



Trade union in printing and publishing industry of Croatia

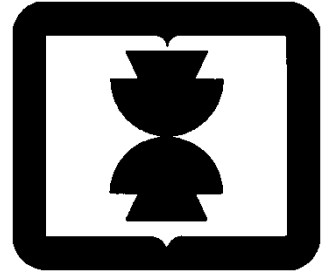


Collective bargaining for graphical and packaging sector in Croatia

1990. > > > > 2017.



Trade union in printing and publishing industry of Croatia



History

- **Founded in 1870.**
- **First collective bargaining**

>> STRIKE

in 1872.



- **147 years of
continuous activities
in 6 different states**



Trends for future

SINDIKAT GRAFIČKE I NAKLADNIČKE DJELATNOSTI HRVATSKE



Leading the process
of binding to
**one Union for all
media workers**

*(printing, packaging, publishing,
TV, radio, transmission...)*

internet



grafika

tiskarstvo

komunikacije

mediji

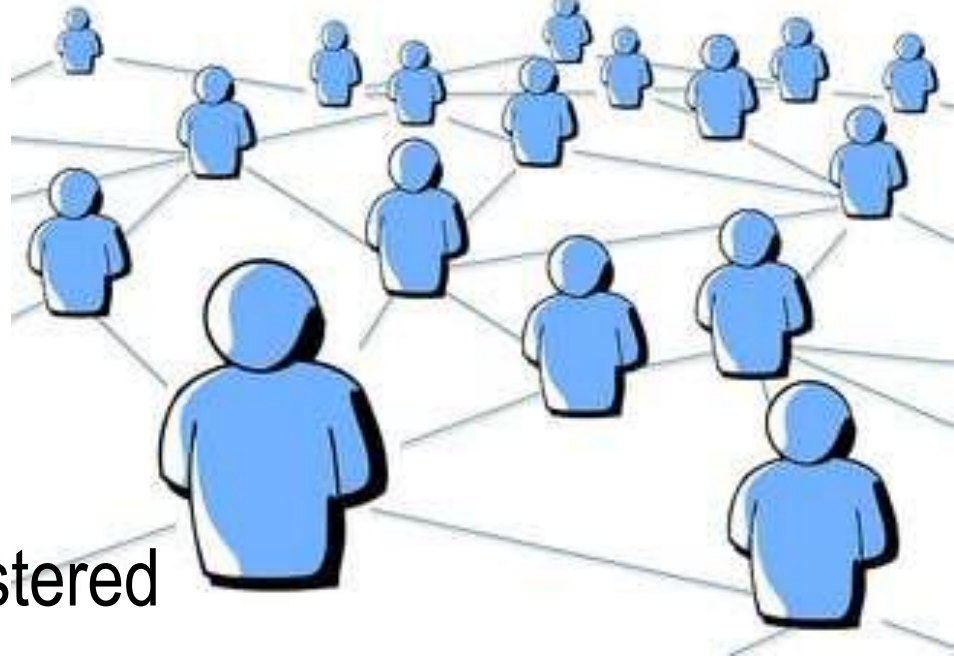
Croatia - basic data



- **Population** 4,2 million (2015.)
- **GDP** 89,76 billion \$ (2015.)
>> 20 873 \$ per capita
- **Unemployment:** 2015. - 16,5% July 2016. - 13,6% (215.120)
>> more sessional jobs during summer in tourism
>> falling last years, still is around 15%, young people 35-40%
- !!! **1.5 mil. working** : 1.2 mil. retired + 0,25 mil. unemployed !!!
> pension system near collapse > high giving from salaries
- **Wage:**

Minimum (law)	437 € gross, 349 € net (2017.)
Average	1034 € gross, 758 € net (06.2016.)
Median	677 € net

Social dialogue basic data



- 1.4 -1.5 million working
- More than 600 unions registered
 - 311 national level
 - 314 local level
- >> **TO MANY** or **NO** unions in one company
- 4 representative union centrals on national level
- 400-450.000 members, about 30%
- 1 employers central - *In collective bargaining not active as we would like*

many of those unions
are not active



- **Social dialogue** is possible on level:
 - **National** 😊 😞 medium - politics
 - **Sectoral** 😞 low activity
 - **Regional and local** 😞 low activity
 - **Company** 😊 high activity - depending on company

- **Collective bargaining is defined by:**
 1. **Labor law**
 2. **Special law about representation for collective bargaining**
(20% of total members in area of agreement) – RESTRICTIONS

- **Collective bargaining** is possible on level :
 - **National** **NO** agreement - Labor law
 - **Sectoral** **JUST FEW** agreements
 - **Company** **MANY** agreements, depending on company

Collective bargaining in graphical sector



- *Social changes (1990.)*
- *and independence (1991.)*

>> transition >> privatization >> process is still on.....

- 1990.-1995. Collective agreement on **national level**
*(Union centrals - Chamber of commerce) > obligatory **for all***
- 1992.-1995. Collective agreement for **graphical sector**
*(Our union - sector in Chamber of commerce) > obligatory **for sector***
- 1995. Chamber of commerce - not obligatory for employers
+ New labor law >> **fading of national and sectoral
collective bargaining**

Collective bargaining in graphical sector



1995.-98. Strong activities on company level

>> many collective agreements signed

1998.-2008. Small association of employers

„Croatian graphical” + Our union

>> Collective agreement for printing sector

>> smaller range about 25% (just for members of employers association - it was not widen on whole sector by Minister) > 2008. End of „Croatian graphical” association > end of that agreement

2011.-12. Bargaining with National employers association –

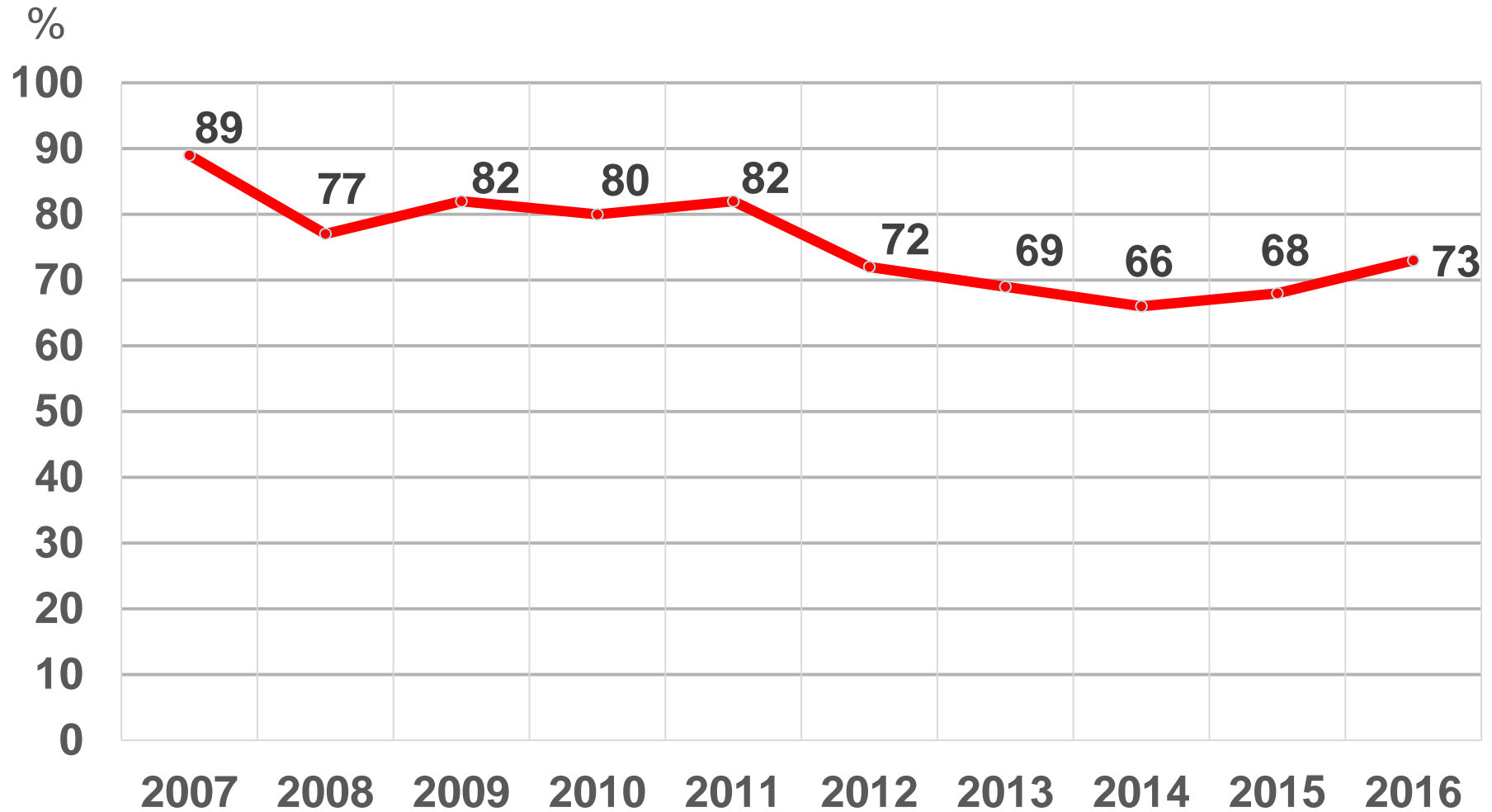
>> No real results

1995.– 2017. Bargaining on company level >> 25-15 agreements

2008.-2014. **Negative trend** - companies disappeared, agreements lost,
reduction of rights

>> 2015. -2017. **Stabilization?**

% members covered by collective agreements



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