

Remuneration simulator for posted drivers

Portugal

GENERAL INFORMATION	
Name of the organisation	ACT- Autoridade para as Condições de Trabalho
Type of organisation	Labour Inspectorate
Address	ACT- Autoridade para as condições de Trabalho Praça de Alvalade,1; 1749-073 Lisboa Portugal
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Topic of the good practice	Other
Geographical focus	Nation-wide
Duration	2/14/2025 - ongoing
Summary of the good practice	The Mobility package published in 2020 brought changes to legislation in the road transport sector. The publication of Directive (EU) 2020/1057 of the European Parliament and of the Council of 15 July 2020, which established specific rules regarding the posting of drivers in the road transport sector and administrative requirements and control measures applicable to the posting of such drivers. This is a special regime, compared to Directive 96/71/EC of the European Parliament and of the Council of 16 December 1996 concerning the posting of workers in the framework of the provision of services, which has created its own rules that are different from the generality of other workers who are posted in other sectors of activity. In fact, the specific nature of the road transport sector forced the European Parliament and the Council to create this specific law on the posting of drivers.

This Directive was transposed into the Portuguese legal system by Decree-Law no. 43/2023, of 12 June. The existence of differences in remuneration between the various Member States in relation to drivers has led to the creation of situations of unfair competition between the various operators that this directive was designed to combat. In this sense, one of the obligations imposed by the Posting of Drivers Directive was for all Member States to publicise all the remuneration paid in their territory to transport companies and their drivers. Despite the existence of such a site where the remuneration paid by each Member State is listed, difficulties have been encountered in calculating the remuneration due when drivers are posted. In Portugal, although there is a minimum remuneration for most workers, there are sectoral collective agreements that take into account their specific characteristics.

There are three Collective Labour Agreements applicable to the goods transport sector and one Collective Labour Agreement applicable to the passenger transport sector. As such, within the scope of road haulage, Portugal has the following Collective Labour Agreements in force:

- TCC signed between the National Association of Public Road Hauliers - ANTRAM and the Federation of Transport and Communications Trade Unions - FECTRANS, published in BTE no. 5 on 08 February 2023, with Extension Order no. 154/2023, published on 08 February 2023.
- TCC concluded between the National Association of Public Road Hauliers (ANTRAM) and the Northern Road and Urban Transport Workers' Union (STRUN), published in BTE no. 5 on 08 February 2023, with Extension Order no. 154/2023, published on 6 June.
- TCC concluded between the National Association of Public Road Hauliers - ANTRAM and SIMM - Independent Union of Freight Drivers and others, published in BTE no. 5 on 08 February 2023, with Extension Order no. 129/2023, published on 15 May.

	<ul style="list-style-type: none"> • TCC concluded between the National Association of Passenger Transport - ANTROP and the Federation of Transport and Communications Unions - FECTRANS, published in BTE, no. 27 of 22 July 2022, with Extension Order no. 74/2023 of 7 March (applicable to the passenger transport sector). <p>The basic salaries of drivers in all Collective Agreements vary annually according to the guaranteed minimum monthly salary set by the government. This variation means that a large part of the remuneration supplements also varies according to this change. In addition to the minimum wage set at 958.91 EUR per month in 2025, drivers of heavy goods vehicles will also be entitled to specific elements, such as: (i) diuturnity, (ii) wage supplement, (ii) pay for night work, (iv) pay for the specific work regime for drivers, (v) holiday allowance, (vi) Christmas allowance, (vii) loading and unloading operations allowance. Specific allowances for drivers involved in the transport of dangerous goods include (i) risk allowance and (ii) operations allowance. The minimum (basic) pay for drivers of heavy commercial passenger vehicles in 2025 is 1078.49 EUR per month for workers with less than 18 months' seniority in the company.</p> <p>Several variables have an impact on the remuneration owed to drivers. The use of simulators is therefore intended to simplify access to this information, enabling all economic actors to easily and intuitively consult the salary practices in Portugal.</p>
OBJECTIVES AND ACTIVITIES	
<p>Background/context</p> <p>What challenge, need or gap were you trying to solve or respond to?</p> <p>Why was this issue relevant or urgent in your context (sector, region, country)?</p>	<ul style="list-style-type: none"> ► The Mobility package published in 2020 brought changes to the legislation applicable in the road transport sector. The publication of Directive (EU) 2020/1057 of the European Parliament and of the Council of 15 July 2020 established specific rules regarding the posting of drivers in the road transport sector and administrative requirements and control measures applicable to the posting of such drivers. ► This Directive was transposed into the Portuguese legal system by Decree-Law no. 43/2023, of 12 June. The

	<p>existence of differences in remuneration between the various Member States in relation to drivers has led to the creation of situations of unfair competition between the various operators that this directive was designed to combat.</p>
<p>Objectives</p> <p>What were the main goals of this practice (e.g. better compliance, faster processing, improved worker protection)? (Please limit to three)</p> <p>Who or what were these goals intended to help or change? (Please limit to three)</p>	<ul style="list-style-type: none"> ► One of the obligations imposed by the Posting of Drivers Directive was for all member states to publicise all the remuneration elements paid on their territory to transport companies and their drivers. Despite the existence of such a site where the remuneration paid by each member state is listed, difficulties have been encountered in calculating the remuneration due when drivers are posted. In Portugal, although there is a minimum remuneration for most workers, there are sectoral collective agreements that take into account their specific characteristics. The road transport sector has three Collective Labour Agreements applicable to the goods transport sector and another applicable to the passenger transport sector. ► The basic salaries of drivers in all Collective Agreements vary annually according to the guaranteed minimum monthly salary set by the government. This variation means that a large part of the remuneration supplements also varies according to this change.
<p>Main activities</p> <p>What were the main steps or actions you carried out to put the practice into effect?</p> <p>Were any tools, materials, partnerships, or processes created?</p>	<ul style="list-style-type: none"> ► The information was made public on the institution's website and disseminated through seminars, alongside training sessions involving social partners and stakeholders. The law transposing the <i>Lex specialis</i> created the obligation to publish the remuneration owed to drivers who are posted to Portugal. In 2023, the information about the remuneration paid in Portugal was made available via the website in text form, supplemented by specific tables. Simultaneously, the initiative to develop simulators for calculating such remuneration was launched. These simulators became available online on 14 February 2025.

Funding/organisational resources	The simulators are available on the website of the Authority for Working Conditions, which is also responsible for its maintenance.
PARTICIPATION	
Stakeholders involved Organisations or entities actively contributing to the design, implementation, monitoring, or support of the good practice (e.g. labour inspectorates, social security institutions, trade unions, employers' associations, or other).	<ul style="list-style-type: none"> ▶ The remuneration due to workers is defined in collective labour agreements. ▶ The provision of simulators relating to drivers' remuneration is aimed at ensuring transparency and received support from the relevant social partners.
Target groups Main groups or categories that the practice is directly aimed at, who should receive its services or who engage with it (e.g. employers, mobile or posted workers, labour inspectors and social security officers, or other).	<ul style="list-style-type: none"> ▶ The Working Conditions Authority's mission is to promote fair working conditions, and one of its responsibilities is to inform all workers and employers about their rights and duties. To this end, the Authority has developed several simulators that facilitate easy access to otherwise dense, condensed and difficult-to-access information. When it comes to drivers and companies in Portugal, the difficulty of accessing specific information increases. ▶ The simulators determine the remuneration owed to drivers posted in Portugal. This tool is valuable for all professionals in the road transport sector, including posted drivers, transport companies, labour inspectors, and social security officers.
Final beneficiaries Individuals or groups that ultimately benefit from the outcomes of the practice, even if they are not the direct target or user (e.g. mobile or posted workers, vulnerable workers at risk of exploitation, employers benefiting from clearer rules or reduced admin burdens, or other).	<ul style="list-style-type: none"> ▶ The final beneficiaries of this initiative are all drivers posted to Portugal. By simply entering a few key variables, such as the type of vehicle used, the nature of the service provided, and the driver's length of service with the company, the simulator calculates the remuneration due for the duration of the posting in Portugal.
GOOD PRACTICE CRITERIA	

<p>Achievements and outcomes</p> <p>What specific results did the practice achieve? (e.g. How many workers or employers were reached, number of publications created? What processes became faster?)</p> <p>What kind of broader benefits did it bring? (e.g. Did it improve understanding of rights and obligations, enhance cooperation between authorities, or reduce legal uncertainty and inconsistent application of rules?)</p>	<p>► The simulators are designed to calculate the remuneration due to drivers posted in Portugal. There are currently four collective labour agreements in place in the road transport sector. The online tools are designed as user-friendly instrument that enable quick and intuitive calculation of remuneration for drivers posted in Portugal. Their performance is still monitored and further adjustments could be implemented as needed.</p>
<p>Cost effectiveness</p> <p>How did you keep costs low while still achieving results? (e.g. Did you reuse existing tools, automate processes, or share resources across teams?)</p> <p>Can you show that the outcomes were worth the investment? (e.g. Did small changes lead to big improvements, or were expensive tools avoided?)</p>	<p>► ACT has simulators in other areas of its competences and the experience throughout the years shows that they have contributed to decreasing the costs for the implementation of this tool. Additionally, although not enough time has passed to correctly evaluate the specific implementation of the tool, in the past, other simulators have contributed to the increase of the number of accesses to ACT website. The part of the website that contains the simulators is highly appreciated by employers and workers, as it allows access to information in a very practical way. In addition, the tool provides support for inspectors that are conducting field control activities on the road to show how the remuneration tool can be used.</p>
<p>Transferability</p> <p>What are the key features that make this practice work well? (e.g. a digital platform, clear guidelines, a joint inspection process, or strong coordination)</p> <p>What would another country or organisation need to make this work for them? (e.g. certain laws, IT systems, or staff training)</p>	<p>► All countries have the capacity to develop simulators for calculating workers' remuneration. These tools are a valuable resource that can be applied across all sectors. As such, similar simulators could be developed in each country for key industries such as road transport, construction, and HORECA.</p>
<p>Sustainability</p> <p>How is the practice sustainable from a social, financial or environmental perspective?</p> <p>What makes this practice able to continue over time? (e.g. It is now part of regular work or has been built into law or procedures?) and how are you</p>	<p>► This tool is constantly updated to reflect the changes in sector-specific salary levels. It is easy to maintain by simply updating the relevant variables.</p>

<p>making sure it lasts beyond the pilot or project phase?</p>	
<p>Innovativeness</p> <p>What makes this practice new or different in your field or country? (e.g. Is it the first of its kind, or does it combine actors who don't usually work together, or activities not performed before?)</p> <p>How does it improve older or less effective approaches? (e.g. By reaching more people, using data better, or simplifying complex procedures)</p>	<p>► This is an innovative tool. By using it, users no longer need to consult the relevant collective labour agreements applicable to the road transport sector. Long texts are replaced by a user-friendly and easily accessible instrument. This is a forward-thinking tool with the potential to be applied across all sectors of activity.</p>
<p>Digitalisation</p> <p>What kind of digital tools or platforms were used in this practice? (e.g. online portals, automated case tracking, data sharing, digital databases or other)</p> <p>How did these tools help in reaching your goals? (e.g. Did they save time, facilitate access to data in real time, reduce errors, help detect fraud, or improve coordination between authorities?)</p>	<p>► The level of dematerialization that the simulators bring about is rather high. Users will simply need to select a few variables to instantly calculate the remuneration due.</p>