



Industrial relations  
**Minimum wages in low-paid sectoral  
collective agreements**

[Minimum wages in 2020: Annual review](#)

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## Introduction

This working paper presents further details on the collective agreements presented in Collectively agreed minimum wages related to low-paid jobs, Eurofound (2020). This information were provided by the Network of Eurofound Correspondents.

## #1 Domestic cleaners

### Collective agreement #1 - Domestic cleaners

<b>Austria</b>	Name	Minimum wage tariff for domestic helpers and domestic workers
	Name in local language	Mindestlohnstarife für Hausgehilfen und Hausgehilfinnen sowie Hausangestellte (im Haushalt Beschäftigte)
	Link	<a href="https://www.kollektivvertrag.at/kv/mindestlohnstarif-fuer-im-haushalt-beschaeftigte-oesterreich-arb-ang/mindestlohnstarif-fuer-im-haushalt-beschaeftigte-oesterreich-mindestlohnstarif/263666?d=Touch">https://www.kollektivvertrag.at/kv/mindestlohnstarif-fuer-im-haushalt-beschaeftigte-oesterreich-arb-ang/mindestlohnstarif-fuer-im-haushalt-beschaeftigte-oesterreich-mindestlohnstarif/263666?d=Touch</a>
	Applicable since	1 January 2019
	Rate in 2019	€1,951 per month ( <i>specified at €9.01 per hour</i> )
	Previous rates	Since 2013, there are nationwide minimum wage tariffs for domestic helpers and domestic workers. Before then, each one of the nine federal states had their own tariff. 2013-14: €7.84 per hour 2015-16: €8.27 per hour 2017-18: €8.58 per hour
	Stipulated hours	238 hours per month
	Group	Domestic helpers without cooking in their first to fifth year of employment
	Signatory parties	Federal Arbitration Board
	Coverage	N/A
	Notes	Converted from 15 payments per year to 12; Rate adjustment planned every two years (next one in 2021); If worker receives a room on household of employment, the converted monthly minimum wage will be reduced to €1586.25;

		Employees who carry out cleaning work cleaning up after 'professionals' (painters, plumbers, etc.) receive a supplement of €3.12 per hour.
<b>Denmark</b>	Name	Service agreement 2017-2020
	Name in local language	Serviceoverenskomsten 2017-2020
	Link	<a href="https://www.3f.dk/fagforening/fag/rengoeringsassistent-privatansat/serviceoverenskomsten-sba">https://www.3f.dk/fagforening/fag/rengoeringsassistent-privatansat/serviceoverenskomsten-sba</a>
	Applicable since	1 March 2017
	Rate in 2019	€2,370 (specified at DKK 110.42 per hour)
	Previous rates	N/A
	Stipulated hours	37 hours per week
	Group	Industrial and domestic cleaners. Domestic cleaners appear in a protocol as being part of the agreement, which is mainly aimed at industrial cleaners. Approximately 20,000 workers are covered by the agreement
	Signatory parties	1) United Federation of Danish Workers, 3F, the Service Union and Confederation of Danish Industry, DI 2) United Federation of Danish Workers, 3F, and the Danish Chamber of Commerce, Dansk Erhverv
	Coverage	Around 20,000 workers New types of employment reduce coverage in the sector
	Notes	New agreement to be concluded in spring 2020; Agreement includes performance pay and sectoral seniority pay; Precarious work is present in the sector. Estimated half of the workers are not covered by collective agreements, which is an increase over the last years, and a majority works on part-time contracts. Even if the part-time contracts are paid according to the hourly pay of the agreement, many workers do not have enough weekly hours to make a living wage in the sector. During the last collective bargaining rounds the social partners to the agreement have tried to secure wage and working conditions in the sector in trying to deal with precariousness. To this end, in 2017, three initiatives were taken: (1) Two new integrative wage schemes for new

		labour market entrants, (2) new rights for a collective agreed sector-wide wage supplement, and (3) new opportunities for company-based wage bargaining.
<b>Finland</b>	Name	Collective Agreement for Workers in the Facilities Support Sector
	Name in local language	Kiinteistöpalvelualan työntekijöitä koskeva työehtosopimus
	Link	<a href="http://netpaper.lonnberg.fi/pam/tes-fi/kiinteistopalvelualan/mobile/index.html">http://netpaper.lonnberg.fi/pam/tes-fi/kiinteistopalvelualan/mobile/index.html</a>
	Applicable since	1 February 2018
	Rate in 2019	€1,790 per month ( <i>specified at €1,718 per month with 12.5 payments per year</i> )
	Previous rates	Up until 31.3.2019 - € 1,691/month Up until 31.3.2018 - €1,663/month
	Stipulated hours	37.5 per week
	Group	Workers with the lowest requirements / the last demanding job; Agreement covers around 50,000 workers according to SAK
	Signatory parties	The Real Estate Employers (Kiinteistöyönantajat ry), Service Union United PAM
	Coverage	N/A
	Notes	Converted from 12.5 payments per year to 12
<b>Italy</b>	Name	Collective agreement on the regulation of domestic work
	Name in local language	CCNL sulla disciplina del rapporto di lavoro domestico
	Link	Collective agreement: <a href="http://www.filcams.cgil.it/lavoro-domestico-ccnl-1-07-2013-31-12-2016-testo-ufficiale/?size=x">http://www.filcams.cgil.it/lavoro-domestico-ccnl-1-07-2013-31-12-2016-testo-ufficiale/?size=x</a> Wage rates: <a href="http://www.filcams.cgil.it/lavoro-domestico-minimi-dal-1012019/?size=x">http://www.filcams.cgil.it/lavoro-domestico-minimi-dal-1012019/?size=x</a>
	Applicable since	1 July 2013 (wage rates since 1 July 2019)
	Rate in 2019	€689 per month ( <i>specified at €636 per month with 13 wage payments per year</i> )

	Previous rates	Up until 31.12.2010 – 572,71€ per 13 wage payments Up until 31.12.2011 – 580,50€ per 13 wage payments Up until 31.12.2012 – 595,36€ per 13 wage payments Up until 31.12.2013 – 606,79€ per 13 wage payments Up until 31.12.2014 – 614,86€ per 13 wage payments Up until 31.12.2015 – 620,25€ per 13 wage payments Up until 31.12.2016 – 624,65€ per 13 wage payments Up until 31.12.2017 – 625,15€ per 13 wage payments Up until 31.12.2018 – 629,15€ per 13 wage payments
	Stipulated hours	40 per week
	Group	Cohabitants domestic workers with an experience of less than 12 months
	Signatory parties	FIDALDO, DOMINA, FILCAMS-CGIL, FISASCAT-CISL, UILTUCS
	Coverage	Worker in the sector are 859,233 (Inps 2019). The agreement is the dominant, although not the only, agreement in the sector. It is, however, impossible to estimate how many workers are covered by the specific agreement. As typical in Italy, however, for what concerns wages, coverage by a sectoral collectiva agreement can be estimated to be 100%.
	Notes	Additional payments for overtime work or business trips; In the trade union platform for the renewal of the collective agreement there is the request of eliminating the lowest pay level (livello A) and to hire workers at the higher level (livello B), which now grants a minimum wage level of 751,88€. This is not referred to personal care workers
<b>Norway</b>	Name	Agreement for cleaning companies
	Name in local language	Overenskomst for renholdsbedrifter
	Link	<a href="http://tariffavtaler.nho.no/?avtale=10&amp;TA_Radnr=13993">http://tariffavtaler.nho.no/?avtale=10&amp;TA_Radnr=13993</a>
	Applicable since	1 April 2018 (wage rates since 1 April 2019)
	Rate in 2019	€3,154 per month (specified at NOK 187.66 per hour)
	Previous rates	N/A
	Stipulated hours	37.5 hours per week

	Group	Employees above 18 years; Agreement covers around 4,800 unionised workers
	Signatory parties	NHO and NHO Service and Trade / LO and the Norwegian Union of General Workers
	Coverage	N/A
	Notes	For work between the hours of 21:00 and 6:00, a pay supplement of NOK 26.00 per hour must be provided; Holiday pay of 12% (replaces wage)
<b>Sweden</b>	Name	Home Services - Municipal & Almega Home Services companies
	Name in local language	Hemservice - Kommunal & Almega Hemserviceföretagen
	Link	<a href="https://www.kommunal.se/nyhet/nytt-kollektivavtal-med-almega-hemserviceforetagen">https://www.kommunal.se/nyhet/nytt-kollektivavtal-med-almega-hemserviceforetagen</a> (summary); <a href="https://www.serviceforetagen.se/2017/10/31/nytt-hemserviceavtal-traffat-med-kommunal/">https://www.serviceforetagen.se/2017/10/31/nytt-hemserviceavtal-traffat-med-kommunal/</a> (summary); Complete agreement not available online
	Applicable since	1 October 2017
	Rate in 2019	€2,058 per month (specified at SEK 21,347 per month)
	Previous rates	N/A
	Stipulated hours	40 hours per week
	Group	Employees in the home service sector aged 20 or above; No information available on coverage.
	Signatory parties	Kommunal & Almega Hemserviceföretagen
	Coverage	N/A
	Notes	In the negotiations, full time employment is an issue rather than the actual minimum wage rate



## #2 Professional cleaners

### Collective agreement #2 – Professional cleaners

<b>Austria</b>	Name	Collective agreement for blue-collar workers in monument, facade and industrial cleaning, other miscellaneous cleaning trades and domiciliary service
	Name in local language	Lohnvereinbarung für Arbeiterinnen/Arbeiter in der Denkmal-, Fassaden- und Gebäudereinigung, im sonstigen Reinigungsgewerbe und in Hausbetreuungstätigkeiten
	Link	<a href="https://www.wko.at/service/kollektivvertrag/lohnvertrag-denkmal-fassaden-gebaeudereiniger-2020.pdf">https://www.wko.at/service/kollektivvertrag/lohnvertrag-denkmal-fassaden-gebaeudereiniger-2020.pdf</a>
	Applicable since	1 January 2019 (wages renegotiated annually)
	Rate in 2019	€1,815
	Previous rates	Hourly rates from 1 January to 31 December in the respective years: 2020: €9.23 2019: €8.98 2018: €8.68 2017: €8.49 2016: €8.36 2015: €8.23 2014: €8.08
	Stipulated hours	40
	Group	Blue-collar workers employed in permanent (maintenance) cleaning in industrial and commercial enterprises, factories, office buildings, administrative buildings, means of transport and transport facilities, tourist and leisure facilities or other comparable jobs, as well as engaged in running errands, shopping, serving meals and in the kitchen
	Signatory parties	Federal Association of chemical industry, monument, facade and industrial cleaning (subunit of the mandatory Federal Economic Chamber WKO) and Vida services union
	Coverage	approx. 40,000 by the collective agreement Unknown for the lowest rate
	Notes	Converted hourly rate of €8.98, and from 14 payments per year
<b>Denmark</b>	Same agreement as in #1, as domestic cleaners do not have an individual agreement.	

<b>Finland</b>	Same agreement as in #1, as domestic cleaners do not have an individual agreement.	
<b>Italy</b>	Name	CA for workers employed by companies performing cleaning services and integrated services/multiservices
	Name in local language	CCNL per il personale dipendente da imprese esercenti servizi di pulizia e servizi integrati/multiservizi
	Link	<a href="http://www.filcams.cgil.it/impresedi-pulizia-multiservizi-ccnl-1-01-2010-30-04-2013-impresedi-industriali-e-cooperative-testo-ufficiale/?size=x">http://www.filcams.cgil.it/impresedi-pulizia-multiservizi-ccnl-1-01-2010-30-04-2013-impresedi-industriali-e-cooperative-testo-ufficiale/?size=x</a>
	Applicable since	1 January 2010 (expired 30 April 2013 but never renewed)
	Rate in 2019	1,316€ (specified at 1,127€ per month with 14 month payments) (this is the minimum level as set by the expired 2010-2013 agreement and it is still applied by companies; the renewal process is block and there is no information as of whether and when it will restart)
	Previous rates	No information before June 2011 Up until 01.06.2011 – 1,036€ per 14 months Up until 01.03.2012 – 1,087€ per 14 months Up until 01.09.2012 – 1,105€ per 14 months Up until 01.03.2013 – 1,127€ per 14 months
	Stipulated hours	40
	Group	Unskilled cleaning workers hired since less than 9 months and unskilled workers not performing cleaning activities
	Signatory parties	Legacoopservizi, Federlavoro e servizi – Confcooperative, AGCI Servizi Fise/Confindustria, Unionservizi/Confapi, Fnip/Confcommercio, Filcams-Cgil, Fisasciat-Cisl, Uil-Trasporti
	Coverage	There are around 436,252 workers in the sector (Istat 2019); The agreement is the dominant (although not the only) agreement in the sector. It is, however, impossible to estimate how many workers are covered by the specific agreement. As typical in Italy, however, for what concerns wages, coverage by a sectoral collective agreement can be estimated to be 100%.
	Notes	-
<b>Norway</b>	Name	Overenskomst for renholdsbedrifter
	Name in local language	Agreement for cleaning companies

	Link	<a href="http://tariffavtaler.nho.no/?avtale=10&amp;TA_Radnr=13993">http://tariffavtaler.nho.no/?avtale=10&amp;TA_Radnr=13993</a>
	Applicable since	1 April 2018
	Rate in 2019	3,153.63€ ( <i>specified at NOK 187.66 per hour</i> )
	Previous rates	N/A
	Stipulated hours	37.5 per week
	Group	Employees above 18 years of age
	Signatory parties	NHO and NHO Service and Trade / LO and the Norwegian Union of General Workers
	Coverage	4,800 unionized workers, but minimum wages are extended.
	Notes	For work between 21:00 and 6:00 a pay supplement of NOK 26 per hour is provided. Holiday pay of 12% (replaces wage)
<b>Sweden</b>	Name	Serviceentreprenad - Seko, Fastighets, Kommunal and Almega Serviceföretagen
	Name in local language	Serviceentreprenad - Seko, Fastighets, Kommunal and Almega Serviceföretagen
	Link	<a href="https://www.fastighets.se/siteassets/avtal-2017/serviceentreprenad-2017-2020.pdf">https://www.fastighets.se/siteassets/avtal-2017/serviceentreprenad-2017-2020.pdf</a>
	Applicable since	1 June 2017
	Rate in 2019	€2,142.87 ( <i>defined at SEK22,228 per month</i> )
	Previous rates	N/A
	Stipulated hours	N/A
	Group	Employees in building maintenance aged 22 or above
	Signatory parties	Seko, Fastighets, Kommunal and Almega Serviceföretagen. Out of the three unions, Fastighets has the most members in this occupational category.
	Coverage	N/A
	Notes	-

**#3 Sales assistants****Collective agreement #3 – Sales assistants**

<b>Austria</b>	Name	Collective agreement for white-collar retail workers
	Name in local language	Kollektivvertrag für Angestellte und Lehrlinge in Handelsbetrieben
	Link	<a href="https://www.wko.at/branchen/handel/kollektivvertrag_handelsangestellte.html">https://www.wko.at/branchen/handel/kollektivvertrag_handelsangestellte.html</a>
	Applicable since	1 January 2020
	Rate in 2019	€1,806 (in terms of 12 payments per month, corresponds to €1548x14) (€1,854 as of 2020 in terms of 12 payments per month, corresponds to €1589x14)
	Previous rates	(minimum wages for wage group 1b in the 'old' agreement valid from 1 January to 31 December in the respective years), x 14 2018: €1,500 2017: €1,402 2016: €1,383 2015: €1,362 2014: €1,334 2013: €1,301 2012: €1,263 2011: €1,213 2010: €1,186
	Stipulated hours	38.5 hours
	Group	Retail employees (assistants) without completion of a sector-relevant apprenticeship within their first three employment years in retail ("old" agreement, wage group 1b for all regional states except 2 (Vorarlberg and Salzburg, where wages are somewhat higher)) (a new agreement will come into force in December 2021 for all employees/companies, with higher starting wages, see note below)
	Signatory parties	Federal Economic Chamber, Section Commerce and Union of Salaried Employees, graphical workers and journalists
	Coverage	404,000 (both old and new agreement)
	Notes	Employees of certain employment groups who receive commission are entitled to 75% of the collectively agreed pay. In the last bargaining round, pay increases lay between 2.2% and 2.5%, with an average of 2.35%. Thus, the lower wage levels benefited most.

		<p>In 2017, the sectoral social partners agreed upon a new collective agreement, coming into force in December 2021, and a new wage agreement for the sector, with the most important change being the reform of the job classification system (into eight occupational groups with five stages each, abolishment of formerly 2 wage areas).</p> <p>The 'new' agreement is valid from 1 December 2017 with a transition period of four years, i.e. all around 40,000 companies in the sector can choose on every first of the month until 1 December 2021 to change into the new system (or remain in the old one). By 1 December 2021, all companies must apply the new wage agreement. For the time being, separate minimum pay levels for the new and old agreement apply. According to union information, the large retail chains in the sector still adhere to the 'old' system, covering a large share of the sectoral workers. Thus, minimum levels for the old agreement are given above.</p>
<b>Denmark</b>	Name	The Retail Agreement 2017-2020
	Name in local language	Butiksoverenskomsten 2017-2020
	Link	<a href="https://www.danskerhverv.dk/siteassets/mediafolder/downloads/overenskomster-2017-2020/butiksoverenskomsten-2017-2020">https://www.danskerhverv.dk/siteassets/mediafolder/downloads/overenskomster-2017-2020/butiksoverenskomsten-2017-2020</a>
	Applicable since	1 March 2017
	Rate in 2019	€2,543.23 (defined at DKK 18,987 per month)
	Previous rates	N/A
	Stipulated hours	37 hours per week, 160.33 per month. The working time can be arranged with 37 hours in the individual per week or as an average over 16 weeks on a fixed schedule - a total of 592 hours.
	Group	Shop assistant - monthly salary for the group with the lowest requirements / least demanding job.
	Signatory parties	Service Union United PAM (Palvelualojen ammattiliitto PAM) and Finnish Commerce Federation (Kaupan Liitto)
	Coverage	approx. 150,000 by the collective agreement; In the retail sector employees only receiving the minimum wage constitute the majority
	Notes	A new wage system was introduced in the 2017 agreement: Performance-related pay, profit-related pay, commission-related pay, and/or supplements for qualification factors as education, responsibility, seniority, experience and flexibility. It requires local

		agreement, and, in such case, the two parties establish a development committee.
<b>Finland</b>	Name	Kaupan työehtosopimus
	Name in local language	Commercial sector's collective agreement
	Link	<a href="http://netpaper.lonnberg.fi/pam/tes-fi/kaupan/mobile/index.html">http://netpaper.lonnberg.fi/pam/tes-fi/kaupan/mobile/index.html</a>
	Applicable since	1 February 2018
	Rate in 2019	€1,836 (defined at €1,762 in Finland and €1,836 in the capital area)
	Previous rates	The following rate is from a previous collective agreement that was applied between 1.3.2016 and 31.1.2018 (available at: <a href="https://kauppa.fi/lataa/4789/">https://kauppa.fi/lataa/4789/</a> ) Up until 31.1.2018 – €1,707 per month (defined at 1,707€ in Finland and 1,779€ in the capital area).
	Stipulated hours	37.5 hours
	Group	Shop assistant - monthly salary for the group with the lowest requirements / least demanding job
	Signatory parties	Service Union United PAM (Palvelualojen ammattiliitto PAM) and Finnish Commerce Federation (Kaupan Liitto)
	Coverage	250,000
	Notes	The pay scales are organised based on how demanding the job is. In addition, there are numerous wage components linked to overtime work, holiday, irregular working hours
<b>Italy</b>	Name	National collective labour agreement for employees of companies of the tertiary sector, retail and services
	Name in local language	Contratto collettivo nazionale di lavoro per i dipendenti delle aziende del terziario, della distribuzione e dei servizi
	Link	<a href="http://www2.filcams.cgil.it/info.nsf/0/58A9A2B2878F5626C1258473004A11A8/\$file/CCNL%20TDS%20-%20Testo%20unico%2030%20marzo%202015.pdf">http://www2.filcams.cgil.it/info.nsf/0/58A9A2B2878F5626C1258473004A11A8/\$file/CCNL%20TDS%20-%20Testo%20unico%2030%20marzo%202015.pdf</a>
	Applicable since	1 April 2015 (expired on 31 December 2019, but minimum wage levels were renegotiated for 2020)
	Rate in 2019	€1,760 (specified at 1,509€ per month with 14 month payments)

	Previous rates	N/A
	Stipulated hours	40 hours
	Group	Sales assistants (5 level)
	Signatory parties	Confcommercio, Filcams-Cgil, Fisascat-Cisl, Uiltucs-Uil
	Coverage	Workers in the wholesale and retail trade are 3,414,644 (IStat 2019). The agreement is the dominant, although not the only, agreement in the sector. It is, however, impossible to estimate how many workers are covered by the specific agreement, also because companies in other sectors (such as e.g. several IT companies) also apply this collective agreement. As typical in Italy, however, for what concerns wages, coverage by a sectoral collective agreement can be estimated to be 100%.
	Notes	-
<b>Norway</b>	Name	Landsoverenskomsten
	Name in local language	N/A
	Link	<a href="https://www.virke.no/globalassets/6.tariff-og-lonn/tariffavtaler/landsoverenskomsten-hk---virke...pdf">https://www.virke.no/globalassets/6.tariff-og-lonn/tariffavtaler/landsoverenskomsten-hk---virke...pdf</a>
	Applicable since	1 April 2018 (wage levels were renegotiated on 1 April 2019)
	Rate in 2019	€2,680.90 (defined at NOK 159.53 per hour)
	Previous rates	N/A
	Stipulated hours	37.5 hours per week
	Group	Employees above 18 years of age, below 25 years of age and no relevant experience
	Signatory parties	Virke/ Lo and Handel og kontor
	Coverage	11,000
	Notes	-
<b>Sweden</b>	Name	The Retail Agreement

Name in local language	Detaljhandelsavtalet
Link	Agreement not available online. Info on minimum wages: <a href="https://handels.se/pa-jobbet/lagstaloner/">https://handels.se/pa-jobbet/lagstaloner/</a>
Applicable since	1 April 2017
Rate in 2019	€2,194 (defined at SEK 131.41 per hour)
Previous rates	N/A
Stipulated hours	40 hours per week
Group	Employees in the retail sector aged 19 and above and without previous experience
Signatory parties	Handelsanställdas förbund & Svensk Handel
Coverage	approx. 150,000
Notes	Increases in minimum wages followed the percentage increase that was done for other wage categories in this agreement.



**#4 Waiters and Bartenders****Collective agreement #4 – Waiters and bartenders**

<b>Austria</b>	Name	Collective agreement for blue-collar employees in the hotel and restaurant industry
	Name in local language	Kollektivvertrag für Arbeiterinnen und Arbeiter im Hotel- und Gastgewerbe
	Link	<a href="https://www.kollektivvertrag.at/kv/hotel-gastgewerbe-w-arb/hotel-gastgewerbe-rahmen/305737">https://www.kollektivvertrag.at/kv/hotel-gastgewerbe-w-arb/hotel-gastgewerbe-rahmen/305737</a>
	Applicable since	1 May 2019
	Rate in 2019	€1,797 (corresponds to €1,540x14)
	Previous rates	(minimum wages for wage group 5, valid from 1 May of the respective year to 30 April in the following year), <b>x 14</b> 2018: €1,500 2017: €1,460 2016: €1,420 2015: €1,400 The rates follow the “fixed rate wage system” (without revenue share); since 2015, both a fixed rate and a “guaranteed rate” wage system are in place.
	Stipulated hours	N/A
	Group	N/A
	Signatory parties	Federal Employer Association of the restaurant industry and Federal Employer Association of the hotel industry (both under the head of the Federal Economic Chamber WKO) and Vida services union
	Coverage	Approx. 91% of employees in the sector are covered by the agreement approx. 200,000 workers covered, while the sector employs 220,000 (the rest are white-collar workers) Source: unions (info taken from REP study on the commerce sector)
	Notes	-
<b>Denmark</b>	Name	Collective Agreement for Restaurants 2017-2020
	Name in local language	Restaurantoverenskomst 2017-2020
	Link	<a href="https://www.horesta.dk/media/2173/rest_fast_endeligred.pdf">https://www.horesta.dk/media/2173/rest_fast_endeligred.pdf</a>

	Applicable since	1 March 2017
	Rate in 2019	€3,265 DKK (defined at 24,372.21 per month)
	Previous rates	N/A
	Stipulated hours	148 hours over a four weeks rotation period
	Group	Skilled waiters receiving a fixed salary - in contrast to payment on a commission basis. Includes bartenders even if this category/word does not appear in the agreement.
	Signatory parties	United Federation of Danish Workers, 3F (Privat Service, Hotel og Restauration) and HORESTA (Employer Association in Hotel, Restaurants and Tourism)
	Coverage	approx. 50,000
	Notes	<p>The agreed personal salary is determined according to the following guidelines: Minimum wage, profession supplement, seniority supplement, staggered hours supplement, night supplement, and personal supplement.</p> <p>It is a presumption in the agreement that no waiter is paid only by the minimum wage. Thus, it is not possible to estimate how many that works under this agreement are only receiving the minimum pay (probably none).</p>
<b>Finland</b>	Name	Collective agreement for the hotel, restaurant and leisure industry
	Name in local language	Matkailu-, ravintola- ja vapaa-ajan palveluita koskeva työnsopimus
	Link	<a href="http://netpaper.lonnberg.fi/pam/tes-fi/marava/mobile/index.html">http://netpaper.lonnberg.fi/pam/tes-fi/marava/mobile/index.html</a>
	Applicable since	1 February 2018
	Rate in 2019	€1,700
	Previous rates	<p>Up until 1.5.2019 – €1,622 per month (waiters working in cafes or restaurants that do not serve strong alcohol) and €1,798 (waiters and bartenders that work in bars and restaurants that serve strong alcohol)</p> <p>The following rate is given in an older collective agreement (1.2.2017-31.1.2018 (available at: <a href="https://www.pam.fi/media/pdf-tessit/matkailu-ravintola-ja-vapaa-ajan-palveluiden-tyo-cc-88ntekijo-cc-88iden-tes010217-10218_lowres.pdf">https://www.pam.fi/media/pdf-tessit/matkailu-ravintola-ja-vapaa-ajan-palveluiden-tyo-cc-88ntekijo-cc-88iden-tes010217-10218_lowres.pdf</a>)</p> <p>Up until 31.01.2018 – € 1,612 per month (waiters working in cafes or restaurants that do not serve strong alcohol) and €1,768 per month</p>

		(waiters and bartenders that work in bars and restaurants that serve strong alcohol)
	Stipulated hours	37.5 hours per week
	Group	The lowest group of waiters and bartenders working in cafes or restaurants that do not serve strong alcohol (over 5.5 %), and bars or restaurants that serve strong alcohol.
	Signatory parties	Palvelualojen ammattiliitto PAM (Service Union United PAM) and Matkailu - ja Ravintolapalvelut MaRa Ry (Finnish Hospitality Association MaRa)
	Coverage	75,000 <i>Source: SAK:laiset työehtosopimukset 28.11.2019, <a href="https://www.sak.fi/tyoelama/sopimukset/tyoehtosop">https://www.sak.fi/tyoelama/sopimukset/tyoehtosop</a></i>
	Notes	-
<b>Italy</b>	Name	National labour collective agreement for the employees of catering and tourism companies
	Name in local language	Contratto collettivo nazionale di lavoro per i dipendenti da aziende dei settori pubblici esercizi, ristorazione collettiva e commerciale e turismo
	Link	<a href="http://www.filcams.cgil.it/pubblci-esercizi-ristorazione-e-turismo-ccnl-01012018-31122021-testo-ufficiale/?size=x">http://www.filcams.cgil.it/pubblci-esercizi-ristorazione-e-turismo-ccnl-01012018-31122021-testo-ufficiale/?size=x</a>
	Applicable since	1 January 2018
	Rate in 2019	€1,648 ( <i>specified at 1,413€ per month with 14 month payments</i> )
	Previous rates	N/A
	Stipulated hours	40 hours per week
	Group	Waiters and bartenders (level 5)
	Signatory parties	Fipe, Angem, Legacoop, Confcooperative, AGCI, Filcams-Cgil, Fisascat-Cisl, Uiltucs-Uil
	Coverage	Workers in food and beverage service activities are 1,215,282 (Istat 2019). The agreement is the dominant, although not the only, agreement in the sector. It is, however, impossible to estimate how many workers are covered by the specific agreement. As typical in Italy, however, for what concerns wages, coverage by a sectoral collective agreement can be estimated to be 100%.
	Notes	Future rates: 1430,63€ - 2020;

		1444,22€ - 2021; 1462,43€ - 2022
<b>Norway</b>	Name	The national agreement
	Name in local language	Riksavtalen
	Link	<a href="http://tariffavtaler.nho.no/getfile-english.php?TA_Radnr=13997">http://tariffavtaler.nho.no/getfile-english.php?TA_Radnr=13997</a>
	Applicable since	1 April 2018 (wage levels renegotiated 1 April 2019)
	Rate in 2019	€2,824 (defined at NOK 27,284 per month)
	Previous rates	N/A
	Stipulated hours	37.5 hours per week (less if shift or rotation work)
	Group	Unskilled workers with no experience from the industry, above 20 years or above 18 years with 4 months experience
	Signatory parties	NHO and NHO Reiseliv / LO and Fellesforbundet
	Coverage	6000 unionised workers, but minimum wages are made generally applicable
	Notes	Special rates apply on: Evenings (NOK 12.54 per hour), weekends (NOK 23.82 per hour), nights (NOK 25.07-43.86 per hour); Holiday pay of 12% (replaces wage); Hourly rates of NOK 177.17 per hour in a 35.5 hours week and NOK 167.90 per hour in a 37.5 hours week apply
<b>Sweden</b>	Name	The HORECA Agreement
	Name in local language	Gröna Riksavtalet
	Link	Agreement not available online. Information on minimum wages: <a href="https://www.hrf.net/lon-och-villkor/din-lon/minimilon-for-lonegrupp-2/">https://www.hrf.net/lon-och-villkor/din-lon/minimilon-for-lonegrupp-2/</a>
	Applicable since	1 April 2017
	Rate in 2019	€2,114 (defined at SEK 21,930 per month)

Previous rates	N/A
Stipulated hours	40 hours per week
Group	Employees in the HORECA sector aged 20 and above in jobs not requiring specific training or qualifications (wage group 2)
Signatory parties	Hotell- och restaurangfacket and Visita
Coverage	approx. 90-100,000 by the collective agreement
Notes	-

**#5 Cooks**

Collective agreement #5 – Cooks		
<b>Austria</b>	Same agreement as in #4	
<b>Denmark</b>	Same agreement as in #4	
<b>Finland</b>	Same agreement as in #4	
<b>Italy</b>	Name	National labour collective agreement for the employees of catering and tourism companies
	Name in local language	Contratto collettivo nazionale di lavoro per i dipendenti da aziende dei settori pubblici esercizi, ristorazione collettiva e commerciale e turismo
	Link	<a href="http://www.filcams.cgil.it/pubblci-esercizi-ristorazione-e-turismo-ccnl-01012018-31122021-testo-ufficiale/?size=x">http://www.filcams.cgil.it/pubblci-esercizi-ristorazione-e-turismo-ccnl-01012018-31122021-testo-ufficiale/?size=x</a>
	Applicable since	1 January 2018
	Rate in 2019	€1,648 (specified at 1,413€ per month with 14 month payments)
	Previous rates	N/A
	Stipulated hours	40
	Group	Cooks (level 5)
	Signatory parties	Fipe, Angem, Legacoop, Confcooperative, AGCI, Filcams-Cgil, Fisascat-Cisl, Uiltucs-Uil
	Coverage	Workers in food and beverage service activities are 1,215,282 (Istat 2019). The agreement is the dominant, although not the only, agreement in the sector. It is, however, impossible to estimate how many workers are covered by the specific agreement. As typical in Italy, however, for what concerns wages, coverage by a sectoral collective agreement can be estimated to be 100%.
	Notes	-
<b>Norway</b>	Not available	
<b>Sweden</b>	Not available	

**#6 Personal carers****Collective agreement #6 – Personal carers**

<b>Austria</b>	Name	Collective agreement of the Social Economy Austria ("SWÖ-CA") (formerly called BAGS-CA)
	Name in local language	Kollektivvertrag der Sozialwirtschaft Österreich („SWÖ-KV“), vormals BAGS-KV
	Link	<a href="https://www.kollektivvertrag.at/kv/sozialwirtschaft-oesterreich-swoe-bags-arb-ang/sozialwirtschaft-oesterreich-swoe-bags-rahmen/284263">https://www.kollektivvertrag.at/kv/sozialwirtschaft-oesterreich-swoe-bags-arb-ang/sozialwirtschaft-oesterreich-swoe-bags-rahmen/284263</a>
	Applicable since	1 February 2019
	Rate in 2019	€2,188 (defined at 14 monthly payments of €1,875)
	Previous rates	Minimum wages for wage group 4, valid from 1 February of the respective year to 31 January in the following year, paid 14 times per year: 2018: €1,816.90 2017: €1,768.90 2016: €1,746.20 2015: €1,722.90 2014: €1,688.60 2013: €1,647.40 2012: €1,603.30 2011: €1,550.60 2010: €1,520.10
	Stipulated hours	38 hours per week
	Group	Personal domestic carers, including all forms of care of persons in need of care in their private homes, who need support with their basic care, and / or with activities maintaining their household work (basic housekeeping); the profession is called home helpers/home helps (Heimhelfer/innen)
	Signatory parties	Association of the Austrian Social and Health Enterprises (SWÖ) and the Union of Salaried Employees, Graphical Workers and Journalists (GPA-djp) on behalf of white-collar workers and the vida services union on behalf of blue-collar workers
	Coverage	approx. 125,000 by the collective agreement
	Notes	In the currently ongoing collective bargaining round, unions demand the reduction of working time to 35 hours at the same wage level. They have asked for this reduction for several years.
<b>Denmark</b>	Name	Collective agreement for social and health care workers 2018 - 2021

	Name in local language	Overenskomst for social og sundhedspersonale 2018-2021
	Link	<a href="https://www.foa.dk/~media/okpdf/files/overenskomst-for-social-og-sundhedspersonale-578%20pdf.pdf">https://www.foa.dk/~media/okpdf/files/overenskomst-for-social-og-sundhedspersonale-578%20pdf.pdf</a>
	Applicable since	1 April 2018
	Rate in 2019	€2,693 (defined at DKK 20,104 per month)
	Previous rates	N/A
	Stipulated hours	39 hours per week
	Group	Social and health care helpers without a social and health care education
	Signatory parties	Trade and Labour (FOA) and Local Government Denmark (KL)
	Coverage	Approx. 85,000. The agreement covers employee groups with different functional occupations and educations. However, all related to social and health care - in homes or in institutions.
	Notes	In addition, a yearly supplement of DKK 1,563 is paid; It is probably only newly employed helpers that receive the minimum wage. Most of the approx. 39,000 helpers receive higher wages.
<b>Finland</b>	Name	Collective agreement in the private social service sector
	Name in local language	Yksityisen sosiaalipalvelualan työehtosopimus
	Link	<a href="https://www.hyvinvointiala.fi/wp-content/uploads/2018/05/Yksityisen-sosiaalipalvelualan-TES2018-2020.pdf">https://www.hyvinvointiala.fi/wp-content/uploads/2018/05/Yksityisen-sosiaalipalvelualan-TES2018-2020.pdf</a>
	Applicable since	1 February 2018
	Rate in 2019	(defined at 12.5 wage payments of €1,963 in Finland, €1,991 in the capital area)
	Previous rates	Up until 31.5.2019 – €1,945 per month Up until 31.05.2018 – €1,928 per month
	Stipulated hours	38 hours and 50 minutes per week
	Group	The lowest salary group for personnel who may work as home-based personal care workers (e.g. practical nurses). In this agreement, the lower salary groups do not include employees who



		could work as home-based personal care workers but the lower salary groups include employees with assisting work duties.
Signatory parties		Hyvinvointialojen liitto, Terveys- ja Sosiaalialan Neuvottelujärjestö TSN, Julkisten ja Hyvinvointialojen liitto HHL, Sosiaalialan korkeakoulutettujen ammattijärjestö Talentia ja Jyty-Pardia-STHL Neuvottelujärjestö
Coverage		approx. 70,000 Source: SAK:laiset työehtosopimukset 28.11.2019, <a href="https://www.sak.fi/tyoelama/sopimukset/tyoehtosopimukset">https://www.sak.fi/tyoelama/sopimukset/tyoehtosopimukset</a>
Notes		There are numerous additional forms of compensation for instance for irregular working hours, work during weekend and standby shifts.
<b>Italy</b>	Name	Collective agreement on the regulation of domestic work
	Name in local language	CCNL sulla disciplina del rapporto di lavoro domestico
	Link	Collective agreement: <a href="http://www.filcams.cgil.it/lavoro-domestico-ccnl-1-07-2013-31-12-2016-testo-ufficiale/?size=x">http://www.filcams.cgil.it/lavoro-domestico-ccnl-1-07-2013-31-12-2016-testo-ufficiale/?size=x</a> Wage rates: <a href="http://www.filcams.cgil.it/lavoro-domestico-minimidal-1012019/?size=x">http://www.filcams.cgil.it/lavoro-domestico-minimidal-1012019/?size=x</a>
	Applicable since	1/7/2013 (wages renegotiated annually)
	Rate in 2019	€940 (defined at 13 payments of €867.55)
	Previous rates	Up until 31.12.2010 – 780,97€ per 13 wage payments Up until 31.12.2011 – 791,59€ per 13 wage payments Up until 31.12.2012 – 811,85€ per 13 wage payments Up until 31.12.2013 – 827,44€ per 13 wage payments Up until 31.12.2014 – 838,45€ per 13 wage payments Up until 31.12.2015 – 845,80€ per 13 wage payments Up until 31.12.2016 – 851,80€ per 13 wage payments Up until 31.12.2017 – 852,48€ per 13 wage payments Up until 31.12.2018 – 857,94€ per 13 wage payments
	Stipulated hours	54 hours per week (for cohabitant workers)
	Group	Cohabitant home based personal care workers
	Signatory parties	FIDALDO, DOMINA, FILCAMS-CGIL, FISASCAT-CISL, UILTUCS
	Coverage	Worker in the sector are 859,233 (Inps 2019). The agreement is the dominant, although not the only, agreement in the sector. It is, however, impossible to estimate how many workers are covered by the specific agreement. As typical in Italy, however, for what

		concerns wages, coverage by a sectoral collective agreement can be estimated to be 100%.
	Notes	In the trade union platform for the renewal of the collective agreement there is the request of eliminating the lowest pay level (livello A) and to hire workers at the higher level (livello B), which now grants a minimum wage level of 751,88€. This is not referred to personal care workers
<b>Norway</b>	Name	The Care Agreement
	Name in local language	Pleie- og omsrogsoverenskomsten
	Link	<a href="http://tariffavtaler.nho.no/getfile-english.php?TA_Radnr=14020">http://tariffavtaler.nho.no/getfile-english.php?TA_Radnr=14020</a>
	Applicable since	1 May 2018 (wage levels renegotiated on 1 May 2019)
	Rate in 2019	€2,228 (defined at NOK 258,385 per year)
	Previous rates	N/A
	Stipulated hours	37.5 hours per week
	Group	Unskilled workers with no experience
	Signatory parties	NHO and NHO Service og handel / Lo and Fagforbundet
	Coverage	1,000 workers
	Notes	Evenings (after 17:00) are compensated at NOK 26 per hour; Weekends are compensated at NOK 50 per hour; Holiday pay of 12% (replaces wage).
<b>Sweden</b>	Name	Elderly Care
	Name in local language	Äldreomsorg (Bransch F)
	Link	Not available. Info on wages: <a href="https://www.kommunal.se/sites/default/files/ditt_nya_avtal_2018_vardforetagarna_-_aldreomsorg_bransch_f_web_.pdf">https://www.kommunal.se/sites/default/files/ditt_nya_avtal_2018_vardforetagarna_-_aldreomsorg_bransch_f_web_.pdf</a> <a href="https://ka.se/2018/06/01/nytt-avtal-for-privat-aldreomsorg/">https://ka.se/2018/06/01/nytt-avtal-for-privat-aldreomsorg/</a>
	Applicable since	1 April 2017
	Rate in 2019	€1,788 (defined at SEK 18,552 per month)
	Previous rates	N/A

Stipulated hours	40 hours per week
Group	Employees in elder care aged 19 or above without training or experience.
Signatory parties	Kommunal & Vårdföretagarna
Coverage	approx. 22,000
Notes	Workers covered by this agreement have some of the lowest, perhaps even the lowest wages that exist (given they are covered by a collective agreement). In particular, the situation for assistant nurses, often the lowest paid group has been debated and for this agreement (as well as other collective agreements covering assistant nurses) they received a 0.5% increase, in addition to the increase given to everyone.

**#7 Child minders****Collective agreement #7 – Child minders**

<b>Austria</b>	Name	Collective agreement of the Social Economy Austria ("SWÖ-CA") (formerly called BAGS-CA)
	Name in local language	Kollektivvertrag der Sozialwirtschaft Österreich („SWÖ-KV“), vormals BAGS-KV
	Link	<a href="https://www.kollektivvertrag.at/kv/sozialwirtschaft-oesterreich-swoe-bags-arb-ang/sozialwirtschaft-oesterreich-swoe-bags-rahmen/284263">https://www.kollektivvertrag.at/kv/sozialwirtschaft-oesterreich-swoe-bags-arb-ang/sozialwirtschaft-oesterreich-swoe-bags-rahmen/284263</a>
	Applicable since	1 February 2019
	Rate in 2019	€2,089 (defined at 14 monthly payments of €1,790)
	Previous rates	Minimum wages for wage group 3, valid from 1 February of the respective year to 31 January in the following year, paid 14 times per year: 2018: €1,816.90 2017: €1,768.90 2016: €1,746.20 2015: €1,722.90 2014: €1,688.60 2013: €1,647.40 2012: €1,603.30 2011: €1,550.60 2010: €1,520.10
	Stipulated hours	38 hours per week
	Group	Kindergarten assistants (according to their regional-state specific education/training)
	Signatory parties	Association of the Austrian Social and Health Enterprises (SWÖ) and the Union of Salaried Employees, Graphical Workers and Journalists (GPA-djp) on behalf of white-collar workers and the vida services union on behalf of blue-collar workers
	Coverage	approx. 125,000 by the collective agreement
	Notes	In the currently ongoing collective bargaining round, unions demand the reduction of working time to 35 hours at the same wage level. They have asked for this reduction for several years.
<b>Denmark</b>	Name	Collective agreement for child care assistants 2018 - 2021
	Name in local language	Overenskomst for pædagogmedhjælpere og pædagogiske assistenter 2018-2021

	Link	<a href="https://www.foa.dk/~media/okpdf/files/overenskomst%20for%20p%20aedagogiske%20konsulenter%20med%20kl%20458%20pdf.pdf">https://www.foa.dk/~media/okpdf/files/overenskomst%20for%20p%20aedagogiske%20konsulenter%20med%20kl%20458%20pdf.pdf</a>
	Applicable since	1 March 2018
	Rate in 2019	€2,707 (defined at DKK 20,211 per month)
	Previous rates	N/A
	Stipulated hours	37 on average per week
	Group	Child care assistants
	Signatory parties	Trade and Labour (FOA) and Local Government Denmark (KL)
	Coverage	approx. 21,000 by the collective agreement
	Notes	A yearly wage supplement of DKK 2,114.11 is paid.
<b>Finland</b>	Name	General collective agreement for municipal sector
	Name in local language	Kunnallinen yleinen virka- ja työehtosopimus (KVTES)
	Link	<a href="https://www.kt.fi/sopimukset/kvtes/2018">https://www.kt.fi/sopimukset/kvtes/2018</a>
	Applicable since	1 February 2018
	Rate in 2019	€1,854 (defined at 12.5 payments of €1,780)
	Previous rates	Up until 01.04.2019 – €1.763 per month The following rates are from an older version of the collective agreement. Available at: <a href="https://www.kt.fi/sopimukset/kvtes/2017/liite-5-paivahoidon-henkilosto-ym">https://www.kt.fi/sopimukset/kvtes/2017/liite-5-paivahoidon-henkilosto-ym</a> Up until 01.02.2018 – C 1.737 per month Up until 1.2.2017 - €1.737 per month Up until 1.2.2016 - €1.721 per month
	Stipulated hours	38 hours and 45 minutes per week
	Group	The lowest salary groups for child care workers. Their duties consist mainly of assisting tasks and there are no requirements in terms of education.
	Signatory parties	KUNNALLINEN TYÖMARKKINALAITOS, JULKISALAN KOULUTETTUIEN NEUVOTTELUJÄRJESTÖ JUKO RY, JULKISEN ALAN UNIONI JAU RY and KUNTA-ALAN KOULUTETTU HOITOHENKILÖSTÖ KOHO RY
	Coverage	311,000 by the collective agreement in total

	Notes	
<b>Italy</b>	Name	National collective labour agreement for the workers of cooperatives operating in the social, health and educational sector
	Name in local language	Contratto collettivo nazionale di lavoro per le lavoratrici e i lavoratori delle cooperative del settore socio-sanitario, assistenziale, educativo
	Link	Agreement: <a href="https://www.fpcgil.it/wp-content/uploads/2019/03/CCNL-Articolato-completo-28-marzo-2019.pdf">https://www.fpcgil.it/wp-content/uploads/2019/03/CCNL-Articolato-completo-28-marzo-2019.pdf</a> Wages: <a href="https://www.fpcgil.it/wp-content/uploads/2019/03/Volantone_Coop_SHORT.pdf">https://www.fpcgil.it/wp-content/uploads/2019/03/Volantone_Coop_SHORT.pdf</a>
	Applicable since	1 January 2017 (expired on 31 December 2019)
	Rate in 2019	1,586€ ( <i>reported 1,464€ per month with 13 payments</i> )
	Previous rates	Up until 31.12.2011 – 1,352€ per 13 wage payments Up until 30.09.2012 – 1,384€ per 13 wage payments Up until 28.02.2013 – 1405€ per 13 wage payments Up until 31.10.2019 – 1426€ per 13 wage payments Up until 31.03.2020 – 1,464€ per 13 wage payments
	Stipulated hours	38 hours per week
	Group	Childcare workers (D1 level)
	Signatory parties	AGCI Solidarietà, Federsolidarietà Confcooperative, Legacoop sociali, FP-Cgil, Cisl FP, Fisascat-Cisl, Uil-FPL
	Coverage	Workers in the private social assistance sector are 358,194 (Istat 2014). Among them, workers employed by social cooperatives (to which this CA applies) are 304,361 (Istat 2019). The agreement is the dominant, although not the only, agreement in the sector. It is, however, impossible to estimate how many workers are covered by the specific agreement. As typical in Italy, however, for what concerns wages, coverage by a sectoral collective agreement can be estimated to be 100%.
	Notes	-
<b>Norway</b>	Not available	
<b>Sweden</b>	Name	Independent Preschool, leisure activities, elementary school, assignment education and upper secondary school
	Name in local language	Fristående Förskola, fritidsverksamhet, grundskola, uppdragsutbildning och gymnasieskola
	Link	Agreement not available online

	Information on wages: <a href="https://www.kommunal.se/sites/default/files/attachment/ditt_nya_avtal_2017_almega_tjansteforetagen_-_fristaende_forskola_fritidsverksamhet_grundskola_uppdragsutbildning_och_gymnasieskola_ver_1.2_webb_.pdf">https://www.kommunal.se/sites/default/files/attachment/ditt_nya_avtal_2017_almega_tjansteforetagen_-_fristaende_forskola_fritidsverksamhet_grundskola_uppdragsutbildning_och_gymnasieskola_ver_1.2_webb_.pdf</a>
Applicable since	1 November 2017
Rate in 2019	€1,836 (defined at SEK 19,041 per month)
Previous rates	N/A
Stipulated hours	40 hours per week
Group	Employees aged 19 and over in private sector pre-schools, after school care, elementary schools, upper secondary schools etc. (not teachers).
Signatory parties	Kommunal and Almega Tjänsteföretagen
Coverage	The collective agreement in the public sector between Kommunal and SKL probably covers more people.
Notes	-

## #8 Standard agricultural employment

### Collective agreement #8 – Standard agricultural employment

<b>Austria</b>	Name	Collective agreement for the employees of the farmsteads in the regional state Burgenland
	Name in local language	Kollektivvertrag für Dienstnehmer in den bäuerlichen Betrieben
	Link	N/A
	Applicable since	N/A
	Rate in 2019	€1.242.38 (x14)
	Previous rates	(minimum wages for wage group 4, valid from 1 January to 31 December in the respective year), <b>x 14</b> 2018: €1,206.19 2017: €1,177.92 2016: €1,162.80 2015: €1,146.18 2014: €1,123.71 2013: €1,094.70 2012: €1,060.76 2011: €1,022.91 2010: CA could not be identified
	Stipulated hours	N/A
	Group	N/A
	Signatory parties	N/A
	Coverage	3,000 - 4,000 by the collective agreement
	Notes	-
<b>Denmark</b>	Name	The collective agreement in agriculture/farming 2018 – 2021
	Name in local language	Jordbrugsoverenskomsten 2018 - 2021
	Link	<a href="https://www.gls-a.dk/wp-content/uploads/2018/06/JORDBRUG-2018-2021-Endelig-20.06.18.pdf">https://www.gls-a.dk/wp-content/uploads/2018/06/JORDBRUG-2018-2021-Endelig-20.06.18.pdf</a>
	Applicable since	1 March 2018
	Rate in 2019	€2,906 (defined at DKK 132.92 per hour)
	Previous rates	N/A



	Stipulated hours	37 hours per week (a 40-hour work week can be established for up to 18 weeks per year)
	Group	The agricultural agreement includes various job functions in primary agriculture, including field work, care of animals (cattle, pigs, mink, poultry and horses, etc.). There is not a single collective agreement covering agriculture, forestry and fishery at the same time. It is three different agreements (all under 3F). The agricultural agreement is the largest. It also covers machine pools, fruite plantations, fish farming, aquaculture, bulbs, etc.
	Signatory parties	"United Federation of Danish Workers (3F) and The employer association in gardening, agriculture and forestry (Gartneri-, Land- og Skovbrugets Arbejdsgivere, GLS-A) "
	Coverage	E: The coverage is probably 40-50%. In that case, around 14,000 - 17,500. Besides, there are 28,000 self-employed in the sector.
	Notes	-
<b>Finland</b>	Name	Collective agreement for rural industries
	Name in local language	Maaseutuelinkeinojen Työehtosopimus
	Link	<a href="https://www.teollisuusliitto.fi/wp-content/uploads/2018/06/Maaseutuelinkeinojen-tyoehtosopimus-2018-2020.pdf">https://www.teollisuusliitto.fi/wp-content/uploads/2018/06/Maaseutuelinkeinojen-tyoehtosopimus-2018-2020.pdf</a>
	Applicable since	1 February 2018
	Rate in 2019	€1,371
	Previous rates	Up until 31.1.2019 – €1,348 per month
	Stipulated hours	39
	Group	Monthly salary for the group with the lowest requirements / least demanding job.
	Signatory parties	Teollisuusliitto (Industrial Union) and Maaseudun Työnantajaliitto
	Coverage	7,700 (Source: SAK:laiset työehtosopimukset 28.11.2019, <a href="https://www.sak.fi/tyoelama/sopimukset/tyoehtosopimukset">https://www.sak.fi/tyoelama/sopimukset/tyoehtosopimukset</a> )
	Notes	This agreement covers both seasonal and standard employment.
<b>Italy</b>	Name	National labour collective agreement for agricultural workers
	Name in local language	Contratto collettivo nazionale di lavoro per gli operai agricoli e florovivaisti
	Link	<a href="http://www.dottrinalavoro.it/wp-content/uploads/2018/06/CCNL-Operai-agricoli-19-6-2018.pdf">http://www.dottrinalavoro.it/wp-content/uploads/2018/06/CCNL-Operai-agricoli-19-6-2018.pdf</a>

	Applicable since	1 January 2018
	Rate in 2019	1,020€ ( <i>reported 875€ per month with 14 month payments</i> )
	Previous rates	N/A
	Stipulated hours	39
	Group	Generic workers (area 3)
	Signatory parties	Confederazione Generale Agricoltura Italiana, Coldiretti, Confederazione Italiana Agricoltura-CIA, Flai-Cgil, Fai-Cisl, Uila-Uil
	Coverage	Full-time equivalents in the agricultural sector are 326,913 (Istat 2019). The agreement is the dominant, although not the only, agreement in the sector. It is, however, impossible to estimate how many workers are covered by the specific agreement. As typical in Italy, however, for what concerns wages, coverage by a sectoral collective agreement can be estimated to be 100%.
	Notes	
<b>Norway</b>	Name	Agreement for the agricultural and horticultural industries
	Name in local language	Overenskomsten for jordbruks- og gartnerinæringene
	Link	<a href="http://tariffavtaler.nho.no/?avtale=525&amp;TA_Radnr=13992">http://tariffavtaler.nho.no/?avtale=525&amp;TA_Radnr=13992</a>
	Applicable since	1 April 2018
	Rate in 2019	€2,404 per month (NOK 143.05 per hour)
	Previous rates	N/A
	Stipulated hours	37.5
	Group	Unskilled workers above 18 years of age
	Signatory parties	NHO and NHO Mat og Drikke / LO and Fellesforbundet
	Coverage	160, but minimum wages are extended
	Notes	In the collective bargaining round of 2019, all low pay agreements were given an additional increase on NOK 2 per hour. This included this agreement.
<b>Sweden</b>	Name	Jordbruk
	Name in local language	Agriculture

Link	N/A
Applicable since	1 July 2017
Rate in 2019	N/A
Previous rates	N/A
Stipulated hours	40 hours per week
Group	N/A
Signatory parties	Kommunal and Sveriges Skogs- och Lantarbetsgivareförbund
Coverage	N/A
Notes	Seasonal employees are covered by the same agreement as those with standard employment. Kommunal noted in a statement that the EO had tried to increase working time, but this was never included in the final agreement.

**#9 Seasonal agricultural****Collective agreement #9 – Seasonal agricultural employment**

<b>Austria</b>	Name	Collective agreement for seasonal workers on agricultural holdings (farm estates) in the federal provinces of Lower Austria, Burgenland and Vienna
	Name in local language	Kollektivvertrag für Saisonarbeiter(innen) in den landwirtschaftlichen Betrieben (Gutsbetrieben) der Bundesländer Niederösterreich, Burgenland und Wien
	Link	<a href="https://www.kollektivvertrag.at/kv/landwirtschaftsbetriebe-saisonarbeiter-w-noe-bgl-arb/landwirtschaftsbetriebe-saisonarbeiter-w-noe-bgl-rahmen/301646">https://www.kollektivvertrag.at/kv/landwirtschaftsbetriebe-saisonarbeiter-w-noe-bgl-arb/landwirtschaftsbetriebe-saisonarbeiter-w-noe-bgl-rahmen/301646</a>
	Applicable since	1 March 2019
	Rate in 2019	€1648.86 pe month (x14)
	Previous rates	N/A
	Stipulated hours	40
	Group	‘Other’ seasonal workers and harvest workers (lower rate applies to seasonal workers engaged in pollen shedding of corn up to 6 weeks employment)
	Signatory parties	Employer Association of Agriculture and Forestry in Lower Austria, Burgenland and Vienna and PROGE Production Union
	Coverage	N/A
	Notes	-
<b>Denmark</b>	N/A (There is no collective agreement for seasonal work in agriculture. They are covered by the standard collective agreement in agriculture/farming)	
<b>Finland</b>	Same as in #8	
<b>Italy</b>	Name	National labour collective agreement for agricultural workers
	Name in local language	Contratto collettivo nazionale di lavoro per gli operai agricoli e florovivaisti
	Link	<a href="http://www.dottrinalavoro.it/wp-content/uploads/2018/06/CCNL-Operai-agricoli-19-6-2018.pdf">http://www.dottrinalavoro.it/wp-content/uploads/2018/06/CCNL-Operai-agricoli-19-6-2018.pdf</a>
	Applicable since	1 January 2018
	Rate in 2019	1,020€ (reported 875€ per month with 14 month payments)
	Previous rates	N/A

	Stipulated hours	39
	Group	Seasonal generic worker (area 3)
	Signatory parties	Confederazione Generale Agricoltura Italiana, Coldiretti, Confederazione Italiana Agricoltura-CIA, Flai-Cgil, Fai-Cisl, Uila-Uil
	Coverage	Full-time equivalents in the agricultural sector are 326,913 (Istat 2019). The agreement is the dominant, although not the only, agreement in the sector. It is, however, impossible to estimate how many workers are covered by the specific agreement. As typical in Italy, however, for what concerns wages, coverage by a sectoral collectiva agreement can be estimated to be 100%.
	Notes	-
<b>Norway</b>	Name	Agreement for the agricultural and horticultural industries
	Name in local language	Overenskomsten for jordbruks- og gartnerinæringene
	Link	<a href="http://tariffavtaler.nho.no/?avtale=525&amp;TA_Radnr=13992">http://tariffavtaler.nho.no/?avtale=525&amp;TA_Radnr=13992</a>
	Applicable since	1 April 2018
	Rate in 2019	€2,070 per month (NOK 123.15 per hour)
	Previous rates	N/A
	Stipulated hours	37.5 hours per week
	Group	Vacation and harvest workers over 18 years of age, employed for up to 12 weeks.
	Signatory parties	NHO and NHO Mat og Drikke / LO and Fellesforbundet
	Coverage	160, but minimum wages are extended
	Notes	In the collective bargaining round of 2019, all low pay agreements were given an additional increase on NOK 2 per hour. This included tis agreement.
<b>Sweden</b>	Same as in #8	

**#10 Deliverers**

<b>Collective agreement #10 – Deliverers</b>		
<b>Austria</b>	Name	Collective agreement for the small transport sector
	Name in local language	Kollektivvertrag für das Kleintransportgewerbe Österreichs
	Link	<a href="https://www.kollektivvertrag.at/kv/kleintransportgewerbe-arb/kleintransportgewerbe-rahmen/271051?d=Touch">https://www.kollektivvertrag.at/kv/kleintransportgewerbe-arb/kleintransportgewerbe-rahmen/271051?d=Touch</a>
	Applicable since	1 January 2019
	Rate in 2019	€1,681.56 (defined at 14 payments of €1,441.34)
	Previous rates	Minimum wages for up to 5 years employment in the company, valid from 1 January to 31 December in the respective year, paid 14 times per year: 2018: €1376.34 2017: €1,311.34
	Stipulated hours	40 hours per week
	Group	Drivers of motor vehicles for the transport of goods of up to 3,500 kg maximum authorised total weight and all other workers, in their first five years of employment with the current employer
	Signatory parties	Federal Association of the goods transport industry (sectoral association of the Federal Economic Chamber WKO) and vida services union
	Coverage	N/A
	Notes	The threshold of €1,500 is due to be reached by 2020, according to the general agreement the federal level social partners had taken in 2017, upon demand by the federal government.
<b>Denmark</b>	Name	Collective agreement for newspaper delivery men in the Capital Area
	Name in local language	Budoverenskomst for hovedstadsområdet
	Link	<a href="https://danskemedier.dk/wp-content/uploads/2019/03/budoverenskomst_for_hovedstadsomraadet_2017-2020_0-1.pdf">https://danskemedier.dk/wp-content/uploads/2019/03/budoverenskomst_for_hovedstadsomraadet_2017-2020_0-1.pdf</a>
	Applicable since	1 March 2017
	Rate in 2019	€2,570 (defined at an hourly rate of DKK 119.75)
	Previous rates	N/A

	Stipulated hours	37 hours per week
	Group	Newspaper delivery men
	Signatory parties	Danske Mediers Arbejdsgiverforening (The Danish Media Association), DMA and United Federation of Danish Workers, 3F (Copenhagen dept.)
	Coverage	3,000 to 4,000 workers in the capital area
	Notes	Most employees under the agreement have additional pay supplements to the minimum rate.
<b>Finland</b>	Name	Communications and Logistics Collective Agreement
	Name in local language	Viestinvävälitys - ja logistiikka-alan työehtosopimus
	Link	<a href="https://www.pau.fi/media/vltes-2017-2019-final.pdf">https://www.pau.fi/media/vltes-2017-2019-final.pdf</a>
	Applicable since	1 November 2017
	Rate in 2019	€1,438 (defined at €8.74 per hour, €8.99 in the capital area)
	Previous rates	N/A (The salaries remained the same between 1 November 2017 and 31 October 2019)
	Stipulated hours	38 hours and 15 minutes per week
	Group	Newspaper deliverers, couriers
	Signatory parties	Palvelualojen työnantajat PALTA ry & Posti ja logistiikka-alan unioni PAU (The Finnish Post and Logistics Union PAU and Service Sector Employers Palta)
	Coverage	16,000 Source: SAK:laiset työehtosopimukset 28.11.2019, <a href="https://www.sak.fi/tyoelama/sopimukset/tyoehtosopimukset">https://www.sak.fi/tyoelama/sopimukset/tyoehtosopimukset</a>
	Notes	Newspaper deliverers in Finland are compensated based on an hourly rate and additionally the number of items they deliver. Other forms of compensations include for instance irregular working hours, work during weekends.
<b>Italy</b>	Name	National collective labour agreement for employees of freight transport companies
	Name in local language	CCNL dipendenti trasporto merci
	Link	<a href="http://www.filtcgil.it/wp-content/uploads/2013/06/ccnl_merci.pdf">http://www.filtcgil.it/wp-content/uploads/2013/06/ccnl_merci.pdf</a>
	Applicable since	3 December 2017 (expired on 31 December 2019)

	Rate in 2019	€1,689 (defined at 14 payments of €1447.68)
	Previous rates	N/A
	Stipulated hours	39 hours per week
	Group	Riders (delivery by bicycles and motorcycles)
	Signatory parties	AITE, AITI, Assoespressi, Assologistica, Fedespedi, Fedit, Fisi, Trasportunito Fiap, Confetra, Anita, Fai, Assotir, Federtraslochi, Federlogistica, Fiap, Unitai, Conftrasporto, Cna-Fita, Confartigianato Trasporti, Sna-Casartigiani, Claai, Filt-Cgil, Fit-Cisl, Uiltrasporti
	Coverage	Workers in the freight transport sector are 728,078 (Istat 2019). The agreement is the dominant, although not the only, agreement in the sector. It is, however, impossible to estimate how many workers are covered by the specific agreement. As typical in Italy, however, for what concerns wages, coverage by a sectoral collective agreement can be estimated to be 100%.
	Notes	
<b>Norway</b>	Name	Agreement for the agricultural and horticultural industries
	Name in local language	Overenskomsten for jordbruks- og gartnerinæringene
	Link	<a href="http://tariffavtaler.nho.no/?avtale=525&amp;TA_Radnr=13992">http://tariffavtaler.nho.no/?avtale=525&amp;TA_Radnr=13992</a>
	Applicable since	1 April 2018 (wages renegotiated 1 April 2019)
	Rate in 2019	€2,070 (defined at NOK 123.15 per hour)
	Previous rates	N/A
	Stipulated hours	37.5 hours per week
	Group	Vacation and harvest workers over 18 years of age and employed for up to 12 weeks
	Signatory parties	NHO and NHO Mat og Drikke / LO and Fellesforbundet
	Coverage	160
	Notes	There is an additional holiday pay of 12% (replaces wage)
<b>Sweden</b>	Name	Transport agreement
	Name in local language	Transportavtalet
	Link	N/A



Applicable since	1 April 2017
Rate in 2019	€2,126 (defined at SEK 22,050 per month)
Previous rates	N/A
Stipulated hours	40 hours per week
Group	Drivers during their first year of employment
Signatory parties	Transport and Biltrafikens arbetsgivareförbund
Coverage	approx. 45,000
Notes	-

## References

Eurofound (2020), *Minimum wages in 2020: Annual review*, Minimum wages in the EU series, Publications Office of the European Union, Luxembourg.

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