

## Annex.

Company characteristics	Economic sector	Primary(a)	Construction	LTI	HTI	LKIS	KIS	Education	Health			
Proportion of employees affected (b)		2.2	10.6	11.2	4.2	13.4	8.1	4.3	6.8			
Share over affected workforce (c)		0.1	6.8	18.0	3.1	44.2	13.7	4.4	9.7			
	Company Size	E10_49	E50_249	E250_499	E500_999	E1000	Collective bargaining coverage(d)		No	Yes		
Proportion of employees affected		15.5	9.7	8.2	7.7	5.8			17.7	8.1		
Share over affected workforce		40.6	25.2	7.7	6.8	19.8			27.4	72.6		
Personal characteristics	Sex	Male	Female				Age	14/29	30/39	40/49	50/59	60+
Proportion of employees affected		8.1	11.1					19.1	8.1	7.3	7.0	7.9
Share over affected workforce		45.2	54.8					35.3	23.8	21.4	16.1	3.5
	Education	Low	Medium	High								
Proportion of employees affected		14.5	10.6	2.3								
Share over affected workforce		35.2	59.3	5.5								
Job characteristics	Occupation	Managers	Professionals	Technicians	Clerical	Service	Skilled	Craft	Plant	Elementary		
Proportion of employees affected		1.8	1.8	3.1	6.2	17.3	20.9	12.6	9.7	25.1		
Share over affected workforce		1.1	3.4	5.1	8.4	28.2	0.7	15.9	10.3	26.9		
	Type of contract	Permanent	temporary				Type of employment	Full-time	Part-time			
Proportion of employees affected		7.7	22.1					8.5	14.6			
Share over affected workforce		68.0	32.0					73.2	26.8			

Source: Structure of Earnings Survey (SES 2010). Sample including 19 countries but excluding smaller companies of less than 10 employees.

a. Data for the primary sector excludes agriculture, typically characterized by relatively higher levels of low-pay, and includes mining and quarrying (code B under NACE rev.2).

b. It refers to the ratio between the number of affected employees (earning wages below 60% of the median wage in their country) and the total number of employees in a certain category.

c. It refers to the share represented by the affected employees in a certain category over the total number of affected employees in Europe.

d. It indicates whether at least 51% of the employees of the local unit where the employee is working are covered by a collective pay agreement, regardless at the level at which it is negotiated. We assume all companies in Sweden and Netherlands are covered by an agreement.

Figure 1. Characteristics of the working population affected by the EU MW (SES, sample with 19 countries)

Company characteristics	Economic sector	Primary(a)	Construction	LTI	HTI	LKIS	KIS	Education	Health			
Proportion of employees affected (b)		1.7	11.0	12.8	5.5	18.0	11.2	5.6	6.1			
Share over affected workforce (c)		0.1	6.3	15.4	2.7	51.7	14.4	4.1	5.3			
	Company Size	1-9 emp	10-49 emp	50-249 emp	50-499 emp	500-999 emp	1000 emp	Collective bargaining coverage(d)		No	Yes	
Proportion of employees affected		20.8	16.9	10.5	8.1	8.1	7.0			18.4	9.8	
Share over affected workforce		26.6	30.7	19.0	5.4	5.0	13.2			44.9	55.1	
Personal characteristics	Sex	Male	Female				Age	14/29	30/39	40/49	50/59	60+
Proportion of employees affected		10.6	14.3					22.5	9.7	9.5	9.8	11.5
Share over affected workforce		44.7	55.3					37.3	22.7	19.7	16.1	4.2
	Education	Low	Medium	High								
Proportion of employees affected		16.9	14.6	3.3								
Share over affected workforce		31.8	61.7	6.4								
Job characteristics	Occupation	Armed	Managers	Professionals	Technician	Clerical	Service	Skilled	Craft	Plant	Elementary	
Proportion of employees affected			5.1	2.4	4.8	9.3	22.9	22.9	12.8	12.1	26.8	
Share over affected workforce			2.4	3.6	5.7	8.0	33.2	0.8	13.6	9.4	23.2	
	Type of contract	Permanent	temporary				Type of employment	Full-time	Part-time			
Proportion of employees affected		10.1	22.2					10.7	18.7			
Share over affected workforce		66.5	33.5					67.8	32.3			

Source: Structure of Earnings Survey (SES 2010). Sample including 12 countries with information on smaller companies of less than 10 employees.

a. Data for the primary sector excludes agriculture, typically characterized by relatively higher levels of low-pay, and includes mining and quarrying (code B under NACE rev.2).

b. It refers to the ratio between the number of affected employees (earning wages below 60% of the median wage in their country) and the total number of employees in a certain category.

c. It refers to the share represented by the affected employees in a certain category over the total number of affected employees in Europe.

d. It indicates whether at least 51% of the employees of the local unit where the employee is working are covered by a collective pay agreement, regardless at the level at which it is negotiated. We assume all companies in Sweden and Netherlands are covered by an agreement.

Figure 2. Characteristics of the working population affected by the EU MW (SES, sample with 12 countries)

country	Agriculture, forestry and fishing (NACE A)	Manufacturing; mining; electricity, gas and water supply (NACE B-E)	Construction (NACE F)	Retail trade; motor repairs (NACE G)	Transportation and storage (NACE H)	Accommodation and food service (NACE I)	Information and communication (NACE J)	Financial and insurance (NACE K)	Real estate; professional and administrative activities (NACE L-N)	Public Admin. and defense (NACE O)	Education (NACE P)	Health and social work (NACE Q)	Arts, households, extra-territorial bodies (NACE R-U)
at	44.2	11.4	13.5	20.0	12.5	38.9	9.7	0.7	14.0	7.8	7.0	13.9	27.9
be	16.2	5.5	8.5	14.5	4.6	29.6	4.2	3.0	9.4	6.5	9.0	12.5	21.9
bg	37.0	10.2	9.5	15.3	6.2	15.9	3.0	3.1	15.8	8.0	7.6	14.1	16.6
cy	16.7	14.7	5.6	20.2	9.2	14.8	5.5	5.0	11.6	4.3	11.4	6.8	72.1
cz	12.9	10.8	5.2	21.7	3.3	21.0	4.0	3.8	8.7	5.4	12.2	9.7	17.1
de	49.4	18.6	22.1	34.1	21.1	58.2	17.6	8.5	34.9	10.5	14.1	30.4	45.4
dk	17.2	7.2	18.4	17.6	4.9	38.3	5.4	1.6	10.2	6.0	5.5	5.3	21.2
ee	27.0	18.7	10.4	22.2	12.3	34.0	2.2	2.2	26.6	6.1	24.9	15.9	33.5
es	35.7	9.9	7.2	16.9	9.4	18.7	9.7	7.5	14.9	6.2	8.6	7.9	34.2
fi	17.2	2.1	7.4	10.4	3.5	17.6	3.8	0.3	10.0	3.6	5.6	5.5	8.3
fr	26.5	4.7	9.7	11.2	5.8	17.3	6.2	3.7	11.5	7.4	10.3	23.1	24.4
gr	48.4	7.2	15.6	11.2	2.4	22.3	8.9	3.7	27.0	5.0	8.1	7.4	27.7
hu	24.8	10.8	19.8	13.2	6.8	25.7	4.0	4.5	12.7	14.5	4.1	7.0	13.6
ie	40.1	10.3	17.8	34.4	25.6	47.2	7.1	4.5	19.4	4.3	15.8	19.1	31.8
it	44.3	9.3	19.4	15.0	6.7	32.6	8.1	4.0	19.9	4.7	6.9	9.4	37.6
lt	43.0	23.8	19.8	28.2	23.5	54.4	25.4	20.9	20.7	12.3	20.9	18.2	43.8
lu	59.8	11.8	33.9	43.8	14.6	65.5	12.8	1.6	33.1	6.5	7.0	25.8	33.0
lv	43.8	26.5	21.5	29.8	11.0	42.3	8.1	4.5	23.2	8.9	18.7	15.1	25.5
mt	10.1	11.2	18.3	17.2	9.8	24.0	4.2	4.9	15.4	3.6	7.9	8.5	27.7
nl	26.4	8.5	6.8	23.7	9.1	35.3	6.6	3.8	11.9	2.4	8.0	14.8	25.5
pl	28.9	14.4	17.3	25.3	9.0	37.0	9.4	7.7	24.7	7.3	7.9	12.9	33.7
pt	31.5	8.6	5.4	7.3	0.5	9.1	1.9	0.9	9.9	2.8	3.0	4.2	26.6
ro	18.5	10.8	7.2	13.9	4.3	20.1	1.2	0.0	12.1	8.2	7.2	10.8	27.5
se	20.3	9.7	16.5	15.9	7.9	46.1	7.4	7.9	16.4	8.7	13.3	14.4	25.0
si	14.5	11.9	17.5	14.1	10.1	25.0	7.1	5.0	16.0	4.7	8.5	9.8	19.2
sk	13.5	6.9	4.9	11.7	3.8	22.0	2.5	3.7	7.5	6.1	9.5	16.2	7.6
uk	31.9	9.7	14.8	30.6	13.0	51.9	5.3	7.0	15.9	5.1	22.2	19.8	33.4
EU-27	32.6	11.8	13.9	22.0	10.5	33.0	9.0	6.0	19.7	7.3	12.1	18.8	33.5

Figure 3. Proportion of employees affected by the EU MW threshold by economic sector (EU-SILC)

country	Primary	Construction	LTI	HTI	LKIS	KIS	Education	Health
CY	1.8	5.4	26.1	10.9	26.8	6.0	1.7	11.8
CZ	2.2	8.3	12.1	6.7	18.7	14.7	4.8	8.4
EE	3.4	12.7	16.0	10.8	24.1	11.8	20.3	20.2
ES	1.3	2.3	5.6	1.2	13.2	6.7	5.4	8.9
FI	0.2	0.7	0.6	0.3	5.4	1.4	2.0	2.9
FR	0.9	7.8	2.4	2.1	2.9	1.7	0.1	5.7
HU	18.2	22.4	18.3	10.1	18.4	10.2	3.1	8.8
IE	3.8	20.0	14.4	8.6	28.3	9.4	4.5	10.0
IT	2.0	7.7	7.5	3.4	11.1	5.2	0.6	5.3
LT	9.8	25.4	21.4	7.0	26.3	13.1	24.5	12.6
LU	3.4	6.0	5.2	10.2	20.9	3.9	0.5	8.7
LV	9.1	27.3	26.7	9.6	23.9	12.7	18.6	13.9
NL	0.0	5.0	8.2	3.6	25.0	14.7	2.7	6.2
PL	0.8	26.1	22.0	8.7	23.6	18.4	5.3	7.7
PT	4.4	5.8	12.6	2.3	8.6	3.9	0.8	6.5
RO	3.9	26.7	22.7	3.6	27.0	21.8	12.8	15.0
SE	0.4	3.1	2.8	0.8	7.4	6.3	5.3	5.1
SI	1.4	15.7	10.3	4.8	9.7	6.0	1.4	6.6
SK	3.1	13.6	11.9	9.7	16.9	14.1	8.7	10.2
Total EU	2.2	10.6	11.2	4.2	13.4	8.1	4.3	6.8

Figure 4. Proportion of employees affected by the EU MW threshold by economic sector (SES, largest dataset)

country	E10_49	E50_249	E250_499	E500_999	E>1000
CY	20.3	17.8	14.1	18.6	5.5
CZ	19.4	12.1	11.8	9.1	5.8
EE	23.6	15.8	12.4	15.5	17.1
ES	11.4	8.8	8.3	8.9	5.9
FI	3.8	2.5	2.4	2.3	2.4
FR	5.0	3.0	2.8	2.9	2.4
HU	23.3	12.5	11.4	10.9	6.6
IE	28.4	18.8	11.7	10.4	7.0
IT	10.4	5.3	8.0	7.0	4.6
LT	36.0	18.6	10.5	15.4	8.9
LU	11.1	8.7	11.8	12.5	6.1
LV	37.4	19.7	13.0	8.7	10.2
NL	18.9	12.6	10.1	10.2	13.6
PL	29.9	15.4	10.2	10.0	9.7
PT	11.0	5.5	4.1	5.9	5.6
RO	47.7	25.7	16.6	12.7	7.8
SE	7.3	5.7	4.8	4.3	4.4
SI	10.2	7.7	5.1	4.6	9.3
SK	17.5	11.8	12.9	12.7	9.3
EU	15.5	9.7	8.2	7.7	5.8

Figure 6. Proportion of employees affected by the EU MW threshold by COMPANY SIZE (SES, 19 countries)

country	E1_9	E10_49	E50_249	E250_499	E500_999	E>1000
CY	17.1	11.1	9.3	4.9	11.1	1.3
CZ	35.4	17.2	9.9	9.8	7.5	4.7
EE	41.4	20.8	13.4	9.1	12.4	13.1
ES	13.3	5.5	4.5	4.4	4.9	2.9
HU	14.1	12.7	7.9	7.4	6.9	4.4
IE	30.2	24.7	16.6	10.7	9.6	5.9
LT	45.3	31.9	15.3	8.0	11.5	5.9
LV	28.9	18.8	9.1	5.4	2.8	6.0
NL	25.8	17.1	11.1	8.8	8.7	12.0
PL	44.6	29.5	15.2	10.0	9.8	9.5
SI	13.6	7.0	5.3	2.8	2.8	5.4
SK	24.3	17.2	11.5	12.6	12.4	9.0
EU	20.8	16.9	10.5	8.1	8.1	7.0

Figure 7. Proportion of employees affected by the EU MW threshold by COMPANY SIZE (SES, 12 countries)

country	Managers	Profession	Technical	Clerical	Service	Skilled	Craft	Plant	Elemental	Army
at	1.5	6.5	9.4	13.1	27.8	27.4	14.2	10.0	23.7	12.0
be	1.8	4.3	5.1	6.1	21.3	23.4	9.0	6.6	28.8	
bg	1.7	1.3	5.1	7.9	19.9	46.1	6.0	8.0	31.5	0.0
cy	2.2	2.5	5.2	14.4	19.9	3.4	8.7	12.3	48.0	0.0
cz	0.7	2.3	3.8	7.7	27.4	19.5	9.7	9.9	37.9	0.0
de	6.1	7.5	17.0	25.1	47.0	53.8	23.7	20.5	58.7	
dk	2.8	4.1	4.4	9.8	18.1	21.4	14.6	7.9	22.2	3.6
ee	6.3	6.9	12.0	17.4	34.6	41.3	14.2	18.7	56.0	12.2
es	4.8	3.1	9.3	8.3	20.4	21.0	9.9	8.7	32.2	6.0
fi	0.7	3.0	5.4	6.7	13.0	21.6	6.3	5.2	13.2	1.0
fr	2.6	6.1	5.7	8.7	23.3	29.6	8.5	9.2	31.4	3.5
gr	2.4	5.4	6.0	8.2	18.1	50.6	12.7	3.0	28.3	2.6
hu	1.6	1.9	3.3	4.4	16.7	29.6	14.4	12.1	36.1	0.0
ie	7.1	5.2	5.7	15.0	42.5	46.7	19.1	24.5	27.4	0.0
it	11.3	5.3	6.3	7.6	24.1	36.8	15.6	10.3	34.1	6.1
lt	6.4	12.1	20.6	23.7	41.3	42.3	28.6	24.9	44.5	0.0
lu	3.1	1.9	6.5	16.9	48.8	69.6	32.8	26.5	56.1	32.8
lv	8.7	6.1	10.3	18.4	34.4	60.5	28.2	18.7	47.4	7.8
mt	2.1	2.7	6.4	12.7	27.4	18.0	19.0	12.2	22.6	0.0
nl	3.9	3.8	10.5	15.4	35.8	22.1	9.7	9.3	40.0	12.1
pl	2.0	3.6	10.4	14.7	35.4	27.9	18.4	10.1	37.6	1.7
pt	2.7	1.2	4.4	3.1	8.2	36.3	7.5	6.5	17.8	0.8
se	6.6	10.5	12.9	17.0	18.9	35.0	12.6	9.4	29.3	18.9
si	6.6	5.8	7.6	9.3	18.9	15.8	13.0	13.1	26.3	4.7
sk	1.5	2.0	4.0	6.5	20.8	12.8	7.0	6.7	26.7	0.0
uk	5.5	5.1	10.9	20.8	40.5	18.3	11.1	15.9	33.5	
Total	4.7	5.2	10.3	14.5	30.6	34.1	15.0	12.0	36.2	4.4

Figure 8. Proportion of employees affected by the EU MW by occupations (EU-SILC)

country	Managers	Profession	Technician	Clerical	Service	Skilled	Craft	Plant	Elementar
CY	0.0	1.2	3.4	8.2	36.9	14.3	5.1	20.3	38.0
EE	3.8	1.0	5.5	14.9	40.9	27.6	14.0	17.7	54.2
ES	0.2	1.6	2.9	8.7	17.2	7.8	3.9	6.9	19.6
FI	0.1	0.5	0.8	2.1	5.6	14.2	0.7	1.2	11.3
FR	0.2	1.8	1.1	2.8	3.8	12.9	5.5	2.5	10.3
HU	1.9	1.0	6.3	8.8	23.1	33.1	17.3	19.6	37.4
IE	6.9	3.3	8.2	13.5	29.9	19.7	15.6	21.3	33.3
IT	1.2	0.7	2.2	3.9	8.8	13.3	13.8	7.8	18.2
LT	7.0	6.5	15.7	17.2	41.0	34.9	27.6	16.4	57.4
LU	0.4	0.3	0.5	3.8	22.4	9.0	7.2	8.2	38.6
LV	12.5	4.9	12.4	14.2	33.3	35.6	25.2	24.3	41.4
NL	2.1	1.8	3.4	11.1	27.6	28.8	10.2	9.9	39.0
PL	4.0	2.4	8.3	12.1	41.1	46.3	24.4	18.1	38.1
PT	1.2	0.4	1.0	2.7	7.9	16.1	9.9	9.6	20.1
RO	3.2	2.8	8.8	11.9	47.4	45.2	18.7	16.7	51.4
SE	0.2	1.2	1.9	8.1	9.2	12.3	2.9	3.4	19.0
SI	0.4	0.3	1.6	2.7	13.6	12.8	9.9	10.1	25.2
SK	2.5	1.0	3.2	9.2	30.9	34.7	13.4	15.1	36.6
Total	1.8	1.8	3.1	6.2	17.3	20.9	12.6	9.7	25.1

Figure 9. Proportion of employees affected by the EU MW by occupations (SES, with 19 countries)

	Full-time	Part-time
at	11.2	26.2
be	5.0	22.7
bg	11.6	31.0
cy	14.5	36.3
cz	10.5	23.3
de	18.5	44.4
dk	8.2	21.1
ee	17.4	33.9
es	11.0	27.1
fi	5.8	15.9
fr	7.5	32.8
gr	8.5	39.3
hu	10.5	38.8
ie	12.0	37.9
it	12.0	28.3
lt	23.0	45.6
lu	21.7	31.0
lv	21.3	33.0
mt	11.4	29.9
nl	8.5	20.7
pl	15.2	33.9
pt	6.9	26.8
ro	10.4	35.2
se	12.5	19.9
si	11.7	41.9
sk	7.9	24.6
uk	12.1	40.5
EU27	12.2	34.8

Figure 10. Proportion of employees affected by the EU MW by type of employment (EU-SILC)

country	Permaner	Temporan
CY	16.5	13.5
CZ	10.0	21.5
EE	18.2	17.8
ES	7.0	14.3
FI	1.9	8.2
FR	1.6	18.9
HU	12.8	30.4
IE	14.7	21.7
IT	5.9	16.5
LT	21.3	25.8
LU	7.4	31.5
LV	20.6	26.4
NL	10.2	39.0
PL	11.1	31.8
PT	5.5	11.9
RO	20.5	26.0
SE		
SI	5.1	15.7
SK	11.4	21.3
Total	7.7	22.1

Figure 11. Proportion of employees affected by the EU MW by type of employment (SES, with 19 countries)



country	permaner	temporary
at	10.7	48.9
be	7.5	29.7
bg	9.9	31.7
cy	10.4	48.7
cz	9.6	20.3
de	22.3	44.8
dk	9.8	
ee	18.6	25.9
es	9.6	22.2
fi	5.7	14.7
fr	8.6	30.4
gr	5.2	25.8
hu	9.2	31.7
ie	18.1	27.9
it	10.6	35.3
lt	23.8	33.8
lu	20.5	54.5
lv	21.1	35.2
mt	11.5	25.7
nl	10.1	24.6
pl	11.5	30.2
pt	5.3	14.5
ro	10.0	28.8
se	10.1	42.5
si	11.0	30.2
sk	7.3	17.0
uk	17.6	34.3
EU-27	13.6	31.3

Figure 12. Proportion of employees affected by the EU MW by type of contract (EU-SILC)

country	Permaner	Temporan
CY	16.5	13.5
CZ	10.0	21.5
EE	18.2	17.8
ES	7.0	14.3
FI	1.9	8.2
FR	1.6	18.9
HU	12.8	30.4
IE	14.7	21.7
IT	5.9	16.5
LT	21.3	25.8
LU	7.4	31.5
LV	20.6	26.4
NL	10.2	39.0
PL	11.1	31.8
PT	5.5	11.9
RO	20.5	26.0
SE		
SI	5.1	15.7
SK	11.4	21.3
Total	7.7	22.1

Figure 13. Proportion of employees affected by the EU MW by type of contract (SES, with 19 countries)

country	male	female
at	9.9	20.4
be	6.3	13.3
bg	9.8	14.9
cy	6.0	26.5
cz	4.8	18.1
de	16.2	33.8
dk	9.7	10.3
ee	11.3	25.3
es	8.6	18.2
fi	5.1	8.3
fr	7.5	16.6
gr	8.0	15.5
hu	11.8	12.4
ie	14.2	24.8
it	10.8	17.8
lt	19.8	27.8
lu	18.7	29.5
lv	18.9	24.8
mt	10.7	16.0
nl	7.4	20.6
pl	13.8	19.1
pt	5.5	10.3
ro	7.1	14.8
se	11.6	16.5
si	10.2	16.5
sk	5.3	11.6
uk	11.3	26.5
EU27	10.8	21.5

Figure 14. Proportion of employees affected by the EU MW by gender (EU-SILC)

country	Female	Male
CY	22.5	11.0
CZ	16.6	8.8
EE	23.2	11.6
ES	12.6	5.1
FI	3.5	1.6
FR	3.0	3.3
HU	14.1	13.7
IE	17.9	12.7
IT	8.2	5.8
LT	23.5	19.2
LU	15.4	6.6
LV	20.9	20.9
NL	15.0	12.5
PL	18.5	16.1
PT	9.9	4.2
RO	20.4	20.8
SE	6.7	3.7
SI	9.2	6.8
SK	15.7	10.5
Total	11.1	8.1

Figure 15. Proportion of employees affected by the EU MW by gender (SES, with 19 countries)

country	lower	higher
at	36.8	10.4
be	19.3	7.2
bg	28.1	9.6
cy	25.1	13.2
cz	31.7	9.7
de	54.3	19.4
dk	20.1	6.7
ee	34.4	17.6
es	20.2	9.1
fi	10.9	6.1
fr	21.5	9.6
gr	19.2	9.6
hu	29.3	9.5
ie	28.3	17.3
it	19.1	10.9
lt	39.8	23.3
lu	44.6	13.2
lv	42.0	19.5
mt	19.0	6.8
nl	24.8	10.9
pl	30.2	15.5
pt	9.8	3.9
ro	26.3	8.7
se	12.3	14.2
si	23.6	11.6
sk	21.1	8.0
uk	29.0	17.1
EU27	26.5	13.3

Figure 16. Proportion of employees affected by the EU MW by educational level (EU-SILC)

country	Lower	Higher
CY	27.7	14.6
CZ	29.3	10.6
EE	35.1	16.9
ES	12.9	5.3
FI	5.5	2.3
FR	5.5	2.6
HU	29.4	11.2
IE	23.0	13.8
IT	11.5	3.8
LT	36.9	20.9
LU	25.1	4.6
LV	33.3	19.9
NL	29.6	7.8
PL	32.1	16.3
PT	11.0	2.2
RO	40.7	19.2
SE	7.1	5.0
SI	19.8	5.9
SK	36.0	11.2
Total	14.5	8.1

Figure 17. Proportion of employees affected by the EU MW by educational level (SES, with 19 countries)

country	14/19	20/24	25/29	30/34	35/39	40/44	45/49	50/54	55/59	60/64	65+
at	79.4	21.0	12.8	8.7	11.1	9.7	9.7	11.9	8.7	2.1	25.2
be	59.0	19.0	10.9	7.3	7.1	7.0	10.4	6.3	11.1	11.7	55.4
bg	28.9	16.5	11.3	11.3	10.8	9.6	10.1	13.1	11.7	20.9	35.8
cy	53.6	26.8	21.0	10.8	15.6	15.2	12.8	11.4	12.6	11.2	28.0
cz	25.1	16.5	8.3	9.5	9.4	8.9	12.1	13.2	12.4	8.4	19.7
de	98.0	64.3	22.5	19.5	19.6	16.4	16.3	17.0	22.7	22.7	57.2
dk	80.3	41.2	19.0	11.4	4.7	5.1	3.9	5.4	6.6	7.8	24.0
ee	37.2	25.6	12.5	10.9	15.7	14.1	18.0	21.9	25.6	25.7	45.8
es	39.4	28.2	18.5	10.8	11.9	11.1	9.7	9.1	11.2	15.2	33.6
fi	44.0	23.4	10.6	5.8	4.3	2.9	4.5	5.7	4.1	4.0	5.5
fr	62.9	26.1	11.6	8.1	8.8	10.3	9.4	11.4	11.1	18.8	18.1
gr	29.6	46.0	18.8	9.1	8.8	6.6	7.6	6.2	8.2	6.8	6.0
hu	50.6	19.5	15.0	10.8	10.8	12.9	11.1	9.7	8.9	15.3	10.5
ie	57.7	44.1	17.6	19.8	13.7	13.4	13.9	13.6	12.8	26.6	53.4
it	57.9	36.4	18.5	13.6	12.5	12.7	10.1	9.8	9.5	11.3	13.9
lt	52.9	36.2	27.6	27.2	25.0	20.5	19.9	22.6	20.7	14.9	34.2
lu	87.6	49.2	32.5	21.6	20.7	19.1	20.7	16.6	14.7	15.7	5.6
lv	44.9	29.9	20.8	22.9	20.2	22.2	23.2	20.2	20.8	11.4	23.0
mt	51.5	21.7	12.0	10.4	8.3	5.9	7.9	9.5	8.9	10.8	15.8
nl	93.3	38.0	14.5	8.4	12.7	11.3	11.7	10.7	11.4	13.2	0.0
pl	65.1	32.8	18.7	12.9	12.4	13.7	15.3	12.0	15.0	19.9	29.9
pt	32.4	15.2	7.0	5.5	5.5	10.1	4.7	8.1	8.7	9.7	14.5
ro	20.7	16.5	8.1	11.7	10.5	10.6	10.1	7.6	10.9	4.3	47.7
se	81.2	38.9	24.6	18.0	11.5	7.1	6.4	5.1	6.7	4.9	19.6
si	38.9	24.9	20.4	16.8	10.1	11.1	9.5	9.2	12.3	11.3	4.4
sk	41.1	13.2	5.6	7.6	7.6	8.9	7.5	8.9	9.0	8.3	21.1
uk	77.9	37.0	16.4	12.5	17.3	13.2	12.2	15.4	17.2	24.0	43.6
EU27	80.5	35.7	16.2	12.4	12.9	12.4	11.7	12.3	14.4	18.0	36.1

Figure 18. Proportion of employees affected by the EU-MW by age (EU-SILC)

country	14/19	20/24	25/29	30/34	35/39	40/44	45/49	50/54	55/59	60/64	65+
CY	80.3	41.6	18.1	12.5	14.3	13.1	14.5	11.8	9.7	16.6	21.3
CZ	37.9	19.6	10.3	10.0	10.9	11.7	10.9	13.5	11.9	12.4	24.7
EE	41.7	20.5	10.2	11.1	13.8	15.2	17.2	21.0	23.6	27.2	36.7
ES	35.9	22.7	11.6	8.4	7.8	7.6	6.9	6.5	5.3	5.5	6.4
FI	33.9	10.7	3.2	2.0	1.8	1.5	1.5	1.6	1.8	1.7	3.2
FR	85.5	21.1	4.6	1.8	1.7	1.3	1.3	1.5	1.3	1.4	1.5
HU	39.2	25.5	15.2	14.4	14.0	13.9	12.4	12.4	11.6	11.1	10.1
IE	30.9	45.3	25.6	16.0	11.7	11.2	10.9	10.4	12.0	14.1	25.7
IT	35.6	19.8	11.5	7.5	6.5	5.9	5.2	4.8	4.4	6.3	6.9
LT	57.0	28.7	17.1	20.0	19.7	22.9	19.3	21.9	23.6	22.3	30.7
LU	76.8	28.0	11.7	8.5	6.8	7.0	6.6	5.9	5.7	10.4	17.0
LV	37.2	23.8	19.0	19.2	19.7	21.0	21.5	22.4	21.9	17.6	20.9
NL	89.4	42.9	10.0	4.1	3.9	4.3	4.4	3.6	3.6	4.8	24.0
PL	50.4	31.1	18.3	15.6	15.9	15.3	15.3	16.1	16.5	21.8	26.0
PT	26.8	15.3	7.2	4.9	6.0	7.0	6.1	6.1	5.2	6.0	10.8
RO	47.2	31.7	23.4	22.9	21.6	19.9	18.7	17.4	13.6	13.7	27.6
SE	49.2	22.6	8.3	5.0	3.2	2.3	1.8	1.7	1.4	1.5	1.8
SI	34.1	18.0	9.9	7.0	7.4	8.2	7.4	7.1	4.7	4.6	0.9
SK	31.9	19.7	12.2	11.4	12.2	13.0	12.9	13.1	12.5	12.3	20.1
Total	70.6	26.6	11.1	8.3	7.9	7.6	6.9	7.3	6.5	6.6	16.0

Figure 19. Proportion of employees affected by the EU MW by age (SES, with 19 countries)



Variables	Odds	p>z	Odds	p>z	Odds	p>z	Odds	p>z
<b>Personal-related variables</b>								
<b>Sex (Ref: Male)</b>								
female	2.5	0.0	2.3	0.0	1.8	0.0	1.8	0.0
<b>Age (Ref: above 30)</b>								
young (15-29)	2.9	0.0	2.7	0.0	2.4	0.0	2.4	0.0
old (>55)	1.3	0.0	1.3	0.0	1.3	0.0	1.2	0.0
<b>Education (Ref: medium or high education)</b>								
Low-educated	2.6	0.0	2.2	0.0	1.4	0.0	1.8	0.0
<b>Company-related variables</b>								
<b>Firm's size (Ref: 11-49 employees)</b>								
10 to 50 employees			1.5	0.0	1.4	0.0	1.5	0.0
More than 50			0.7	0.0	0.8	0.0	0.7	0.0
<b>Sector (Ref: Financial)</b>								
agriculture			3.6	0.0	2.1	0.0	2.1	0.0
manufacture			1.4	0.0	1.3	0.0	1.1	0.1
construction			1.5	0.0	1.3	0.0	1.1	0.2
commerce			1.9	0.0	1.5	0.0	1.3	0.0
transportation			1.2	0.0	1.1	0.2	0.9	0.5
horeca			2.7	0.0	1.7	0.0	1.6	0.0
communication			1.0	0.7	1.3	0.0	1.2	0.1
real state			1.8	0.0	1.7	0.0	1.4	0.0
public admin.			0.8	0.0	0.8	0.0	0.8	0.0
education			1.2	0.0	1.3	0.0	1.2	0.0
health			1.7	0.0	1.4	0.0	1.3	0.0
arts&entertainment			3.1	0.0	2.3	0.0	2.1	0.0
<b>Job-related variables</b>								
<b>Type empl. (Ref: full-time)</b>								
Part-time					2.5	0.0	2.1	0.0
<b>Work exp. (Ref: 2 y. or more)</b>								
Up to one year					2.2	0.0	2.0	0.0
<b>Supervisory responsibility (Ref: No).</b>								
Supervisory responsibility					0.4	0.0	0.4	0.0
<b>Contract (Ref: permanent)</b>								
temporary contract					1.7	0.0	2.1	0.0

<b>Occupation (Ref: Technicians)</b>				
armed forces	0.9	0.7	1.5	0.1
elementary	3.0	0.0	3.7	0.0
operators	1.5	0.0	1.8	0.0
craft	1.8	0.0	2.0	0.0
skilled	3.0	0.0	3.2	0.0
service	2.1	0.0	2.4	0.0
clerical	1.2	0.0	1.3	0.0
profes	0.5	0.0	0.6	0.0
managers	0.8	0.0	0.8	0.0
<b>Countries (Ref: France)</b>				
Austria			1.4	0.0
Belgium			0.9	0.1
Bulgaria			1.1	0.1
Cyprus			1.3	0.0
CzechRep			1.3	0.0
Germany			3.6	0.0
Denmark			1.2	0.0
Estonia			2.6	0.0
Spain			0.8	0.0
Finland			0.7	0.0
Greece			0.8	0.0
Hungary			1.2	0.0
Ireland			1.7	0.0
Italy			1.1	0.1
Lithuania			4.4	0.0
Luxembourg			2.8	0.0
Latvia			2.6	0.0
Malta			0.6	0.0
Netherlands			1.6	0.0
Poland			1.6	0.0
Portugal			0.4	0.0
Romania			2.2	0.0
Sweden			1.7	0.0
Slovenia			1.8	0.0
Slovakia			0.8	0.0
UK			2.4	0.0
<b>Pseudo R2</b>	0.08	0.11		0.23
<b>Observations</b>	180505			

Figure 20. Estimation results using EU-SILC for the EU-27 countries. Cells shaded in yellow indicate coefficients statistically significant at the 0.01 level. In green, coefficients statistically significant at the 0.05 level.

Variables	Odds	p>z	Odds	p>z	Odds	p>z	Odds	p>z
<b>Personal-related variables</b>								
<b>Sex (Ref: Male)</b>								
female	2.7	0.0	2.4	0.0	1.8	0.0	1.8	0.0
<b>Age (Ref: above 30)</b>								
young (15-29)	4.3	0.0	4.3	0.0	4.2	0.0	4.1	0.0
old (>55)	1.2	0.0	1.3	0.0	1.3	0.0	1.1	0.0
<b>Education (Ref: medium or high education)</b>								
Low-educated	2.9	0.0	2.4	0.0	1.7	0.0	2.1	0.0
<b>Company-related variables</b>								
<b>Firm's size (Ref: 11-49 employees)</b>								
10 to 50 employees			1.3	0.0	1.3	0.0	1.6	0.0
More than 50			0.7	0.0	0.8	0.0	0.7	0.0
<b>Sector (Ref: Financial)</b>								
agriculture			6.3	0.0	2.8	0.0	2.7	0.0
manufacture			1.9	0.0	1.6	0.0	1.2	0.0
construction			2.3	0.0	1.9	0.0	1.4	0.0
commerce			2.9	0.0	2.2	0.0	1.6	0.0
transportation			2.2	0.0	1.8	0.0	1.3	0.0
horeca			5.0	0.0	3.3	0.0	2.7	0.0
communication			1.9	0.0	2.3	0.0	1.7	0.0
real state			3.2	0.0	2.6	0.0	1.9	0.0
public admin.			1.2	0.1	1.3	0.0	1.0	0.7
education			1.1	0.4	1.2	0.2	1.0	0.9
health			2.4	0.0	2.2	0.0	1.6	0.0
arts&entertainment			5.2	0.0	3.7	0.0	2.8	0.0
<b>Job-related variables</b>								
<b>Type empl. (Ref: full-time)</b>								
Part-time					2.5	0.0	2.0	0.0
<b>Work experience (Ref: 2 or more years)</b>								
Up to one year					5.4	0.0	4.8	0.0
<b>Supervisory responsibility (Ref: No).</b>								
Supervisory responsibility					0.4	0.0	0.4	0.0

<b>Type of contract (Ref: permanent)</b>					
temporary contract		2.0	0.0	2.2	0.0
<b>Occupation (Ref: Technicians)</b>					
armed forces		1.2	0.6	2.8	0.0
elementary		3.4	0.0	4.0	0.0
operators		1.7	0.0	1.9	0.0
craft		1.9	0.0	1.9	0.0
skilled		4.1	0.0	3.8	0.0
service		1.9	0.0	2.2	0.0
clerical		1.3	0.0	1.3	0.0
profes		0.7	0.0	0.7	0.0
managers		1.0	0.8	1.0	0.9
<b>Countries (Ref: Finland)</b>					
Austria				1.8	0.0
Germany				5.2	0.0
Denmark				1.8	0.0
Italy				1.4	0.0
Sweden				2.6	0.0
Pseudo R2	0.1152	0.1612	0.24	0.27	
Observations					

Figure 21. Estimation results using EU-SILC for those countries with collectively agreed sector-specific minimum wages: Finland, Austria, Germany, Sweden, Denmark and Italy. Cells shaded in yellow indicate coefficients statistically significant at the 0.01 level. In green, coefficients statistically significant at the 0.05 level.

Variables	Odds	p>z	Odds	p>z	Odds	p>z	Odds	p>z
<b>Personal-related variables</b>								
<b>Sex (Ref: Male)</b>								
female	2.5	0.0	2.3	0.0	1.8	0.0	1.9	0.0
<b>Age (Ref: above 30)</b>								
young (15-29)	2.3	0.0	2.1	0.0	1.7	0.0	1.7	0.0
old (>55)	1.4	0.0	1.4	0.0	1.4	0.0	1.2	0.0
<b>Education (Ref: medium or high education)</b>								
Low-educated	2.3	0.0	1.9	0.0	1.1	0.0	1.4	0.0
<b>Company-related variables</b>								
<b>Firm's size (Ref: 11-49 employees)</b>								
10 to 50 employees			1.5	0.0	1.4	0.0	1.5	0.0
More than 50			0.6	0.0	0.7	0.0	0.6	0.0
<b>Sector (Ref: Financial)</b>								
agriculture			2.9	0.0	1.8	0.0	1.7	0.0
manufacture			1.1	0.3	1.0	0.8	1.0	0.7
construction			1.1	0.2	1.0	0.9	0.9	0.4
commerce			1.5	0.0	1.2	0.0	1.1	0.3
transportation			0.9	0.2	0.8	0.0	0.7	0.0
horeca			2.0	0.0	1.2	0.1	1.2	0.1
communication			0.7	0.0	0.8	0.2	0.9	0.5
real state			1.3	0.0	1.2	0.1	1.1	0.4
public admin.			0.6	0.0	0.6	0.0	0.6	0.0
education			1.1	0.1	1.2	0.0	1.1	0.3
health			1.4	0.0	1.0	0.6	1.1	0.5
arts&entertainment			2.3	0.0	1.6	0.0	1.6	0.0
<b>Job-related variables</b>								
<b>Type empl. (Ref: full-time)</b>								
Part-time					2.4	0.0	2.3	0.0
<b>Work experience (Ref: 2 or more years)</b>								
Up to one year					2.1	0.0	1.8	0.0
<b>Supervisory responsibility (Ref: No).</b>								
Supervisory responsibility					0.5	0.0	0.5	0.0

<b>Type of contract (Ref: permanent)</b>				
temporary contract	1.7	0.0	2.1	0.0
<b>Occupation (Ref: Technicians)</b>				
armed forces	1.0	1.0	1.3	0.4
elementary	3.3	0.0	3.7	0.0
operators	1.6	0.0	1.8	0.0
craft	1.7	0.0	1.9	0.0
skilled	2.5	0.0	3.0	0.0
service	2.4	0.0	2.6	0.0
clerical	1.1	0.1	1.2	0.0
profes	0.4	0.0	0.5	0.0
managers	0.8	0.0	0.7	0.0
<b>Countries (Ref: France)</b>				
Belgium			0.987276	0.857
Bulgaria			1.27915	0
Cyprus			1.490897	0
CzechRep			1.41319	0
Estonia			2.811376	0
Spain			1.011535	0.842
Greece			0.949975	0.571
Hungary			1.291836	0
Ireland			1.922229	0
Lithuania			4.799208	0
Luxembourg			3.254088	0
Latvia			2.862239	0
Malta			0.866257	0.079
Netherlands			1.53701	0
Poland			1.84351	0
Romania			2.41644	0
Slovenia			1.994309	0
Slovakia			0.890337	0.076
UK			2.536353	0
<b>Pseudo R2</b>	0.0586	0.0969	0.183	0.2015
<b>Observations</b>				

Figure 22. Estimation results using EU-SILC for those countries with statutory national minimum wages. Cells shaded in yellow indicate coefficients statistically significant at the 0.01 level. In green, coefficients statistically significant at the 0.05 level.