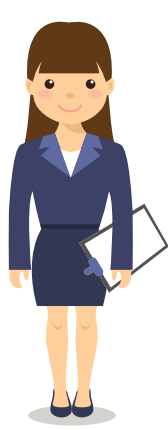


# 2018 EUROPEAN MINIMUM WAGE SURVEY



58.6% more compared to 2010

more than **2.3 million** postings took place in 2017

## Highest numbers of posted workers

Numbers are particularly high in Germany, France and Belgium, from a receiving perspective, and in Poland, Slovenia and Germany, from a sending perspective

## 20 countries

have a minimum wage established at national level

## Effective tax rate 2018

Surprisingly, countries where the minimum wage is relatively low (including Romania) have high effective tax rates (over 40%) while countries with a high minimum wage (like Luxembourg, Ireland and the UK) have effective tax rates below 30%.



**Bulgaria ...** EUR 261 gross  
EUR 202 net

**... Romania ...** EUR 1,498 gross  
EUR 1,019 net

### Luxembourg

**... France ...** EUR 1,999 gross  
EUR 1,727 net

## 3<sup>rd</sup>

Romania has the third lowest gross minimum wage compared to the other countries under review.

In terms of net amounts, Romania is one place lower, with the second lowest minimum wage, after its neighbor, Bulgaria.



## Important issues to consider when posting workers to another state

- Minimum wage requirements in the country the employee is posted to
- Legislation in the home country



## "Equal pay for equal work"

A revision of the Posting Directive based on the concept of "equal pay for equal work" is under discussion.

This would bring a significant shift of approach as posted employees will be entitled not only to the minimum wage applicable in the host country but to the same remuneration (including benefits, bonuses, etc.) as a local employee doing the same job in the host country.