6%	41.7%	43.4%	43.2%
DE	52.0%	55.0%	60.2%	44.0%	46.5%	50.8%
IE	52.6%	52.1%	53.6%	38.7%	38.3%	39.4%
EL	57.1%	58.0%	60.0%	46.8%	47.5%	49.1%
ES	54.0%	54.9%	56.5%	44.8%	45.5%	46.8%
FR	65.4%	66.5%	67.1%	52.7%	53.6%	54.1%
HR	55.5%	56.3%	55.3%	46.1%	46.7%	45.9%
CY	-	-	55.7%	-	-	41.9%
LV	46.1%	43.0%	47.8%	35.7%	33.3%	37.0%
LT	49.9%	50.1%	51.4%	40.5%	40.7%	41.7%
LU	58.8%	58.0%	59.4%	45.6%	45.0%	46.0%
HU	54.3%	55.6%	56.3%	42.7%	43.7%	44.3%
MT	47.6%	46.2%	47.3%	40.9%	39.7%	40.6%
NL	56.6%	56.5%	59.6%	49.3%	49.3%	52.0%
PL	61.6%	59.4%	62.2%	49.4%	47.6%	49.8%
PT	65.2%	66.5%	67.9%	47.7%	48.7%	49.7%
RO	57.7%	57.2%	59.3%	42.7%	42.4%	43.9%
SI	-	-	67.1%	-	-	55.7%
SK	56.0%	54.7%	54.1%	46.9%	45.8%	45.3%

Note: Kaitz indices show the average monthly statutory minimum wage (excluding 13th/14th month payments) as a proportion of (a) median and (b) average wages in each Member State. Median and average national wages are based on a harmonised calculation method using SES 2022 data, adjusted using the Labour Cost Index (LCI) for the relevant years. Earnings data covers full-time and part-time work, the latter converted into full-time equivalents, excluding apprentices. Wages and salaries exclude overtime pay, 13th/14th month payments, shift premiums, allowances, bonuses, etc. SES data includes information on enterprises with at least 10 employees, in NACE sectors B to S excluding O.

Source: Own calculations based on Member State submissions and Eurostat calculations of median and mean wages using the Structure of earnings survey (SES).

Table A.4: Collective bargaining coverage rates, 2021-2023

	Collective bargaining coverage rate		
	2021	**2022**	**2023**
BE	100.00%	100.00%	100.00%
BG	15.30%	15.70%	16.20%
CZ	45.11%	45.09%	42.40%
DK	82.00%	-	81.00%
DE	52.00%	50.80%	49.50%
EE	19.10%	-	-
IE	-	-	-
EL	-	-	-
ES	91.18%	91.46%	91.80%
FR	-	-	-
HR	-	-	-
IT	100.00%	100.00%	100.00%
CY	33.96%	31.19%	24.94%
LV	-	31.60%	-
LT	-	-	-
LU	-	57.30%	-
HU	16.80%	16.04%	14.76%
MT	-	49.20%	31.00%
NL	72.40%	72.00%	72.60%
AT	94.90%	94.90%	94.90%
PL	12.10%	11.70%	11.60%
PT	84.00%	83.30%	83.30%
RO	16.91%	25.38%	27.96%
SI	-	-	65.30%
SK	29.00%	29.00%	27.00%
FI	88.80%	88.80%	88.80%
SE	-	88.00%	88.00%

Note: Member States are presented in order of the collective bargaining coverage rate. Croatia, France, Greece, Ireland and Lithuania did not submit data for any of the three years. Malta used different data sources for each reported year – the Structure of earnings survey for 2022 and a study conducted by the Department of Industrial and Employment Relations for 2023.

Source: Member State submissions.

Table A.5: Data and information transmitted by Member States under Article 10(3) of the Minimum Wage Directive, 2021-2023

BE – Belgium				
Predominant minimum wage protection system:		minimum wage protection provided for only in collective agreements		
Lowest pay rates in collective agreements covering low-wage earners		**2021**	**2022**	**2023**
Lowest pay rate (in EUR / month)		1 688.03	1 806.16	1 954.99
Collective agreement containing the lowest pay rate		agreement covers all workers		
Share of workers covered by collective agreement (%)				
- by gender:	not reported	-	-	-
- by age:	not reported	-	-	-
- by disability:	not reported	-	-	-
- by company size:	not reported	-	-	-
- by sector:	not reported	-	-	-
Level of wages paid to workers not covered by collective agreements relative to those covered		**2021**	**2022**	**2023**
Level of wages paid to workers **not covered** by collective agreements:		-	-	-
not applicable [a]		-	-	-
Ratio of level of wages paid to **not covered** workers to level of wages paid to **covered** workers (%):		-	-	-
not applicable [a]		-	-	-
Collective bargaining coverage		**2021**	**2022**	**2023**
Collective bargaining coverage rate (overall, %)		100	100	100
- by gender:		100	100	100
- by age:		100	100	100
- by disability:		100	100	100
- by company size:		100	100	100
- by sector:		100	100	100

Note: ([a]) Belgium does not report this comparison due its 100% collective bargaining coverage rate.

BG – Bulgaria				
Predominant minimum wage protection system:		statutory minimum wage		
Statutory minimum wages		**2021**	**2022**	**2023**
Level of the statutory minimum wage (BGN / month) [a]		650	650 710	780
Share of workers covered (%)		21.7	20.3	18.9
- by gender:	not reported	-	-	-
- by age:	not reported	-	-	-
- by disability:	not reported	-	-	-
- by company size:	1-9 employees	35.5	35	35.5
	10-49 employees	28.0	26.9	25.8
	50-249 employees	19.0	17.6	15.9
	250 or more employees	11.3	9.5	8.2
- by sector:	A	23.3	26.9	28.7
	B	6.4	5.5	7.2
	C	26.3	25.5	22.8
	D	4.3	2.5	3.7
	E	15.6	14.2	14.1
	F	36.3	36.1	36.1
	G	29.9	29.0	27.2
	H	31.8	28.1	27.1
	I	19.6	17.2	15.1
	J	6.2	4.7	5.3
	K	7.8	7.4	6.4
	L	23.3	24.3	22.3
	M	13.1	11.9	11.6
	N	34.3	31.3	29.5
	O	6.5	5.5	4.8
	P	4.0	3.2	4.2
	Q	12.8	9.9	7.5
	R	19.1	16.5	19.2
	S	26.7	24.9	24.1
Collective bargaining coverage		**2021**	**2022**	**2023**
Collective bargaining coverage rate (overall, %)		15.3	15.7	16.2
- by sector [b]:	private sector	5.5	5.6	6.3
	public sector	48.3	46.6	45.7

Note: ([a]) Statutory minimum wages in Bulgaria increased in January 2022, April 2022 and January 2023.
([b]) Data is reported at the enterprise level.

BG - Bulgaria				
Variations of the statutory minimum wage				
Description (% of statutory minimum wage)	**Reason for introduction**	**Share (%) of workers covered**		
		2021	**2022**	**2023**
no variations reported	-	-	-	-

BG - Bulgaria	
Deductions from the statutory minimum wage	
Description (amount of deduction)	**Reason for introduction**
no deductions reported	-

CZ – Czechia				
Predominant minimum wage protection system:		statutory minimum wage		
Statutory minimum wages		**2021**	**2022**	**2023**
Level of the statutory minimum wage (CZK / month)		15 200	16 200	17 300
- in CZK / hour		90.5	96.4	103.8
Share of workers covered (%)		3.4	3.0	3.7
- by gender:	male	3.3	3.1	3.9
	female	3.5	3.0	3.5
- by age:	below 20	8.2	5.5	6.8
	20-29	3.3	2.8	3.7
	30-39	3.2	2.8	3.4
	40-49	3.4	2.9	3.5
	50-59	3.4	3.3	3.9
	60 and above	3.8	3.8	4.3
- by disability:	invalidity pension	10.9	11.9	14.5
- by company size:	1-9 employees	15.0	12.8	15.1
	10-49 employees	3.5	3.2	4.4
	50-249 employees	1.5	1.4	1.7
	250-999 employees	0.8	0.7	0.9
	100-4999 employees	0.3	0.3	0.3
	5000 or more employees	0.1	0.3	0.2
- by sector:	A	4.0	4.0	3.8
	B	0.1	0.2	0.1
	C	1.7	1.5	1.8
	D	1.6	0.3	0.4
	E	2.8	2.7	3.3
	F	7.4	7.5	9.1
	G	4.8	4.6	5.5
	H	3.0	2.0	3.8
	I	15.4	13.0	17.7
	J	1.7	1.1	1.4
	K	0.8	0.5	0.6
	L	8.7	9.0	10.2
	M	5.5	4.5	4.6
	N	11.6	9.8	11.8
	O	1.2	1.1	1.1
	P	0.5	0.6	0.6
	Q	0.7	0.7	0.9
	R	3.1	3.2	3.7
	S	6.4	6.7	6.8
Collective bargaining coverage		**2021**	**2022**	**2023**
Collective bargaining coverage rate (overall, %)		45.11	45.09	42.40
- by gender:	male	47.2	47.1	44.4
	female	42.6	42.7	40.0
- by age:	not reported	-	-	-
- by disability:	not reported	-	-	-
- by company size:	not reported	-	-	-
- by sector:	not reported	-	-	-

CZ – Czechia				
Variations of the statutory minimum wage				
Description (% of statutory minimum wage)	**Reason for introduction**	**Share (%) of workers covered**		
		2021	**2022**	**2023**
no variations reported	-	-	-	-

CZ – Czechia	
Deductions from the statutory minimum wage	
Description (amount of deduction)	**Reason for introduction**
deductions ordered by a court (deduction cannot exceed an amount that would bring the household's income below the 'non-seizable amount')	enforce a previously established obligation that the employee has failed to fulfil voluntarily

DK – Denmark			
Predominant minimum wage protection system:	minimum wage protection provided for only in collective agreements		
Lowest pay rates in collective agreements covering low-wage earners	**2021**	**2022**	**2023**
Lowest pay rate (in DKK / month)	19 789	20 190	20 911
Collective agreement containing the lowest pay rate	retail industry		
Share of workers covered by collective agreement (%)			
- by gender: not reported	-	-	-
- by age: not reported	-	-	-
- by disability: not reported	-	-	-
- by company size: not reported	-	-	-
- by sector: not reported	-	-	-
Level of wages paid to workers not covered by collective agreements relative to those covered	**2021**	**2022**	**2023**
Level of wages paid to workers **not covered** by collective agreements (in DKK / hour): [a]			
- average	270	279	289
- by gender: male	279	288	298
female	254	262	274
- by age: below 40	237	245	256
40 and above	290	301	312
- by company size: 1-100 employees	252	254	263
100 employees or more	280	292	304
Ratio of level of wages paid to **not covered** workers to level of wages paid to **covered** workers (%): [a]			
- average	98	98	97
- by gender: male	98	98	97
female	97	97	97
- by age: below 40	95	95	95
40 and above	99	99	98
- by company size: 1-100 employees	98	97	96
100 employees or more	97	98	97
Collective bargaining coverage	**2021**	**2022**	**2023**
Collective bargaining coverage rate (overall, %)	82	-	81
- by gender: not reported	-	-	-
- by age: not reported	-	-	-
- by disability: not reported	-	-	-
- by company size: not reported	-	-	-
- by sector: private sector	73	-	72
public sector	100	-	100

Note: ([a]) Adjusted for main job function, age, gender, education, company size and industry.

DE – Germany				
Predominant minimum wage protection system:		statutory minimum wage		
Statutory minimum wages		**2021**	**2022**	**2023**
Level of the statutory minimum wage (EUR / hour) [a]		9.50 9.60	9.82 10.45 12.00	12.00
Share of workers covered (%)		2	2	6
- by gender*:	male	47	46	43
	female	53	54	57
- by age*:	below 18	-	-	-
	18-24	18	17	18
	25-29	7	7	8
	30-34	7	7	7
	35-39	-	8	7
	40-44	7	7	8
	45-49	8	9	8
	50-54	9	10	9
	55-59	14	12	12
	60-64	10	11	10
	65 and above	12	12	14
- by disability:	not reported	-	-	-
- by company size*:	1-9 employees	33	31	37
	10-49 employees	34	35	36
	50-249 employees	20	-	15
	250-499 employees	-	4	3
	500-999 employees	-	-	3
	1 000 or more employees	-	-	7
- by sector*:	A	-	-	4
	B	-	-	-
	C	9	7	8
	D	-	-	-
	E	-	-	0
	F	-	-	2
	G	27	24	22
	H	17	15	10
	I	-	18	19
	J	-	-	2
	K	-	-	-
	L	-	-	3
	M	-	-	4
	N	6	6	6
	O	-	-	-
	P	-	-	2
	Q	5	-	7
	R	-	-	4
	S	-	-	5

Note: (*) Percentages represent the share of minimum wage earners who belong to the reported sub-category.
([a]) Statutory minimum wages in Germany increased in July 2021, January 2022, July 2022, and October 2022.

DE – Germany				
Collective bargaining coverage		**2021**	**2022**	**2023**
Collective bargaining coverage rate (overall, %)		52.0	50.8	49.5
- by gender:	male	51.9	50.7	48.6
	female	52.0	51.0	50.4
- by age:	not reported	-	-	-
- by disability:	not reported	-	-	-
- by company size:	1-10 employees	21.3	21.4	19.4
	10-49 employees	36.9	35.1	34.0
	50-249 employees	51.8	49.2	47.6
	250-499 employees	66.2	67.4	66.9
	500-999 employees	75.6	75.1	76.8
	1 000 or more employees	92.0	91.4	86.9
- by sector:	A	38.9	37.5	38.2
	B, D, E	70.8	78.8	61.1
	C	55.3	53.0	56.5
	F	56.6	58.1	56.1
	G	29.0	28.8	25.7
	H	45.6	52.9	38.9
	I	41.2	35.6	33.0
	J	22.0	16.3	10.6
	K	70.1	67.2	72.2
	L, M, N	46.6	44.1	41.8
	O	98.2	97.9	98.0
	P	69.5	63.7	68.0
	Q	56.9	55.6	56.8
	R, S	48.2	50.5	57.6

DE – Germany				
Variations of the statutory minimum wage				
Description (% of statutory minimum wage)	**Reason for introduction**	**Share (%) of workers covered**		
		2021	**2022**	**2023**
recently hired, previously long-term unemployed, workers (66.7% - two thirds)	sustainable integration of the long-term unemployed into the labour market			
young workers who have not completed vocational training (66.7% - two thirds)	sustainable integration of young workers into the labour market			
- by gender:	male	58	49	50
	female	43	51	51
- by age:	below 18	100	100	100
- by company size:	1-9 employees	-	20	21
	10-49 employees	25	29	32
	50-249 employees	-	17	15
	250-499 employees	-	-	-
	500-999 employees	-	-	-
	1 000 or more employees	-	-	20
- by sector:	A	-	-	-
	B	-	-	-
	C	-	9	8
	D	-	-	-
	E	-	-	-
	F	-	-	-
	G	-	24	24
	H	-	-	12
	I	-	20	25
	J	-	-	-
	K	-	-	-
	L	-	-	-
	M	-	-	7
	N	-	4	-
	O	-	-	-
	P	-	-	-
	Q	-	-	-
	R	-	-	-
	S	-	-	-

DE – Germany	
Deductions from the statutory minimum wage	
Description (amount of deduction)	**Reason for introduction**
no deductions reported	-

<table>
<tr><th colspan="5">EE – Estonia</th></tr>
<tr><td colspan="2">Predominant minimum wage protection system:</td><td colspan="3">minimum wage protection provided for only in collective agreements</td></tr>
<tr><td colspan="2">Lowest pay rates in collective agreements covering low-wage earners</td><td>2021</td><td>2022</td><td>2023</td></tr>
<tr><td colspan="2">Lowest pay rate (in EUR / month)</td><td>584</td><td>654</td><td>725</td></tr>
<tr><td colspan="2">- in EUR / hour</td><td>3.48</td><td>3.86</td><td>4.30</td></tr>
<tr><td colspan="2">Collective agreement containing the lowest pay rate</td><td colspan="3">agreement covers all workers</td></tr>
<tr><td colspan="2">Share of workers covered by collective agreement (%) [a]</td><td>3.53</td><td>3.26</td><td>3.44</td></tr>
<tr><td>- by gender:</td><td>not reported</td><td>-</td><td>-</td><td>-</td></tr>
<tr><td>- by age:</td><td>not reported</td><td>-</td><td>-</td><td>-</td></tr>
<tr><td>- by disability:</td><td>not reported</td><td>-</td><td>-</td><td>-</td></tr>
<tr><td>- by company size:</td><td>not reported</td><td>-</td><td>-</td><td>-</td></tr>
<tr><td>- by sector:</td><td>not reported</td><td>-</td><td>-</td><td>-</td></tr>
<tr><td colspan="2">Level of wages paid to workers not covered by collective agreements relative to those covered</td><td>2021</td><td>2022</td><td>2023</td></tr>
<tr><td colspan="2">Level of wages paid to workers not covered by collective agreements (in EUR / hour):</td><td></td><td></td><td></td></tr>
<tr><td colspan="2">not applicable [b]</td><td></td><td></td><td></td></tr>
<tr><td colspan="2">Ratio of level of wages paid to not covered workers to level of wages paid to covered workers (%):</td><td></td><td></td><td></td></tr>
<tr><td colspan="2">not applicable [b]</td><td></td><td></td><td></td></tr>
<tr><td colspan="2">Collective bargaining coverage</td><td>2021</td><td>2022</td><td>2023</td></tr>
<tr><td colspan="2">Collective bargaining coverage rate (overall, %)</td><td>19.1</td><td>-</td><td>-</td></tr>
<tr><td>- by gender:</td><td>male</td><td>16.1</td><td>-</td><td>-</td></tr>
<tr><td></td><td>female</td><td>21.6</td><td>-</td><td>-</td></tr>
<tr><td>- by age:</td><td>15-24</td><td>18.7</td><td>-</td><td>-</td></tr>
<tr><td></td><td>25-49</td><td>15.5</td><td>-</td><td>-</td></tr>
<tr><td></td><td>50-64</td><td>24.5</td><td>-</td><td>-</td></tr>
<tr><td></td><td>65 and above</td><td>26.4</td><td>-</td><td>-</td></tr>
<tr><td>- by disability:</td><td>not reported</td><td>-</td><td>-</td><td>-</td></tr>
<tr><td>- by company size:</td><td>not reported</td><td>-</td><td>-</td><td>-</td></tr>
<tr><td>- by sector:</td><td>primary sector</td><td>9.4</td><td>-</td><td>-</td></tr>
<tr><td></td><td>secondary sector</td><td>18.4</td><td>-</td><td>-</td></tr>
<tr><td></td><td>tertiary sector</td><td>19.8</td><td>-</td><td>-</td></tr>
</table>

Note: ([a]) The reported shares represent an estimate of the share of workers earning the collectively agreed national minimum wage in Estonia.

([b]) Estonia does not report this comparison as it has a collectively agreed minimum wage that applies to all workers.

IE – Ireland				
Predominant minimum wage protection system:		statutory minimum wage		
Statutory minimum wages		**2021**	**2022**	**2023**
Level of the statutory minimum wage (EUR / month)		10.2	10.5	11.3
Share of workers covered (%)		8.1	7.4	7.4
- by gender:	male	7.6	6.8	7.0
	female	8.7	8.0	7.8
- by age:	15-19	67.3	64.5	63.7
	20-24	28.0	22.2	21.2
	25-44	5.0	3.4	3.8
	45-64	3.5	2.7	2.7
	65 and above	5.9	6.5	6.4
- by disability:	workers with a long-lasting condition or disability	8.8	-	10.2
	workers with no long-lasting condition or disability	8.3	-	7.2
	not stated	9.8	-	-
- by company size:	1-9 employees	13.2	12.7	12.3
	10-49 employees	9.6	9.5	10.4
	50 or more employees	5.6	4.7	4.1
	not stated	20.3	12.8	15.1
- by sector:	A	22.5	24.5	14.1
	B-E	4.0	3.7	3.6
	F	11.6	7.7	9.0
	G-U	8.4	7.8	7.8
Collective bargaining coverage		**2021**	**2022**	**2023**
Collective bargaining coverage rate (overall, %)		-	-	-
- by gender:	not reported	-	-	-
- by age:	not reported	-	-	-
- by disability:	not reported	-	-	-
- by company size:	not reported	-	-	-
- by sector:	not reported	-	-	-

IE - Ireland				
Variations of the statutory minimum wage				
Description (% of statutory minimum wage)	**Reason for introduction**	**Share (%) of workers covered**		
		2021	**2022**	**2023**
sub-minimum youth rate (70-90%)	provide employment opportunities for younger people and to ensure a disincentive to exiting formal education	age below 18: 39.9	age below 18: 39.3	age below 18: 57.9
		aged 18 or 19: 6.4	aged 18 or 19: 10.3	aged 18 or 19: 12.1
- by gender:	male	age below 18: 42.4	age below 18: 33.5	age below 18: 52.5
		aged 18 or 19: 7.0	aged 18 or 19: 8.5	aged 18 or 19: 9.4
	female	age below 18: 27.6	age below 18: 39.1	age below 18: 58.1
		aged 18 or 19: 4.7	aged 18 or 19: 10.0	aged 18 or 19: 12.7

IE - Ireland	
Deductions from the statutory minimum wage	
Description (amount of deduction)	**Reason for introduction**
food (fixed amount per hour worked)	account for possible provision of food by the employer to the employee
accommodation (fixed amount per day or week)	account for possible provision of accommodation by the employer to the employee

EL – Greece				
Predominant minimum wage protection system:		statutory minimum wage		
Statutory minimum wages		**2021**	**2022**	**2023**
Level of the statutory minimum wage (EUR / month) [a]		650	663 713	713 780
Share of workers covered (%)		-	10.29	-
- by gender*:	male	-	43.53	-
	female	-	56.47	-
- by age*:	under 25	-	10.34	-
	25-34	-	40.50	-
	35-44	-	24.08	-
	45-54	-	17.08	-
	55-64	-	6.99	-
	65 and above	-	1.01	-
- by disability:	not reported	-	-	-
- by company size*:	10-49 employees	-	39.64	-
	50-249 employees	-	30.19	-
	250-499 employees	-	8.48	-
	500-999 employees	-	3.28	-
	1 000 or more employees	-	18.41	-
- by sector*:	B	-	0.11	-
	C	-	7.14	-
	D	-	0.29	-
	E	-	0.39	-
	F	-	5.07	-
	G	-	23.37	-
	H	-	7.48	-
	I	-	10.13	-
	J	-	2.17	-
	K	-	0.64	-
	L	-	0.36	-
	M	-	8.75	-
	N	-	14.91	-
	P	-	6.53	-
	Q	-	8.60	-
	R	-	2.10	-
	S	-	1.98	-
Collective bargaining coverage		**2021**	**2022**	**2023**
Collective bargaining coverage rate (overall, %)		-	-	-
- by gender:	not reported	-	-	-
- by age:	not reported	-	-	-
- by disability:	not reported	-	-	-
- by company size:	not reported	-	-	-
- by sector:	not reported	-	-	-

Note: (*) Percentages represent the share of minimum wage earners who belong to the reported sub-category.
([a]) Statutory minimum wages in Greece increased in January 2022, May 2022, January 2023 and April 2023.

EL – Greece				
Variations of the statutory minimum wage				
Description (% of statutory minimum wage)	**Reason for introduction**	**Share (%) of workers covered**		
		2021	**2022**	**2023**
no variations reported	-	-	-	-

EL – Greece	
Deductions from the statutory minimum wage	
Description (amount of deduction)	**Reason for introduction**
no deductions reported	-

ES – Spain				
Predominant minimum wage protection system:		statutory minimum wage		
Statutory minimum wages		**2021**	**2022**	**2023**
Level of the statutory minimum wage (EUR/year) [a]		13 300 13 510	14 000	15 120
Share of workers covered (%)		4.9	5.1	6.0
- by gender:	male	3.6	4.1	5.0
	female	6.4	6.2	7.1
- by age:	below 30	8.7	7.8	9.8
	30-39	5.9	6.0	6.9
	40-49	4.4	4.6	5.4
	50-59	3.8	4.4	4.8
	60 and above	3.9	3.5	4.3
- by disability:	with a disability	8.5	9.9	-
	no disability	4.8	5.0	-
- by company size:	1-10 employees	8.9	8.4	10.7
	10-49 employees	5.0	6.1	7.0
	50-200 employees	4.2	4.5	5.1
	200 or more employees	2.8	2.8	3.1
- by sector:	industry	2.8	2.8	4.0
	construction	2.1	2.9	2.7
	services	5.5	5.7	6.6
Collective bargaining coverage		**2021**	**2022**	**2023**
Collective bargaining coverage rate (overall, %)		91.18	91.46	91.80
- by gender:	male	94.69	94.82	95.02
	female	87.28	87.74	88.25
- by age:	below 30	-	-	94.11
	30-39	-	-	93.34
	40-49	-	-	92.29
	50-59	-	-	90.04
	60 and above	-	-	85.56
- by disability:	not reported	-	-	-
- by company size:	1-10 employees	81.11	81.22	81.33
	10-49 employees	94.33	94.45	94.72
	50-249 employees	93.70	94.12	94.44
	250 or more employees	94.74	94.87	95.17
- by sector:	agriculture	95.04	94.63	94.68
	industry	97.45	97.48	97.51
	construction	98.32	98.38	98.36
	services	89.24	89.64	90.09

Note: ([a]) Statutory minimum wages in Spain increased in September 2021, January 2022 and January 2023.

ES – Spain				
Variations of the statutory minimum wage				
Description (% of statutory minimum wage)	**Reason for introduction**	**Share (%) of workers covered**		
		2021	**2022**	**2023**
no variations reported	-	-	-	-

ES – Spain	
Deductions from the statutory minimum wage	
Description (amount of deduction)	**Reason for introduction**
no deductions reported	-

FR – France				
Predominant minimum wage protection system:		statutory minimum wage		
Statutory minimum wages		**2021**	**2022**	**2023**
Level of the statutory minimum wage (EUR / hour) [a]		10.25 10.48	10.57 10.85 11.07	11.27 11.52
Share of workers covered (%)		12.0	14.5	17.3
- by gender*:	male	-	-	-
	female	59.3	55.3	57.3
- by age:	not reported	-	-	-
- by disability:	not reported	-	-	-
- by company size:	1-9 employees	24.1	24.5	26.8
	10-19 employees	10.9	14.2	16.5
	20-49 employees	13.0	16.1	18.7
	50-99 employees	14.3	18.8	23.3
	100-249 employees	9.8	13.9	15.8
	250-499 employees	8.7	12.0	14.7
	500 or more employees	5.6	7.8	10.6
- by sector:	industry	4.9	6.9	8.4
	services	13.8	16.8	19.9
	C	5.3	7.3	8.9
	D	1.4	0.5	0.6
	E	2.8	5.8	7.7
	F	9.4	8.8	11.1
	G	15.5	19.2	22.5
	H	6.4	13.5	11.1
	I	37.0	41.7	39.8
	J	2.1	2.3	2.8
	K	3.2	2.9	4.1
	L	8.9	10.4	12.9
	M	5.4	4.6	7.5
	N	12.1	19.3	35.3
	P	5.4	9.8	7.6
	Q	19.7	21.3	25.5
	R	11.3	13.8	15.1
	S	24.5	25.2	26.6
Collective bargaining coverage		**2021**	**2022**	**2023**
Collective bargaining coverage rate (overall, %) [b]		-	-	-
- by gender:	not reported	-	-	-
- by age:	not reported	-	-	-
- by disability:	not reported	-	-	-
- by company size:	not reported	-	-	-
- by sector:	not reported	-	-	-

Note: (*) Percentages represent the share of minimum wage earners who belong to the reported sub-category.

([a]) Statutory minimum wages in France increased in October 2021, January 2022, May 2022, August 2022, January 2023 and May 2023.

([b]) France reports a collective bargaining coverage rate of 98% for 2018, but does not report specific values of 2021, 2022 or 2023.

FR – France				
Variations of the statutory minimum wage				
Description (% of statutory minimum wage)	**Reason for introduction**	**Share (%) of workers covered**		
		2021	**2022**	**2023**
young workers (80-90%)	facilitate labour market integration of young workers	-	-	-
apprentices (27-78%)	training and work-study programme	-	-	-
professional training contract (55-85%)	encourage entry or re-entry into the labour market	-	-	-
workers in Mayotte (76%)	economic situation in the overseas department of Mayotte	-	-	-
child minders (28.1% of the statutory minimum wage per child and per hour of assistance provided)	balance the interests of workers in this occupation with those of their employers, including the need for affordability of assistance services	-	-	-
caretakers (2.5-times the hourly minimum wage per day)	specific working conditions in the occupation	-	-	-

FR – France	
Deductions from the statutory minimum wage	
Description (amount of deduction)	**Reason for introduction**
amounts paid in advance to employees to cover the provision of work-related tools, equipment or materials, or other cash advances (cost of work-related materials, or maximum 10% of the monthly salary for other cash advances)	recovery of amounts overpaid or paid in advance by the employer
seizures and transfers to ensure the payment of debts (deductions cannot exceed an amount that would bring the employee's income below a non-seizable amount)	ensure the repayment of debts
withholding of unpaid child support (deductions cannot exceed an amount that would bring the employee's income below a non-seizable amount)	ensure the payment of child support as ordered by appropriate judicial or administrative authorities

HR – Croatia				
Predominant minimum wage protection system:		statutory minimum wage		
Statutory minimum wages		**2021**	**2022**	**2023**
Level of the statutory minimum wage (HRK / month for 2021, 2022; EUR / month for 2023)		4 250	4 688	700
Share of workers covered (%)		5.0	3.9	2.2
- by gender:	male	4.5	3.7	1.9
	female	5.6	4.2	2.5
- by age:	not reported	-	-	-
- by disability:	not reported	-	-	-
- by company size:	not reported	-	-	-
- by sector:	A	5.1	4.6	3.0
	B	2.4	3.1	1.5
	C	5.5	4.6	2.9
	D	0.8	0.6	0.3
	E	1.1	1.0	1.0
	F	12.0	8.3	2.4
	G	4.8	3.9	2.8
	H	5.0	4.7	3.0
	I	5.1	4.0	3.3
	J	1.9	1.5	0.8
	K	2.5	2.1	0.8
	L	8.6	7.5	3.5
	M	4.1	3.4	1.7
	N	11.5	10.9	5.3
	O	4.1	1.4	0.5
	P	0.6	1.2	0.9
	Q	2.3	1.3	0.7
	R	3.3	3.0	1.6
	S	21.5	13.5	5.9
Collective bargaining coverage		**2021**	**2022**	**2023**
Collective bargaining coverage rate (overall, %)		-	-	-
- by gender:	not reported	-	-	-
- by age:	not reported	-	-	-
- by disability:	not reported	-	-	-
- by company size:	not reported	-	-	-
- by sector:	not reported	-	-	-

HR – Croatia				
Variations of the statutory minimum wage				
Description (% of statutory minimum wage)	**Reason for introduction**	**Share (%) of workers covered**		
		2021	**2022**	**2023**
no variations reported	-	-	-	-

HR – Croatia	
Deductions from the statutory minimum wage	
Description (amount of deduction)	**Reason for introduction**
deductions agreed in collective agreements (maximum 5% of the minimum wage)	provision of protection for workers in labour intensive industries (textile, leather, rubber, manufacturing industry) through collective agreements

IT – Italy				
Predominant minimum wage protection system:		minimum wage protection provided for only in collective agreements		
Lowest pay rates in collective agreements covering low-wage earners		**2021**	**2022**	**2023**
Lowest pay rate (in EUR / hour)		-	-	9.28
Collective agreement containing the lowest pay rate		social cooperatives [a]		
Share of workers covered by collective agreement (%)				
- by gender:	not reported	-	-	-
- by age:	not reported	-	-	-
- by disability:	not reported	-	-	-
- by company size:	not reported	-	-	-
- by sector:	not reported	-	-	-
Level of wages paid to workers not covered by collective agreements relative to those covered		**2021**	**2022**	**2023**
Level of wages paid to workers **not covered** by collective agreements (in EUR / hour):		-	-	-
not applicable [b]		-	-	-
Ratio of level of wages paid to **not covered** workers to level of wages paid to **covered** workers (%):		-	-	-
not applicable [b]		-	-	-
Collective bargaining coverage		**2021**	**2022**	**2023**
Collective bargaining coverage rate (overall, %)		100	100	100
- by gender:	not reported	100	100	100
- by age:	not reported	100	100	100
- by disability:	not reported	100	100	100
- by company size:	not reported	100	100	100
- by sector:	not reported	100	100	100

Note: (a) Collective agreement selected based on information provided by Italy on negotiated lowest hourly pay rates as well as the number of monthly working hours.

([b]) Italy does not report this comparison due its 100% collective bargaining coverage rate.

CY - Cyprus				
Predominant minimum wage protection system:		statutory minimum wage		
Statutory minimum wages		**2021**	**2022**	**2023**
Level of the statutory minimum wage (EUR / month) [a]		-	-	940
Share of workers covered (%)		-	-	-
- by gender:	not reported	-	-	-
	female	-	-	-
- by age:	not reported	-	-	-
- by disability:	not reported	-	-	-
- by company size:	not reported	-	-	-
- by sector:	not reported	-	-	-
Collective bargaining coverage		**2021**	**2022**	**2023**
Collective bargaining coverage rate (overall, %)		33.96	31.19	24.94
- by gender:	not reported	-	-	-
- by age:	not reported	-	-	-
- by disability:	not reported	-	-	-
- by company size:	not reported	-	-	-
- by sector:	not reported	-	-	-

Note: ([a]) Cyprus instituted a national statutory minimum wage in 2023. In 2021 and 2022, minimum wage protection was provided for in collective agreements or, in some sectors, through a sector-specific minimum wage.

CY - Cyprus				
Variations of the statutory minimum wage				
Description (% of statutory minimum wage)	**Reason for introduction**	**Share (%) of workers covered**		
		2021	**2022**	**2023**
workers younger than 18 (75%)	need to train employees, support for youth employment, temporary nature of employment (for casual work not exceeding two consecutive months)	-	-	-
recently hired employees (~94%)	employers use first month of employment to train new employees	-	-	-
occupations in the hotel industry (above minimum wage)	based on agreement with the social partners	-	-	-

CY - Cyprus	
Deductions from the statutory minimum wage	
Description (amount of deduction)	**Reason for introduction**
food (maximum 15% of the minimum wage)	-
accommodation (maximum 10% of the minimum wage)	-

LV – Latvia				
Predominant minimum wage protection system:		statutory minimum wage		
Statutory minimum wages		**2021**	**2022**	**2023**
Level of the statutory minimum wage (EUR / month)		500	500	620
Share of workers covered (%)		3.9	4.1	4.2
- by gender:	male	4.0	4.4	4.4
	female	3.7	3.7	4.0
- by age:	below 20	2.8	2.2	2.4
	20-24	2.2	2.3	2.2
	25-29	2.2	2.4	2.4
	30-34	2.7	3.0	3.0
	35-39	3.3	3.6	3.7
	40-44	3.8	4.1	4.1
	45-49	4.2	4.5	4.6
	50-54	4.6	4.9	5.1
	55-59	5.1	5.2	5.6
	60-64	5.3	5.4	6.0
	65-69	4.7	4.2	4.4
	70-74	4.6	4.2	4.5
	75 and above	4.7	4.3	4.1
	unknown	7.3	6.8	6.6
- by disability:	not reported	-	-	-
- by company size:	not reported	-	-	-
- by sector:	private sector	4.4	4.9	4.9
	public sector	2.7	2.1	2.7
Collective bargaining coverage		**2021**	**2022**	**2023**
Collective bargaining coverage rate (overall, %)		-	31.6	-
- by gender:	male	-	30.3	-
	female	-	32.9	-
- by age:	15-19	-	17.1	-
	20-29	-	26.3	-
	30-39	-	29.2	-
	40-49	-	30.7	-
	50-59	-	34.7	-
	60-69	-	36.5	-
	70-74	-	37.0	-
	74 and above	-	33.9	-
- by disability:	not reported	-	-	-
- by company size:	1-10 employees	-	12.3	-
	10-49 employees	-	17.4	-
	50-249 employees	-	28.1	-
	250-499 employees	-	33.2	-
	500-999 employees	-	46.3	-
	1 000 or more employees	-	60.8	-
- by sector:	A	-	7.3	-
	B	-	11.9	-
	C	-	19.3	-
	D	-	69.3	-
	E	-	40.8	-
	F	-	100.0	-
	G	-	12.7	-

	H	-	27.8	-
	I	-	8.2	-
	J	-	14.7	-
	K	-	20.7	-
	L	-	18.9	-
	M	-	10.8	-
	N	-	10.2	-
	O	-	28.7	-
	P	-	60.4	-
	Q	-	57.4	-
	R	-	35.7	-
	S	-	1.4	-
	private sector	-	19.8	-
	public sector	-	58.1	-

LV – Latvia				
Variations of the statutory minimum wage				
Description (% of statutory minimum wage)	**Reason for introduction**	**Share (%) of workers covered**		
		2021	**2022**	**2023**
reduced minimum wage for prisoners (50%)	support rehabilitation and integration of convicts, and prevent loss of work habits	-	-	5.67% of convicts

LV – Latvia	
Deductions from the statutory minimum wage	
Description (amount of deduction)	**Reason for introduction**
no deductions reported	-

LT – Lithuania				
Predominant minimum wage protection system:		statutory minimum wage		
Statutory minimum wages		**2021**	**2022**	**2023**
Level of the statutory minimum wage (EUR / month)		642	730	840
Share of workers covered (%)		9.9	9.7	10.2
- by gender:	not reported	-	-	-
- by age:	not reported	-	-	-
- by disability:	not reported	-	-	-
- by company size*:	1-9 employees	16.3	15.9	15.7
	10-49 employees	22.2	21.9	21.4
	50-249 employees	29.2	29.5	29.5
	250-499 employees	9.5	8.9	9.8
	500-999 employees	7.7	9.1	8.3
	1 000 or more employees	15.0	14.7	15.4
- by sector*:	private sector	72.2	73.1	73.4
	public sector	27.8	26.9	26.6
Collective bargaining coverage		**2021**	**2022**	**2023**
Collective bargaining coverage rate (overall, %)		-	-	-
- by gender:	not reported	-	-	-
- by age:	not reported	-	-	-
- by disability:	not reported	-	-	-
- by company size:	not reported	-	-	-
- by sector:	not reported	-	-	-

Note: (*) Percentages represent the share of minimum wage earners who belong to the reported sub-category.

LT – Lithuania				
Variations of the statutory minimum wage				
Description (% of statutory minimum wage)	**Reason for introduction**	**Share (%) of workers covered**		
		2021	**2022**	**2023**
no variations reported	-	-	-	-

LT – Lithuania	
Deductions from the statutory minimum wage	
Description (amount of deduction)	**Reason for introduction**
apprenticeship (maximum 20% of the minimum wage)	reimbursement of training costs
recovery of money not used by employee for intended purpose (maximum 20% of the minimum wage)	return amounts of money transferred and not used by employee for intended purpose
recovery of overpaid amounts (maximum 20% of the minimum wage)	return amounts overpaid due to calculation errors
compensation for damage caused to employer (maximum 20% of the minimum wage)	compensate employer for damage cause by the employee through his or her own fault
recovery of pay for vacation days granted in excess of allowance (maximum 20% of the minimum wage)	recover pay granted excess of the acquired right to full or partial annual vacation upon termination of employment at the employee's initiative without good reason or at the employer's initiative due to the employee's fault
recovery based on enforcement proceedings – ordinary claims (maximum 10% of the minimum wage)	-
recovery based on enforcement proceedings – maintenance (alimony) (maximum 30% of the minimum wage)	-
recovery based on enforcement proceedings – compensation for damage caused by injury of loss of a breadwinner (maximum 30% of the minimum wage)	-

LU – Luxembourg				
Predominant minimum wage protection system:		statutory minimum wage		
Statutory minimum wages		**2021**	**2022**	**2023**
Level of the statutory minimum wage (EUR / month) [a]		2 201.93 2 256.95	2 256.95 2 313.38	2 387.40 2 447.07 2 508.24 2 570.93
Share of workers covered (%)		9.34	9.38	9.58
- by gender:	male	8.21	7.95	8.14
	female	11.12	11.62	11.80
- by age:	below 25	35.4	36.2	36.7
	25-34	10.0	9.8	9.8
	35-44	6.8	6.7	7.1
	45-54	6.0	6.0	6.2
	55 and above	6.7	6.7	6.8
- by disability:	not reported	-	-	-
- by company size:	1-9 employees	12.6	13.8	14.0
	10-49 employees	9.9	10.1	10.4
	50-249 employees	8.5	8.0	8.2
	250-499 employees	8.3	6.7	7.4
	500-999 employees	7.7	8.7	8.9
	1 000 or more employees	8.4	8.4	8.2
- by sector:	A	31.0	28.6	30.1
	B	1.8	1.8	2.7
	C	5.8	5.9	5.7
	D	1.1	0.9	0.9
	E	4.7	5.2	4.9
	F	6.4	5.6	6.2
	G	19.2	18.1	18.1
	H	10.5	9.6	9.5
	I	28.4	36.4	36.6
	J	1.7	1.7	1.9
	K	1.7	1.9	2.0
	L	8.5	8.1	8.3
	M	2.8	2.7	2.8
	N	8.6	7.7	8.0
	P	1.7	1.8	2.5
	Q	10.7	10.2	10.5
	R	9.5	11.3	11.6
	S	13.9	13.1	14.1
Collective bargaining coverage		**2021**	**2022**	**2023**
Collective bargaining coverage rate (overall, %)		-	57.3	-
- by gender:	not reported	-	-	-
- by age:	not reported	-	-	-
- by disability:	not reported	-	-	-
- by company size:	10-49 employees	-	27.6	-
	50-249 employees	-	50.0	-
	250-499 employees	-	67.0	-
	500-999 employees	-	65.9	-
	1 000 or more employees	-	74.8	-
- by sector:	B	-	37.5	-

	C	-	70.5	-
	D	-	67.7	-
	E	-	61.9	-
	F	-	67.6	-
	G	-	44.4	-
	H	-	74.1	-
	I	-	17.3	-
	J	-	20.3	-
	K	-	49.5	-
	L	-	9.9	-
	M	-	10.6	-
	N	-	75.4	-
	O	-	100.0	-
	P	-	9.7	-
	Q	-	76.6	-
	R	-	33.8	-
	S	-	25.5	-

Note: ([a]) Statutory minimum wages in Luxembourg increased in October 2021, January 2022, April 2022, January 2023, February 2023, April 2023 and September 2023.

LU – Luxembourg				
Variations of the statutory minimum wage				
Description (% of statutory minimum wage)	**Reason for introduction**	**Share (%) of workers covered**		
		2021	**2022**	**2023**
adolescents aged 15 to 17 (75-80%)	improve chances for minors to find employment, and compensate employers for additional costs related to the need for supervision and guidance	age 15-17: 0.10	age 15-17: 0.10	age 15-17: 0.10
		age 17-18: 1.00	age 17-18: 1.34	age 17-18: 0.80

LU – Luxembourg	
Deductions from the statutory minimum wage	
Description (amount of deduction)	**Reason for introduction**
no deductions reported	-

HU – Hungary				
Predominant minimum wage protection system:		statutory minimum wage		
Statutory minimum wages		**2021**	**2022**	**2023**
Level of the statutory minimum wage (HUF / month) [a]		161 000 167 400	200 000	232 000 266 800
Share of workers covered (%)		5.5	6.8	6.3
- by gender:	male	6.3	7.7	7.2
	female	4.6	5.6	5.4
- by age:	below 25	8.5	10.4	8.1
	25-54	5.2	6.2	6.0
	55 and above	5.8	7.4	6.8
- by disability:	not reported	-	-	-
- by company size:	1-49 employees	11.0	13.9	13.0
	50-249 employees	3.3	3.7	3.3
	250 or more employees	1.2	1.2	1.1
- by sector:	A	10.8	13.1	12.5
	B	3.4	4.2	3.1
	C	3.3	3.9	3.5
	D	0.5	0.5	0.4
	E	1.9	3.1	2.9
	F	17.0	20.5	19.2
	G	7.1	8.9	8.5
	H	4.7	5.9	5.5
	I	14.7	17.4	16.3
	J	1.8	2.3	2.3
	K	1.0	1.6	1.3
	L	10.9	13.5	12.5
	M	4.1	4.9	4.3
	N	9.4	10.8	10.4
	O	0.8	0.8	1.0
	P	1.6	2.0	1.7
	Q	2.3	2.8	2.3
	R	4.8	5.7	5.8
	S	14.9	15.7	14.9
Collective bargaining coverage		**2021**	**2022**	**2023**
Collective bargaining coverage rate (overall, %)		16.80	16.04	14.76
- by gender*:	male	57.2	57.7	57.8
	female	42.8	42.3	42.2
- by age:	not reported	-	-	-
- by disability:	reported where available [b]	-	-	-
- by company size:	reported where available [b]	-	-	-
- by sector:	reported where available [b]	-	-	-

Note: (*) Percentages represent the share of workers earning minimum wages or covered by collective agreements who belong to the reported sub-category.
([a]) Statutory minimum wages in Hungary increased in February 2021, January 2022, January 2023 and December 2023.
([b]) Hungary reports on collective bargaining coverage for selected combinations of sectors, company sizes and other characteristics. However, since data is not available for all of these combinations, it is not possible to calculate a higher-level disaggregation by disability, company size or sector.

HU – Hungary				
Variations of the statutory minimum wage				
Description (% of statutory minimum wage)	**Reason for introduction**	**Share (%) of workers covered**		
		2021	**2022**	**2023**
workers engaged in public works (50%)	encourage job seekers to find regular employment	2.5	2.3	2.4
- by gender*:	male	39.2	38.0	37.3
	female	60.8	62.0	62.7
- by age*:	below 25	5.7	6.1	5.8
	25-54	74.4	70.4	70.5
	55 and above	22.9	23.5	23.7
- by disability:	not reported	-	-	-
- by company size*:	1-49 employees	33.7	36.2	38.1
	50-246 employees	44.8	43.8	43.2
	250 or more employees	21.4	20.0	18.7
- by sector*:	A	1.6	1.5	1.3
	B	-	-	-
	C	0.1	0.0	0.0
	D	0.0	0.0	0.0
	E	0.3	0.3	0.2
	F	0.8	0.4	0.4
	G	0.1	0.1	0.1
	H	0.7	0.7	0.7
	I	0.7	0.7	0.7
	J	0.0	0.0	0.0
	K	0.0	0.0	0.0
	L	0.2	0.6	0.6
	M	0.3	0.3	0.4
	N	1.9	1.8	1.7
	O	83.1	83.3	84.2
	P	1.4	1.3	1.3
	Q	5.1	5.3	4.9
	R	1.2	1.2	1.1
	S	2.5	2.4	2.5

Note: (*) Percentages represent the share of workers to whom the variation is applied who belong to the reported sub-category.

HU – Hungary	
Deductions from the statutory minimum wage	
Description (amount of deduction)	**Reason for introduction**
no deductions reported	-

MT – Malta				
Predominant minimum wage protection system:		statutory minimum wage		
Statutory minimum wages		**2021**	**2022**	**2023**
Level of the statutory minimum wage (EUR / week)		181.08	182.83	192.73
Share of workers covered (%)		1.4	1.1	1.1
- by gender*:	male	57.1	54.5	58.3
	female	42.9	45.5	42.7
- by age:	not reported	-	-	-
- by disability:	not reported	-	-	-
- by company size:	not reported	-	-	-
- by sector:	not reported	-	-	-
Collective bargaining coverage		**2021**	**2022**	**2023**
Collective bargaining coverage rate (overall, %) [a]		-	49.2	31.0
- by gender*:	male	-	52.8	-
	female	-	47.0	-
- by age*:	15-34	-	33.9	-
	35-54	-	49.0	-
	55 and above	-	17.1	-
- by disability*:	not reported	-	-	-
- by company size*:	10-49 employees	-	7.9	22.0
	50-249 employees	-	21.7	42.0
	250 or more employees	-	70.3	32.0
- by sector*:	manufacturing, mining and quarrying and other industry	-	12.0	-
	construction	-	1.4	-
	wholesale and retail trade, transportation and storage, accommodation and food service	-	12.0	-
	information and communication, financial and insurance activities and real estate activities	-	8.5	-
	professional, scientific, technical, administration and support service activities	-	10.8	-
	public administration, defence, education, human health and social work	-	53.5	-
	other services	-	1.8	-

Note: (*) Percentages represent the share of workers earning minimum wages or covered by collective agreements who belong to the reported sub-category.
(a) Malta used different data sources for each reported year – the Structure of earnings survey for 2022 and a study conducted by the Department of Industrial and Employment Relations for 2023.

MT – Malta				
Variations of the statutory minimum wage				
Description (% of statutory minimum wage)	**Reason for introduction**	**Share (%) of workers covered**		
		2021	**2022**	**2023**
young workers less than 18 years old (~ 95-96%)	facilitate labour market entry and help young workers gain practical skills and work experience	-	-	-
Wage Regulation Orders (above-minimum wage pay in some sectors and occupations)	ensure fair and adequate pay in industries where workers may have less bargaining power or where collective agreements may be absent	-	-	-

MT – Malta	
Deductions from the statutory minimum wage	
Description (amount of deduction)	**Reason for introduction**
no deductions reported	-

NL – The Netherlands				
Predominant minimum wage protection system:		statutory minimum wage		
Statutory minimum wages		**2021**	**2022**	**2023**
Level of the statutory minimum wage (EUR/ month)		1 692.90	1 740.60	1 964.70
Share of workers covered (%)		5.1	4.5	5.3
- by gender:	male	4.8	4.3	5.0
	female	5.5	4.8	5.5
- by age:	15-20	12.4	10.2	10.1
	20-30	11.4	9.7	10.9
	30 and above	2.4	2.3	3.0
- by disability:	among workers under the social employment law	9.0	8.6	15.6
- by company size:	0-10 employees	6.7	5.8	6.9
	10-100 employees	4.5	3.9	4.6
	100 or more employees	5.0	4.5	5.2
- by sector:	highest:			
	- hospitality	9.3	6.5	7.4
	- business services	8.7	7.6	8.4
	- culture and recreation	7.5	6.8	7.7
	lowest:			
	- construction	2.2	2.2	2.4
	- education	2.5	2.2	2.5
	- financial services	2.5	2.4	2.7
Collective bargaining coverage		**2021**	**2022**	**2023**
Collective bargaining coverage rate (overall, %)		72.4	72.0	72.6
- by gender:	male	67.9	67.4	68.0
	female	77.3	77.0	77.5
- by age:	below 25	77.4	77.7	79.0
	25-34	67.8	66.9	67.0
	35-44	70.1	69.6	69.8
	44-54	72.0	71.7	72.3
	55 and above	75.7	75.0	75.6
- by disability:	not reported	-	-	-
- by company size:	1-9 employees	41.0	40.5	40.7
	10-100 employees	61.3	61.3	61.8
	more than 100 employees	84.0	83.4	83.7
- by sector:	lowest: information and communication sector	17.8	16.6	16.2
	highest: government sector	98.8	98.8	99.0

NL – The Netherlands				
Variations of the statutory minimum wage				
Description (% of statutory minimum wage)	**Reason for introduction**	**Share (%) of workers covered**		
		2021	**2022**	**2023**
minimum youth wage (30-80%)	encourage younger workers to follow education	-	-	-
- by age:	15	-	-	6.8
	16	-	-	7.5
	17	-	-	10.0
	18	-	-	11.9
	19	-	-	15.0
	20	-	-	27.6
students in work-based upper-secondary education aged 18-20 (30-61.5%)	encourage employers to supply vocational education	27 [a]	27 [a]	27 [a]
- by gender*:	male	75	73	72
	female	25	27	28
- by age*:	below 18	31	32	33
	18-21	47	46	45
	22-25	10	10	10
	26-30	4	4	4
	31 and above	7	8	8
- by sector*:	cross-sectoral	0	0	0
	creative industries and ICT	1	1	1
	trade	10	10	9
	entry	2	2	1
	mobility, transport, logistics, maritime	20	19	18
	specialized craftsmanship	0	0	0
	technology and the built environment	35	36	34
	food, green spaces, and hospitality	18	18	17
	business services and security	1	2	3
	healthcare, welfare and sports	12	15	16
workers with a disability from a young age (based on independent assessment)	facilitate access to the labour market	11 365 recipients	11 335 recipients	10 825 recipients

Note: (*) Percentages represent the share of workers to whom the variation is applied who belong to the reported sub-category.
(a) Proportion of workers in work-based upper-secondary education who are aged 18-20.

NL – The Netherlands	
Deductions from the statutory minimum wage	
Description (amount of deduction)	**Reason for introduction**
housing (maximum 25% of the minimum wage)	facilitate the provision of the elementary necessity of housing to interested workers
health insurance (maximum annual amount)	facilitate the provision of the elementary necessity of health insurance to interested workers
housing and health insurance for persons with a disability (no maximum amount)	facilitate the provision of these necessities and ensure financial stability for these workers

AT – Austria				
Predominant minimum wage protection system:		minimum wage protection provided for only in collective agreements		
Lowest pay rates in collective agreements covering low-wage earners [a]		**2021**	**2022**	**2023**
Lowest pay rate based on a notional minimum wage (two-thirds of median hourly wage) (in EUR / hour) [a]		13.07	13.81	14.83
Lowest pay rate based on a specific collective agreement (in EUR / month) [b]		1 262.9 1 332.1	1 332.1 1 418.6 1 500.0	1 500.0
Collective agreement containing the lowest pay rate		cinema operators		
Share of workers covered by collective agreement (%) [c]		84.8	85.4	85.5
- by gender:	male	89.7	90.1	90.0
	female	78.9	79.6	80.1
- by age:	15-19	35.2	36.3	36.7
	20-29	76.4	77.4	77.6
	30-39	87.0	87.7	87.6
	40-49	87.9	88.4	88.5
	50-59	88.8	89.1	89.3
	60 and above	84.1	84.2	85.0
- by disability:	not reported	-	-	-
- by company size:	10-49 employees	78.8	79.5	79.9
	50-249 employees	85.4	86.2	86.3
	250 or more employees	87.9	88.2	88.2
- by sector:	B	97.5	96.7	98.1
	C	94.2	94.5	94.5
	D	98.9	98.8	98.8
	E	87.8	87.4	87.3
	F	96.5	96.2	96.3
	G	76.5	77.5	76.4
	H	78.1	80.2	80.5
	I	29.3	38.3	38.5
	J	96.3	96.3	96.1
	K	94.9	94.5	94.4
	L	84.9	84.7	83.4
	M	91.0	91.4	91.9
	N	64.5	65.2	65.6
	O	96.5	95.2	96.2
	P	91.2	90.3	90.7
	Q	90.9	90.0	90.5
	R	66.2	69.8	69.6
	S	76.4	76.9	77.6

Note: ([a]) Rather than reporting on the lowest pay rates in specific collective agreements covering low-wage earners, Austria has submitted data about workers earning less than two thirds of the median hourly wage – a statistical threshold that was set by a ministerial group involving the social partners, and is deemed to represent a 'notional minimum wage'.

([b]) Lowest pay rates in the collective agreement for cinema operators increased in October 2021, April 2022 and December 2022.

([c]) Figures for 2022 based on the Structure of earnings survey, with estimates used for 2021 and 2023.

AT – Austria				
Level of wages paid to workers not covered by collective agreements relative to those covered [a b]		**2021**	**2022**	**2023**
Level of wages paid to workers **not covered** by collective agreements (in EUR / hour):				
- median		18.59	19.54	21.12
- by gender:	male	20.24	21.29	22.76
	female	17.62	18.58	20.16
- by age:	15-19	12.00	12.87	13.80
	20-29	14.70	15.60	16.80
	30-39	18.82	19.89	21.47
	40-49	21.11	22.33	24.03
	50-59	21.17	22.24	24.00
	60 and above	21.76	22.71	24.38
- by disability:	not reported	-	-	-
- by company size:	10-49 employees	16.71	17.69	19.11
	50-249 employees	18.46	19.45	21.01
	250 or more employees	20.79	21.76	23.49
- by sector:	B	-	-	-
	C	17.83	18.93	20.19
	D	26.81	27.91	30.17
	E	17.91	18.83	20.21
	F	18.60	19.46	20.89
	G	18.90	20.08	21.30
	H	16.78	18.19	19.61
	I	12.49	14.23	15.32
	J	20.47	21.48	22.95
	K	42.31	44.16	47.41
	L	18.21	19.02	20.16
	M	18.45	19.74	21.40
	N	15.10	16.15	17.43
	O	-	-	-
	P	20.47	21.20	22.88
	Q	19.58	20.12	21.92
	R	14.46	15.83	16.94
	S	20.44	21.69	23.45

Note: ([a]) Rather than reporting on the lowest pay rates in specific collective agreements covering low-wage earners, Austria has submitted data about workers earning less than two thirds of the median hourly wage – a statistical threshold that was set by a ministerial group involving the social partners.

([b]) Figures for 2022 based on the Structure of earnings survey, with estimates used for 2021 and 2023.

AT – Austria				
Level of wages paid to workers not covered by collective agreements relative to those covered [a b]		**2021**	**2022**	**2023**
Ratio of level of wages paid to **not covered** workers to level of wages paid to **covered** workers (%):				
- median		95.3	95.1	95.8
- by gender:	male	97.9	97.7	97.3
	female	98.6	98.2	99.3
- by age:	15-19	104.1	103.3	103.4
	20-29	88.4	88.8	89.0
	30-39	95.4	95.5	96.3
	40-49	100.8	101.4	101.5
	50-59	97.7	97.7	98.3
	60 and above	96.6	94.1	92.8
- by disability:	not reported	-	-	-
- by company size:	10-49 employees	94.6	94.6	95.2
	50-249 employees	95.1	95.1	95.5
	250 or more employees	100.1	99.3	99.6
- by sector:	B	-	-	-
	C	83.4	83.2	83.1
	D	89.4	89.1	89.0
	E	105.0	105.0	105.1
	F	94.6	94.6	94.5
	G	116.1	115.9	115.4
	H	98.9	99.5	99.6
	I	112.0	111.9	111.8
	J	75.5	75.5	75.8
	K	160.3	160.1	160.4
	L	88.4	87.9	88.4
	M	79.6	79.8	80.1
	N	101.3	102.3	102.5
	O	-	-	-
	P	103.5	103.3	103.4
	Q	98.3	97.8	97.9
	R	88.2	88.3	88.1
	S	128.5	128.3	129.0

Note: ([a]) Rather than reporting on the lowest pay rates in specific collective agreements covering low-wage earners, Austria has submitted data about workers earning less than two thirds of the median hourly wage – a statistical threshold that was set by a ministerial group involving the social partners.
([b]) Figures for 2022 based on the Structure of earnings survey, with estimates used for 2021 and 2023.

AT – Austria				
Collective bargaining coverage [c]		**2021**	**2022**	**2023**
Collective bargaining coverage rate (overall, %)		94.9	94.9	94.9
- by gender:	male	96.0	96.0	96.0
	female	93.7	93.7	93.7
- by age:	15-19	94.2	94.2	94.2
	20-29	94.3	94.3	94.3
	30-39	95.0	95.0	95.0
	40-49	95.0	95.0	95.0
	50-59	95.4	95.4	95.4
	60 and above	94.3	94.3	94.3
- by disability:	not reported	-	-	-
- by company size:	10-49 employees	93.3	93.3	93.3
	50-249 employees	94.6	94.6	94.6
	250 or more employees	95.9	95.9	95.9
- by sector:	B	100.0	100.0	100.0
	C	98.8	98.8	98.8
	D	89.5	89.5	89.5
	E	83.6	83.6	83.6
	F	99.3	99.3	99.3
	G	99.8	99.8	99.8
	H	98.1	98.1	98.1
	I	97.4	97.4	97.4
	J	94.4	94.4	94.4
	K	98.7	98.7	98.7
	L	85.3	85.3	85.3
	M	88.2	88.2	88.2
	N	94.4	94.4	94.4
	O	100.0	100.0	100.0
	P	74.2	74.2	74.2
	Q	88.6	88.6	88.6
	R	51.6	51.6	51.6
	S	57.8	57.8	57.8

Note: ([c]) Figures for 2022 based on the Structure of earnings survey, with estimates used for 2021 and 2023.

PL – Poland				
Predominant minimum wage protection system:		statutory minimum wage		
Statutory minimum wages		**2021**	**2022**	**2023**
Level of the statutory minimum wage (PLN / month) [a]		2 800	3 010	3 490 3 600
Share of workers covered (%)		13.3	11.8 6.3 [b]	11.9
- by gender:	male	-	7.0	-
	female	-	5.5	-
- by age:	below 30	-	7.1	-
	30-34	-	6.3	-
	35-44	-	5.8	-
	45-54	-	6.3	-
	55-64	-	6.4	-
	65 and above	-	6.4	-
- by disability:	not reported	-	-	-
- by company size:	1-50 employees	-	16.2	-
	50-249 employees	-	3.0	-
	250 or more employees	-	1.6	-
- by sector:	private sector	-	8.8	-
	public sector	-	0.1	-
Collective bargaining coverage		**2021**	**2022**	**2023**
Collective bargaining coverage rate (overall, %)		12.1	11.7	11.6
- by gender:	not reported	-	-	-
- by age:	not reported	-	-	-
- by disability:	not reported	-	-	-
- by company size:	not reported	-	-	-
- by sector:	not reported	-	-	-

Note: ([a]) Statutory minimum wages in Poland increased in July 2023.
([b]) Share calculated on the basis of the Structure of earnings survey. The other reported shares are based on the Polish Z-06 survey.

PL – Poland				
Variations of the statutory minimum wage				
Description (% of statutory minimum wage)	**Reason for introduction**	**Share (%) of workers covered**		
		2021	**2022**	**2023**
no variations reported	-	-	-	-

PL – Poland	
Deductions from the statutory minimum wage	
Description (amount of deduction)	**Reason for introduction**
deductions in relation to maintenance obligations – alimony (maximum 40% of the worker's remuneration)	provide means to subsistence to persons, especially children, whose maintenance is the responsibility of the employee
amounts paid in advance to employee to cover work-related expenses (maximum 25% of the minimum wage)	cover expenses related to the performance of work
financial penalties related to labour law violations (maximum 10% of the minimum wage)	sanction offences related to non-compliance with labour law
deductions from the remuneration applying to imprisoned persons (58% of remuneration deducted)	deducted for the purposes of the Crime Victim Support and Penitentiary Assistance Fund and for the Convict Professional Activation and Development of Prison Employment Facilities Fund

PT – Portugal				
Predominant minimum wage protection system:		statutory minimum wage		
Statutory minimum wages		**2021**	**2022**	**2023**
Level of the statutory minimum wage (EUR / month)		665	705	760
Share of workers covered (%)		23.5	23.4	20.6
- by gender:	male	19.3	19.8	18.3
	female	28.5	27.6	23.5
- by age:	below 25	39.0	36.6	32.6
	25-29	25.0	24.4	22.7
	30-54	21.2	21.2	18.6
	55-64	25.3	25.6	21.6
	65 and above	27.6	28.0	24.9
- by disability:	not reported	-	-	-
- by company size:	1-9 employees	44.1	45.2	44.2
	10-49 employees	26.6	27.2	25.2
	50-249 employees	18.5	17.7	14.2
	250 or more employees	11.2	10.6	7.1
- by sector:	A	39.5	38.3	39.1
	B	11.1	11.4	10.9
	C	23.0	21.4	20.0
	D	1.3	1.2	1.5
	E	24.9	23.2	15.6
	F	26.3	30.3	24.0
	G	25.8	25.1	23.0
	H	10.4	10.5	9.8
	I	45.4	41.6	37.3
	J	5.1	4.8	4.8
	K	2.4	2.3	2.1
	L	31.5	31.3	30.5
	M	10.3	11.0	10.3
	N	22.1	22.9	21.8
	O	23.7	22.9	18.0
	P	14.4	16.0	16.8
	Q	28.6	30.0	20.5
	R	21.7	21.8	19.7
	S	33.2	35.2	33.8
Collective bargaining coverage		**2021**	**2022**	**2023**
Collective bargaining coverage rate (overall, %)		84.0	83.3	83.3
- by gender:	not reported	-	-	-
- by age:	not reported	-	-	-
- by disability:	not reported	-	-	-
- by company size:	not reported	-	-	-
- by sector:	not reported	-	-	-

PT – Portugal				
Variations of the statutory minimum wage				
Description (% of statutory minimum wage)	**Reason for introduction**	**Share (%) of workers covered**		
		2021	**2022**	**2023**
interns, apprentices and trainees undergoing certified training (80%)	-	-	-	-
workers with reduced work capacity due to disability (50%)	-	-	-	-

PT – Portugal	
Deductions from the statutory minimum wage	
Description (amount of deduction)	**Reason for introduction**
no deductions reported	-

RO – Romania				
Predominant minimum wage protection system:		statutory minimum wage		
Statutory minimum wages		**2021**	**2022**	**2023**
Level of the statutory minimum wage (RON / month) [a]		2 300	2 550	3 000 3 300
Share of workers covered (%)		19.27	14.59	25.90 [b] 24.54 [c]
- by gender:	male	19.48	14.48	25.32 [b] 23.97 [c]
	female	19.15	14.76	26.60 [b] 25.32 [c]
- by age:	18-24	24.54	17.94	32.44 [b] 30.50 [c]
	25-54	19.07	14.42	25.70 [b] 24.29 [c]
	55-64	18.99	14.49	24.36 [b] 24.57 [c]
- by disability:	not reported	-	-	-
- by company size:	not reported	-	-	-
- by sector:	not reported	-	-	-
Collective bargaining coverage		**2021**	**2022**	**2023**
Collective bargaining coverage rate (overall, %)		16.91	25.38	27.96
- by gender:	not reported	-	-	-
- by age:	not reported	-	-	-
- by disability:	not reported	-	-	-
- by company size:	not reported	-	-	-
- by sector:	A	0.26	0.30	0.37
	B	0.10	0.23	0.24
	C	5.71	8.21	8.08
	D	0.58	0.64	0.78
	E	0.53	0.61	0.72
	F	1.03	1.27	1.49
	G	1.76	2.61	2.62
	H	0.78	1.55	1.85
	I	0.25	0.43	0.57
	J	0.47	0.66	0.71
	K	0.35	0.47	0.61
	L	0.06	0.06	0.07
	M	0.28	0.47	0.51
	N	0.80	0.96	1.07
	O	0.25	0.60	0.44
	P	0.28	0.46	0.46
	Q	1.29	2.17	2.38
	R	0.09	0.15	0.18
	S	0.08	0.11	0.12
	U	0.00	0.00	-
	unspecified	1.98	3.43	4.70

Note: ([a]) Statutory minimum wages in Romania increased in October 2023.
([b]) Shows the share of workers covered before October 2023.
([c]) Shows the share of workers covered in or after October 2023.

RO – Romania				
Variations of the statutory minimum wage				
Description (% of statutory minimum wage)	**Reason for introduction**	**Share (%) of workers covered**		
		2021	**2022**	**2023**
construction sector (above minimum wage)	priority economic area with respect to public and private investment projects; difficulties in recruiting specialised workforce	5.6	5.3	5.5 [d] 5.0 [e]
agricultural and food industry sector (above minimum wage)	economic volatility, cost fluctuations and seasonality; increase attractiveness of work in rural areas and agriculture	-	2.0	1.5

Note: ([d]) Considering only January 2023 to October 2023.
([e]) Considering only November 2023 to December 2023.

RO – Romania	
Deductions from the statutory minimum wage	
Description (amount of deduction)	**Reason for introduction**
no deductions reported	-

SI – Slovenia				
Predominant minimum wage protection system:		statutory minimum wage		
Statutory minimum wages		**2021**	**2022**	**2023**
Level of the statutory minimum wage (EUR / month)		-	-	1 203
Share of workers covered (%)		-	-	4.9
- by gender:	male	-	-	5.7
	female	-	-	3.8
- by age:	below 19	-	-	32.2
	20-24	-	-	15.3
	25-29	-	-	7.7
	30-34	-	-	5.7
	35-39	-	-	4.4
	40-44	-	-	3.7
	45-49	-	-	3.3
	50-54	-	-	3.0
	55-59	-	-	3.0
	60-64	-	-	3.5
	65 and above	-	-	3.6
- by disability:	not reported	-	-	-
- by company size:	1-9 employees	-	-	10.8
	10-49 employees	-	-	7.3
	50-249 employees	-	-	3.1
- by sector:	250-499 employees	-	-	2.1
	500-999 employees	-	-	1.8
	1 000 or more employees	-	-	1.5
- by sector:	A	-	-	5.3
	B	-	-	0.9
	C	-	-	3.4
	D	-	-	0.6
	E	-	-	1.3
	F	-	-	16.7
	G	-	-	4.0
	H	-	-	6.2
	I	-	-	9.2
	J	-	-	-
	K	-	-	0.9
	L	-	-	6.3
	M	-	-	3.7
	N	-	-	10.2
	O	-	-	1.0
	P	-	-	2.9
	Q	-	-	2.0
	R	-	-	3.1
	S	-	-	8.8

SI – Slovenia				
Collective bargaining coverage		**2021**	**2022**	**2023**
Collective bargaining coverage rate (overall, %)		-	-	65.3
- by gender:	male	-	-	59.0
	female	-	-	73.0
- by age:	below 19	-	-	57.3
	20-24	-	-	59.2
	25-29	-	-	60.1
	30-34	-	-	61.6
	35-39	-	-	63.4
	40-44	-	-	65.2
	45-49	-	-	66.7
	50-54	-	-	69.2
	55-59	-	-	71.1
	60-64	-	-	68.7
	65 and above	-	-	59.0
- by disability:	not reported	-	-	-
- by company size:	1-9 employees	-	-	32.8
	10-49 employees	-	-	52.7
	50-249 employees	-	-	75.2
	250-499 employees	-	-	82.1
	500-999 employees	-	-	85.8
	1 000 or more employees	-	-	79.1
- by sector:	A	-	-	63.3
	B	-	-	89.9
	C	-	-	67.0
	D	-	-	91.4
	E	-	-	90.0
	F	-	-	45.0
	G	-	-	76.5
	H	-	-	28.8
	I	-	-	62.8
	J	-	-	22.6
	K	-	-	87.1
	L	-	-	54.8
	M	-	-	30.2
	N	-	-	41.4
	O	-	-	96.6
	P	-	-	89.6
	Q	-	-	87.4
	R	-	-	75.9
	S	-	-	26.2

SI – Slovenia				
Variations of the statutory minimum wage				
Description (% of statutory minimum wage)	**Reason for introduction**	**Share (%) of workers covered**		
		2021	**2022**	**2023**
no variations reported	-	-	-	-

SI – Slovenia	
Deductions from the statutory minimum wage	
Description (amount of deduction)	**Reason for introduction**
no deductions reported	-

SK – Slovakia				
Predominant minimum wage protection system:		statutory minimum wage		
Statutory minimum wages		**2021**	**2022**	**2023**
Level of the statutory minimum wage (EUR / month)		623	646	700
Share of workers covered (%)		8.4	7.2	6.6
- by gender:	male	7	6	6
	female	10	8	8
- by age:	below 35	9	7	7
	35-44	7	6	6
	45-54	9	7	7
	55 and above	9	9	8
- by disability:	full disability	15	12	14
	partial disability	14	12	10
	no disability	8	7	6
- by company size:	1-9 employees	16	13	13
	10-49 employees	12	11	10
	50-249 employees	8	7	6
	250 or more employees	3	3	3
- by sector:	A	8	6	5
	B	2	3	3
	C	6	5	5
	D	1	1	1
	E	7	6	8
	F	12	12	14
	G	9	7	7
	H	4	3	3
	I	27	22	22
	J	1	1	0
	K	1	1	1
	L	12	9	7
	M	9	6	6
	N	18	15	13
	O	9	8	6
	P	8	9	5
	Q	7	7	5
	R	8	7	7
	S	14	13	15

SK – Slovakia				
Collective bargaining coverage		**2021**	**2022**	**2023**
Collective bargaining coverage rate (overall, %)		29	29	27
- by gender:	male	25	25	24
	female	34	33	31
- by age:	below 35	24	25	23
	35-44	28	27	26
	45-54	32	32	29
	55 and above	33	33	31
- by disability:	full disability	31	30	27
	partial disability	32	32	29
	no disability	29	29	27
- by company size:	1-9 employees	3	3	3
	10-49 employees	16	17	15
	50-249 employees	29	29	27
	250 or more employees	48	47	45
- by sector:	A	15	13	12
	B	34	66	26
	C	25	25	24
	D	77	73	74
	E	57	56	52
	F	9	10	8
	G	13	12	11
	H	41	40	37
	I	4	4	5
	J	11	10	10
	K	61	62	59
	L	13	14	10
	M	8	9	6
	N	5	6	6
	O	60	62	52
	P	64	63	63
	Q	47	47	47
	R	28	32	28
	S	9	8	8

SK – Slovakia				
Variations of the statutory minimum wage				
Description (% of statutory minimum wage)	**Reason for introduction**	**Share (%) of workers covered**		
		2021	**2022**	**2023**
no variations reported	-	-	-	-

SK – Slovakia	
Deductions from the statutory minimum wage	
Description (amount of deduction)	**Reason for introduction**
no deductions reported	-

FI – Finland				
Predominant minimum wage protection system:		minimum wage protection provided for only in collective agreements		
Lowest pay rates in collective agreements covering low-wage earners		**2021**	**2022**	**2023**
Lowest pay rate (in EUR / month)		1 576	1 607	1 642
- in EUR / hour		9.06	9.24	9.44
Collective agreement containing the lowest pay rate		shoe and leather industry		
Share of workers covered by collective agreement (%)		<0.1	<0.1	<0.1
- by gender:	not reported	-	-	-
- by age:	not reported	-	-	-
- by disability:	not reported	-	-	-
- by company size:	not reported	-	-	-
- by sector:	not reported	-	-	-
Level of wages paid to workers not covered by collective agreements relative to those covered		**2021**	**2022**	**2023**
Level of wages paid to workers **not covered** by collective agreements (in EUR / hour):				
- average		15.9	16.6	17.1
- median		15.1	15.5	16.3
Ratio of level of wages paid to **not covered** workers to level of wages paid to **covered** workers (%):				
- average		96	98	97
- median		96	96	96
Collective bargaining coverage		**2021**	**2022**	**2023**
Collective bargaining coverage rate (overall, %)		88.8	88.8	88.8
- by gender:	not reported	-	-	-
- by age:	not reported	-	-	-
- by disability:	not reported	-	-	-
- by company size:	not reported	-	-	-
- by sector:	highest in private sector: energy	97.2	97.2	97.2
	lowest in private sector: ICT	32.8	32.8	32.8
	public sector	100.0	100.0	100.0

SE – Sweden				
Predominant minimum wage protection system:		minimum wage protection provided for only in collective agreements		
Lowest pay rates in collective agreements covering low-wage earners		**2021**	**2022**	**2023**
Lowest pay rate (in SEK / month)		19 550	19 940	20 220
Collective agreement containing the lowest pay rate		multi-sector agreement: health, social work and education		
Share of workers covered by collective agreement (%)		~ 500 000 employees	~ 500 000 employees	~ 500 000 employees
- by gender:	not reported	-	-	-
- by age:	not reported	-	-	-
- by disability:	not reported	-	-	-
- by company size:	not reported	-	-	-
- by sector:	not reported	-	-	-
Level of wages paid to workers not covered by collective agreements relative to those covered		**2021**	**2022**	**2023**
Level of wages paid to workers **not covered** by collective agreements (in SEK / month): [a]				
- median		-	27 000	29 100
- by gender:	male	-	28 700	30 100
	female	-	25 100	26 700
- by age:	18-29	-	25 100	27 000
	30-39	-	28 600	30 000
	40-49	-	28 400	30 500
	50-59	-	27 900	31 800
	60-66	-	26 900	-
	60-68	-	-	27 500
- by company size:	1-10 employees	-	27 200	29 600
	10-49 employees	-	26 000	28 900
	50-249 employees	-	27 700	30 800
	250 or more employees	-	26 300	21 700
Ratio of level of wages paid to **not covered** workers to level of wages paid to **covered** workers (%): [a]				
- median		-	91	94
- by gender:	male	-	93	93
	female	-	88	91
- by age:	18-29	-	90	93
	30-39	-	96	97
	40-49	-	94	97
	50-59	-	90	99
	60-66	-	87	-
	60-68	-	-	86
- by company size:	1-10 employees	-	92	95
	10-49 employees	-	87	92
	50-249 employees	-	93	99
	250 or more employees	-	89	71

Note: ([a]) Reported for employees in blue-collar occupations.

SE – Sweden				
Collective bargaining coverage		**2021**	**2022**	**2023**
Collective bargaining coverage rate (overall, %)		87 ([80])	88	88
- by gender:	male	-	85	85
	female	-	90	91
- by age:	18-29	-	87	87
	30-39	-	86	86
	40-49	-	87	88
	50-59	-	89	89
	60-66	-	91	-
	60-68	-	-	91
- by disability:	not reported	-	-	-
- by company size:	1-10 employees	-	43	44
	10-49 employees	-	76	77
	50-249 employees	-	88	90
	250 or more employees	-	99	99
- by sector:	A	-	69	77
	B-E	-	95	95
	F	-	90	88
	G	-	83	83
	H	-	92	91
	I	-	80	86
	J	-	54	53
	K	-	74	76
	L, N	-	83	88
	M	-	57	58
	O	-	100	100
	P	-	99	98
	Q	-	98	98
	R, S	-	85	83

([80]) Based on a different measurement method.

SE – Sweden				
Collective bargaining coverage		**2021**	**2022**	**2023**
Collective bargaining coverage rate (blue-collar occupations, %)		-	92	92
- by gender:	male	-	91	91
	female	-	94	95
- by age:	18-29	-	92	91
	30-39	-	92	92
	40-49	-	92	93
	50-59	-	92	94
	60-66	-	94	-
	60-68	-	-	94
- by disability:	not reported	-	-	-
- by company size:	1-10 employees	-	56	58
	10-49 employees	-	89	87
	50-249 employees	-	97	98
	250 or more employees	-	100	100
Collective bargaining coverage rate (white-collar occupations, %)		-	84	84
- by gender:	male	-	78	80
	female	-	88	88
- by age:	18-29	-	79	81
	30-39	-	81	82
	40-49	-	84	85
	50-59	-	86	86
	60-66	-	88	-
	60-68	-	-	88
- by disability:	not reported	-	-	-
- by company size:	1-10 employees	-	28	30
	10-49 employees	-	60	64
	50-249 employees	-	80	82
	250 or more employees	-	98	98

Table B.1: Summary of the content of the action plans

	Capacity building	Regulatory framework	Awareness raising	Data collection	Incentives & support mechanisms	Enforcement & dispute resolution
Member States with a collective bargaining coverage rate above 60%						
Netherlands (72.6%)		Incorporation to the law on collective agreements of a requirement of **trade union independence**. Improvements in the **procedures to declare a collective agreement universally applicable** and to allow its customization at company level. **M**onitoring of the debate on the **access of trade unions** to the workplace.	Communication campaign to **promote the benefits of collective bargaining** among several target groups and via various government channels. Call on collective bargaining parties to draft collective bargaining agreements in **plain language** and continue seeking the **broad involvement** of employees.	New **study on the collective bargaining coverage rate** and the causes for its decline. **International comparison** of collective bargaining systems and measures. Survey on the **density of employers' associations.**	In the context of the reform of the EU procurement rules, analysis of the **feasibility of including social criteria in public procurement** procedures.	Clarifying and simplifying the **dispute resolution framework** related to universally applicable collective agreements.
Member States with a collective bargaining coverage rate between 30% and 60%						
Czechia (42.4%)	**Increasing of the financial support to social partners** to build up their capacity to promote collective bargaining, including detailed provisions on the use of state budget and ESF+ funding for this purpose.	Analysis of **obstacles to the performance of trade union activities** and the current needs of collective bargaining and possible related legislative proposals.	Creation of an **information web portal** on collective bargaining where social partners will jointly inform the public about the benefits of collective bargaining and share good practices.	Measures to **improve the availability of data** on collective bargaining coverage, including a **monthly employer reporting system** and the **annual analysis of collected data** to support monitoring and policy development.		
Ireland (34%)	**Capacity-building programmes** and **training initiatives** for trade unions and employer organisations to support engagement in the collective bargaining process.	Review of the mechanisms of **Employment Regulation Orders** and **Sectoral Employment Orders**, including the examination of the role of Joint Labour Committees in government-funded sectors.	Launching of **targeted awareness campaigns.** Collaboration with social partners to **quantify and communicate the benefits** of collective bargaining**.**	**Research on collective bargaining**, in collaboration with social partners and academic and policy researchers**.**	Proposal to reintroduce **tax relief for trade union membership fees** and exploration of alternative tax options to promote collective bargaining.	Review of the **Code of Practice on grievances** and assessment of the feasibility of introducing **mandatory mediation** for labour disputes.

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	Work with social partners on **digital and physical access to workers**.	Review of the **legal protections for trade union representatives** and of the Code of Practice on the duties and responsibilities of employee representatives.	Publication of a **Code of Practice** on collective bargaining and sponsoring of a **Best Practice award** on collective bargaining.		Research on the feasibility of including collective bargaining as a **weighting in public procuremen**t. Competitive call to **fund productivity agreements' outcomes**.	Investment in the **digitalization of industrial relation institutions.** Encourage the increased uptake of **industrial relations certification**.
Latvia (31.6%)		**Analysis** of the procedures to conclude collective agreements at different levels and the interaction between them, including a **survey** of current practices in collective bargaining. Study of other **proposals from social partners**.	Invitation to social partners to take measures to organize campaigns to **raise the employers' awareness** about the benefits of concluding collective agreements and promote dissemination of good practices**.**	. Assessment of possible solutions to **obtain data on collective agreements and their coverage at national level**, inviting social partners to compile regular information on coverage.	Encourage **cooperation with other public authorities** to assess possible **additional measures to promote** collective bargaining and the conclusion of collective agreements.	
Malta (31%)	Establishment of a **'Resources fund' to build the institutional capacity of social partn**ers through training (in particular on how to represent precarious and non-standard workers), outreach initiatives and modernization.	Creation of a **national collective agreement for non-unionised and precarious sectors**, negotiated by a high-level tripartite council and accompanied by simplified compliance guides for SMEs.				
Member States with a collective bargaining coverage rate between 20% and 30%						
Lithuania (29%)	**Improvement of the competencies and capacities of social partners.** Including roundtable discussions, training, conferences on social dialogue, as well as consultations on labour law and social dialogue issues.	Preparation of **draft amendments to the Labour Code and related labour legislation** to promote collective bargaining.	Measures to **inform the public** about social dialogue and collective agreements, including **media publications** (press and social media) and **radio broadcasts** highlighting benefits and examples of good practices.	Monitoring the status and progress of social dialogue and collective bargaining through **studies on the state of social dialogue** and **analyses on the coverage** of collective agreements and collective bargaining.	Encouragement of other **state and municipal authorities** to consult social partners.	
Romania (27.6%)	Strengthening the **capacity of social partners** and of the **institutions involved in**		Information campaigns on collective bargaining targeting **employers** and	Development of **open databases** and digital platforms on social dialogue.	Encourage collective bargaining in the **public sector.**	Strengthen the institutional capacity of the authorities involved in **inspections** and dissuasive **sanctions**.

	social dialogue, through **consultations, provision of information** and identification of topics of shared interest.		**sectors with precarious working conditions**. Dissemination of information and best practices among the **public at large**, using **social media** and **web publications**.	Consolidate information and administrative **data related to protecting equal pay** between women and men.	Regular **tripartite meetings** to facilitate the conclusion of **sectoral collective agreements.** .	
Slovakia (27%)	Organization of **technical meetings/workshops/expert discussions** involving social partners, government institutions in charge of social dialogue and academia on legislative and practical issues in collective bargaining.	Analysis of **obstacles to collective bargaining** that may lead to possible legislative proposals and other measures to remove them.	**Awareness activities and information campaigns** on the benefits of collective bargaining to be organized by the government and social partners.	Inclusion in the Ministry website of **data on employee coverage** of collective agreements.		**Strengthening** of the role of the **Labour Inspectorate** in enforcing labour law as regards collective bargaining.
Member States with a collective bargaining coverage rate below 20%						
Estonia (19.1%)		**Review of the regulation regarding the extension of collective agreements**, simplifying procedures, broadening the matters that can be extended, promoting sectoral agreements in sectors with low collective bargaining and enhancing monitoring and implementation.	Various promotion and information activities on collective bargaining. Including providing education on collective bargaining for **secondary school children** and **promoting research** on collective bargaining.	Updating and developing the **database of collective agreements** to make the easily accessible, as well as the **collection of statistics** on this matter.		
Bulgaria (16.2%)	Measures to enhance the capacity of social partners, including **training programmes, forums and discussions** for trade union and employer representatives**.**	**Legislative changes to** regulate **new forms of work** (e.g. digital platforms), the **participation of workers** in collective bargaining and the **representativeness** of social partners, as well as to strengthen social dialogue in the **public sector**. Ratification of **ILO Conventions** 151 and 154.	Organization by social partners of **information campaigns** to promote the benefits of collective bargaining to society and the media. Publication of **manuals** on collective bargaining and organization of **collective bargaining days**.	Regulating a new **electronic register** of collective agreements. Development of a **methodologies for collecting statistics** on collective agreement coverage and for quantifying the negative effects of strikes.	Measures aimed at **encouraging sectoral collective agreements** through social partners' forums and publications. Establishment by social partners of **specialized units** to provide support and methodological guidance in collective bargaining negotiations.	Improvement of the collective **labour dispute settlement mechanism**, including training to mediators and arbitrators. Effective **control of compliance** with the collective bargaining regulations and the obligations to negotiate and to provide information to trade unions.

Greece (13.1%)	**Studies** on best practice, organization of **conferences** with the cooperation of international organizations and information and **training** actions directed at social partners to improve their skills and institutional capacity in the context of collective bargaining.	Strengthening the regulatory framework for collecting bargaining, including changes to the rules on **extension of collective agreements**, **continuity** of agreements **after their expiry**, and simplified registration procedures.		Enabling **electronic filing** of collective agreements, creation of a **digital register** of collective agreements and **collection of data** on collective bargaining coverage and minimum wage protection under collective agreements.		Improving **dispute resolution** by providing for a **rapid admissibility** mechanism for mediation and arbitration. Strengthen the monitoring of **compliance** with collective agreements, including **targeted inspections** by the Labour Inspectorate.
Poland (11.6%)	**Training** to social partners in collective bargaining. Analysis of **EU funding opportunities** for capacity-building projects. Institutional support to social partners, including **local social dialogue centres**, manuals and templates.	Implementation of the new **Law on Collective Agreements**. Review of existing legislation to identify **other legislative changes** to strengthen collective bargaining, including the possibility of introducing a cyclical collective bargaining mechanism.	Measures to **increase awareness of the benefits of collective bargaining**, including information and promotional meetings with stakeholders and educational programmes in schools and universities.		**Discuss with social partners possible incentives** to conclude collective agreements (e.g. measures linked to public procurement, tax relief, access to training funds or reductions in social contributions).	