

	Minimum wage in EUR per month	Differentiation by age	Minimum wage as % of average gross wage	Minimum wage applies to	Groups of exempted employees	Wage subsidies for minimum wage earners	Frequency of adjustments	Adjustment body	Supervising institutions	Fines in case of non-compliance
Belgium	1,210	Reduced rates for 16-20 year olds; seniority rules for employees aged 21.5 years with 6 months in employment (+2.75%) and for employees age 22.5 years with 12 months in employment (+4%).	n.a.	Private sector employees	Public sector employees, apprentices	No	Annually	Social partners	Industrial tribunal or Federal Public Service Employment, Labour and Social Dialogue.	Yes
Czech Republic	210	Reduced rates for 15-21 year olds	37	All employees	Lower monthly and hourly minimum wage rates exist for certain specific situations, e.g. when in first employment aged 18 to 21 or for employees collecting partial invalidity benefits.	No	Annually	Government, after consulting the social partners	Public labour offices	Fine for employer. He is obliged to top up pay to the level of the minimum wage.
Denmark	159	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

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Estonia	159	No	n.a.	All employees	No exemptions	No	Annually	Government decree	Labour inspectorate	Employee can demand the arrears with 0.5% interest.
France	1,286 ^{a)}	Reduced rates for 16-17 year olds	46-48	All employees	Civil servants, apprentices, employed prisoners	Reduction of employers' social security contributions	Annually	Government decree, after consulting the social partners	Labour inspectorate	Maximum fine of EUR 1,500 for each case of non-compliance.
Greece	560	No	n.a.	All employees, apprentices and civil servants	No exemptions	No	Twice a year	Government by law (different laws for private and public sector), based on national collective agreement.	Labour inspectorate and labour courts	Employer has to pay any arrears with interest.
Hungary	211	No	36	All employees	No exemptions	No	Regularly	Government, after an agreement is concluded by tripartite council	Labour inspectorate	Maximum is EUR 410 (single case) to EUR 24,500 (multiple cases)

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Ireland	1,174	Reduced rates for employees under age 18	n.a.	All employees	No exemptions	No	Every 16 months (in practice)	Government and social partners through social pacts; recently, Labour Court has a role.	Labour inspectorate	Fines and/or imprisonment
Latvia	120	No	37	All employees	No exemptions	No	Irregularly, depending on political considerations (every 1-2 years)	Government, after consulting the social partners	Labour and financial control institutions	Courts rule on cases of non-compliance. Normally, employer must pay all unpaid wages.
Lithuania	145	No	41	All employees	Reduced minimum wages apply to some groups of public sector employees (public politicians, judges, civil servants, soldiers and public officials)	No	Regularly	Government, upon recommendation of tripartite council	Labour inspectorate	Max. EUR 2,896

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Netherlands	1,265	Reduced rates for 15-22 year olds	n.a.	All employees	No exemptions	For low-paid employees (earning less than EUR 17,805 per year) employers pay less wage tax (by EUR 530 per year)	Twice a year (frozen since 2003)	Government	Labour inspectorate	No penalties
Poland	190	No	36	All employees	No exemptions	No	Once or twice a year	Tripartite commission, with reference to proposals and information presented by the government	Labour inspectorate	Yes

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Slovak Republic	162	Reduced rates for employees aged 16-18 (75%) and under 16 (50%)	42	All employees	Reduced minimum wages (50% to 75%) for disabled employees receiving a disability pension	No	Annually	Government, based on a decision made by social partners (tripartite agreement)	Labour inspectorate; employee representatives at the workplace	Max. EUR 24,988
Slovenia	491	No	42	All employees	No exemptions	No	Annually	Government, based on a decision made by social partners (tripartite agreement)	Labour inspectorate	Max. EUR 2,091
Spain	491	No	n.a.	All employees	Apprentices, people with disabilities	No	Once or twice a year	Government, after consulting the social partners	Labour inspectorate	Yes
United Kingdom	1,197	Reduced rates for 16-21 year olds	39	All employees	No exemptions among adults	No	Annually (in practice, since 2000)	Government decision, based on recommendations by the Low Pay Commission.	Inland Revenue and employment tribunals or civil courts	GBP 7.20 per day and worker; employer has to pay any arrears to employees

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Bulgaria	61	No	40	All employees	No exemptions	No	Regularly (no fixed period, but annually since 2000)	Government decree	No monitoring system	No; paying wages lower than the minimum wage is a very common practice.
Romania	69	No	27	All employees	No exemptions	No	Annually (since 2002)	Governmental decree, after consulting the social partners	Labour inspectorate	The amount varies between 3 and 6 months' gross minimum wages.

(a) Rate applies only to workers on 39-hour week.

Source: EIRO, Minimum wages in Europe, Dublin, August 2005 (<http://www.eiro.eurofound.eu.int/2005/07/study/tn0507101s.html>), accessed, 23.09.2005