

2018 EUROPEAN MINIMUM WAGE SURVEY



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

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%.



have a minimum wage established at national level Luxembourg EUR 1,999 gross ... France ... EUR 1,727 net EUR 1,498 gross . Romania ... EUR 1.019 net

EUR 416 gross Bulgaria ... EUR 243 net

EUR 261 gross EUR 202 net

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



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.

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