

Salary payments during the trip:

25. What are the minimum remunerations that I should receive?

Directive 2018/957 establishes that salary remuneration is made up of: “ *all the constituent elements of remuneration required by law, regulation or collective agreements of general application or collective agreements existing in the host Member State* ”

Therefore, remuneration includes components such as the established base salary, supplements, extraordinary bonuses and, where applicable, overtime.

Posted workers are considered "remuneration", the remuneration concepts that are obligatorily applied to all workers in the geographical area or sector where the posted worker provides their services, and that have been established by national legislation.

That is to say:

- All “mandatory” salary norms existing in the host country will apply to the posted worker.
- It is the host country that determines what these “mandatory salaries” are; having the obligation to publish them on the official website.
- “More favorable” conditions in terms of remuneration may be applied to the worker.

26. If in my host country as a posted worker, my colleagues earn the minimum wage, am I also entitled to that?

Yes, for as long as you work there, your employer is obliged to comply with that country's basic rules on employee protection. These include minimum wage, working hours, minimum rest periods, etc.

You can find out more about your rights by contacting that country ['s liaison office for posted workers](#).

27. What consideration do the “per diems” that I receive for my trip to another country have in my remuneration?

The new Directive does not consider the so-called “*per diems*” as part of the salary.

Therefore, travel, subsistence and accommodation expenses that may arise due to the displacement of a worker will be borne by the employer and must be reimbursed to the employer, in accordance with the legislation or practices of the sending State; is: they cannot be deducted from the workers' salaries. Furthermore, the employer must ensure that the accommodation conditions of displaced persons are decent and in accordance with national legislation.