

Coding of collective agreements in the context of minimum wage reporting

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Collective agreements in the context of minimum wages

- Report on statutory minimum wages is published on an annual basis, receiving inputs from Eurofound's network of national correspondents
- Austria, Denmark, Finland, Italy, Norway and Sweden – were asked to provide information on
 - collective agreements with the lowest agreed levels of pay
 - lowest rates of pay within the largest collective agreements
- Correspondents pointed to the difficulty inherent in this exercise due to the lack of an electronic register or database
- Policy interest still high to compare developments in minimum pay across all countries

Table 3: Collective agreements with lowest agreed pay rates, Member States without statutory minimum wages

Collective agreement	Minimum rate applies to	Estimated number of workers covered in the agreements/earning the minimum rate	Normal working time (per week)	Nominal minimum wage	Converted * (per month)
Austria (14 payments per annum)					
Florists, blue-collar workers	Unskilled workers	4,500/n.a.	40	€1,252 per month	€1,461
Taxi drivers, blue-collar workers	Taxi drivers	11,000/11,000	40	€1,235 per month	€1,441
Cinemas in the Tyrol region	All employees: operatives, cashiers, ushers etc.	n.a. (in total 8,000 employees in Austrian cinemas)	40	€1,029 per month	€1,201
Dispatch department workers	Postman/postwoman for newspapers Blue-collar workers	n.a./n.a.	36	€217.42 per week	€1,090
Furriers, glovers and tanners etc.	Blue-collar workers	n.a./n.a.	40	€7.58 per hour	€1,445

Country	Gross	Net	Tax and social contributions
Lithuania	€6,660	€4,029	39.50%
Romania	€5,356	€3,252	39.28%
Hungary	€5,570	€3,704	33.50%
Sweden*	€23,464	€15,912	32.19%
Czechia	€6,228	€4,290	31.12%
Denmark*	€38,596	€27,341	29.16%
Greece	€9,100	€6,552	28.00%
Italy*	€22,999	€16,679	27.48%
Poland	€6,277	€4,559	27.38%
Germany	€18,684	€13,810	26.09%
Slovenia	€10,640	€8,004	24.77%
France	€18,255	€14,194	22.25%
Latvia	€5,160	€4,154	19.50%
Austria*	€21,000	€17,115	18.50%
Slovakia	€6,240	€5,160	17.31%
Finland*	€21,500	€17,899	16.75%
Norway*	€31,468	€26,199	16.74%
Bulgaria	€3,436	€2,902	15.54%
Croatia	€5,658	€4,857	14.16%
Luxembourg	€24,853	€21,489	13.53%
United Kingdom**	€20,960	€18,184	13.24%
Portugal	€8,400	€7,476	11.00%
Netherlands	€20,940	€18,750	10.46%
Malta	€9,092	€8,178	10.05%
Cyprus*	€10,440	€9,573	8.30%
Spain	€12,600	€11,573	8.15%
Ireland	€19,874	€18,535	6.74%
Estonia	€6,480	€6,197	4.36%
Belgium	€19,125	€18,312	4.25%

Future plans

- No official project, but general interest within the research unit
- Internal pilot on coding collective agreements for selected countries for the minimum wage report 2019
 - Web scraping contents from collective agreements that are available online
 - Natural language processing, for example extraction of references to monetary values in order to filter agreements by lowest rates
 - Categorisation into sectors / occupations
- Outcomes, if positive, to be published with minimum wages 2020 report

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