



**FedEE Global**

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## Monthly minimum wage rates across Europe

Many countries in Europe operate statutory or collectively determined minimum wage rates. In all but a handful of countries, these rates provide a standard of living that is close to (or even below) subsistence levels. Austria, Denmark, Finland, Italy and Sweden do not operate official national minimum rates, but nevertheless have minimum rates set through sectoral collective agreements that jointly cover a high proportion of the working population. Belgium does not apply a statutory rate, but does have collective minima (RMMM) that may be claimed as a legal right - with a very complex formula to determine the applicable rate. Germany introduced a national minimum wage for the first time on January 1st 2015. Bosnia-Herzegovina has a national collective agreement that is approved by the government and creates an effective minimum wage in the federal area.

Monthly gross statutory minimum wage rates):

### Full-time adult employees, aged 23+ (unless otherwise specified) [1]

Country	Minimum wage rate	Currency code	Date effective
Albania	24,000 leke	ALL	01.05.2017
Andorra [20]	1045.33 euros	EUR	01.01.2018
Austria [2]	1500 euros	EUR	by 2020
Belarus	305 rubles	BYR	01.01.2018
Belgium [21] [RMMM]	1,622.48 euros	EUR	01.04.2018
Bulgaria [22]	510 levs	BGN	01.01.2018
Croatia	3,439 kunas	HRK	01.01.2018
Cyprus [3]	924.00 euros	EUR	01.04.2012
Czech Republic [4]	12,200 koruny	CZK	01.01.2018
Estonia	500.00 euro	EUR	01.01.2018
France [5]	1,498.00 euros	EUR	01.01.2018
Germany [23]	1,532.27 euros	EUR	01.01.2017
Greece [6] [7]	585.78 euros	EUR	01.03.2012
Guernsey (Channel Is)	1,343.33 pounds	GGP	01.01.2018
Hungary [8]	180,500 forints	HUF	01.01.2018
Iceland [9]	300,000 kronur	ISK	01.05.2018
Ireland	1,655.33 euros	EUR	01.01.2018
Isle of Man [25]	1,300.00 IOM pounds	IMP	01.06.2017

Jersey (Channel Is) [24]	1,300.00 Jersey pounds	JEP	01.04.2018
Kosovo [10]	170.00 euros	EUR	01.01.2011
Latvia	430 euros	EUR	01.01.2018
Lithuania	400 euros	EUR	01.07.2018
Luxembourg [11]	2,048.54 euros	EUR	01.08.2018
Macedonia [12]	12,000.00 dinars	MKD	01.04.2017
Malta [13]	761.63 euros	EUR	01.01.2018
Moldova	2,610 lei	MDL	01.05.2018
Montenegro [14]	288.05 euros	EUR	2014
Netherlands [19]	1,594.20 euros	EUR	01.07.2018
Poland	2,100 zlotys	PLN	01.01.2018
Portugal [6]	580 euros	EUR	01.01.2018
Romania [15]	RON 1,900.00	RON	01.01.2018
Russian Federation	11,163 roubles	RUB	01.05.2018
Serbia	24,787 new dinars	RSD	01.01.2018
Slovakia	480 euros	EUR	01.01.2018
Slovenia [16] [17]	842.79 euros	EUR	01.01.2018
Spain [6]	736 euros	EUR	01.01.2018
Turkey	2029.00 Turkish lira	TRY	01.01.2018
Ukraine	3,723.00 hryvnias	UAH	01.01.2018
United Kingdom [18]	1,357.2 pounds sterling	GBP	01.04.2018

#### NOTES:

[1] Where official rates are expressed by the hour or week, they have been converted to monthly rates on the basis of a 40-hour week and 52-week year (except in France (35 hour week) and Belgium (38 hour week). Minimum wage figures are gross (pre-tax) rates and exclude any 13th or 14th month payments that may be due under national legislation, collective agreements, custom or practice. Due to the exclusion of 13th/14th month bonuses FedEE data will differ significantly from many other sources that misleadingly add these payments to normal monthly or hourly rates.

[2] Austria: There is no central minimum wage rates – but only sectoral rates determined through collective agreement. However, the "social partners" have agreed to achieve a common national monthly minimum wage of 1500 euros by 2020. For foreign workers these are now enforced through the Law on Wage and Social Dumping (2017)

[3] Cyprus: applicable to five specific occupations in non-unionised sectors after 6 months' employment. Minimum wage upon first recruitment is 870 euros. Special hourly minimums exist for security guards (5.20 euros) and cleaners (4.84 euros) after 6 months. The rate has not been fully updated since the economic crisis and many employees receive wages below the official rate.

[4] Czech Republic: rates do not include travel allowances, on-call payments and severance compensation.

[5] France: based on statutory 35-hour week.

[6] Greece, Portugal, Spain: white-collar workers only. Workers normally entitled to 14 monthly payments per year.

[7] Greece: rate applicable to over 25s. Different rates apply to blue and white collar workers and vary by length of service and marital status. Private sector workers only. The minimum wage was cut by 22% due to austerity measures. The minimum wage for those under 25 was cut by 32% (currently 510 euros).

[8] Hungary: There is a higher minimum wage for skilled workers.

[9] Iceland: the minimum pay level is established through a national collective agreement. The private sector rate given is illustrative and is after 6 months in a job. In May 1 2017 it was kr. 280,000 a month.

[10] Kosovo: rate applies to under 35s.

[11] Luxembourg: unskilled workers only. For skilled workers is EUR 2,458,25.

[12] Macedonia: Now applies to all sectors.

[13] Malta: higher wage rates are set by order in the following sectors: agriculture, beverages, domestic work, clay and glass work products, food manufacturing, hire cars and private buses, hospitals and buses, jewellery and watches, leather goods and shoes, papers, plastic, chemicals and petroleum, private security services, professional offices, public transport, sextons and custodians, textiles, tobacco manufacture, transport equipment, metal, woodwork and private cleaning services.

[14] Montenegro: the rate is normally adjusted on the basis of a recommendation from the Social Council.

[15] Romania: based on 170 hours per month.

[16] Slovenia: the minimum wage is defined as “normal net take home pay”. However, this is variously defined in other ways by different bodies.

[17] Slovenia: all sectors except textiles and leather – where lower rates apply.

[18] UK: Employees aged 25 and over must be paid the national living wage of £7.83 an hour. For those aged 21-24 the minimum wage is £7.38 an hour.

[19] Netherlands: At age 22+. Younger workers have lower minimum rates.

[20] Andorra: Aged 25 and over. Based on a 40-hour week.

[21] Belgium: The RMMMG adult starting rate at age 20+. This rate is the default under CTC 43 where the CO has not set a defined scale.

[22] Bulgaria: This is set in the state budget to rise to 560 Levs in 2019 and 610 levs in 2020.

[23] Germany: The Minimum Wage Commission sets rates ever two years. The next uplift will be in January 2019.

[24] Jersey (Channel Islands): The minimum wage from 1.4.2017 to 31.3.2018 was £7.18 an hour.

[25] Isle of Man: A voluntary official living wage exists of £8.61 an hour (2017)

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