



**ImproCollBar**

Improving Collective Bargaining in  
European Union. Comparison of  
Different Industrial Relations  
Regimes – ImproCollBar 101052292

# Collective bargaining a minimum wage

European Round Table, 23 October 2023, Leuven, Belgium  
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# Union structure and density

## 2008.-2019.

Union density fell from 33% to around 20%, wages grew by 7 % due to tax breaks, real wages fall by 2,2%

**Table 5.1** Principal characteristics of trade unionism in Croatia

	1999	2008	2017
Total trade union membership	502,000	485,800	330,000
Women as a proportion of total membership	n.a.	47 %	49 %
Gross union density	n.a.	n.a.	n.a.
Net union density	41.8 %	34.7 %	22.6 %
Number of confederations	5	5	3
Number of affiliated unions (federations)	180	180	109
Number of independent unions	320	320	390
Collective bargaining coverage <sup>3</sup>	70 %	68 %	53 %
Principal level of collective bargaining	Mixed; industry and company		
Days not worked due to industrial action per 1,000 workers	n.a.	n.a.	n.a.

Source: 1999: Authors' estimation; 2008: Bagić (2010); 2017: Bagić (2019).

# Union density

- State and public sector goes up to 50 %
- Private sector – 10%, but most often 0% in SME
- Restructuring of economy, precarity, attacks from private sector and the state
- Political/ideological question



3 union confederations that are representative – more than 50 000 members

SSSH – 96 000

NHS – 80 000

MHS – 50 000

They can participate in Economical – social council

- political body of tripartite negotiations/social dialogue – important legislature considering workers rights/standards

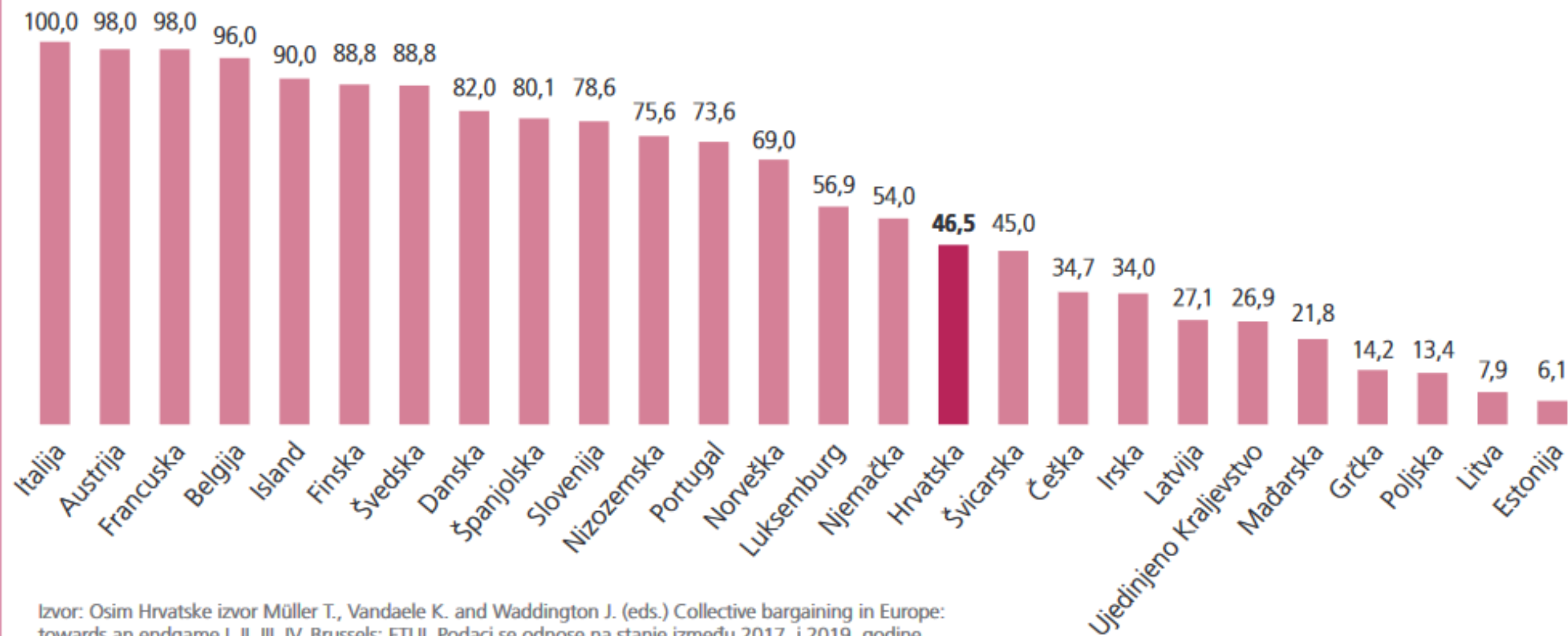
- political strike in Croatia is forbidden



# Collective bargaining

Slika 1

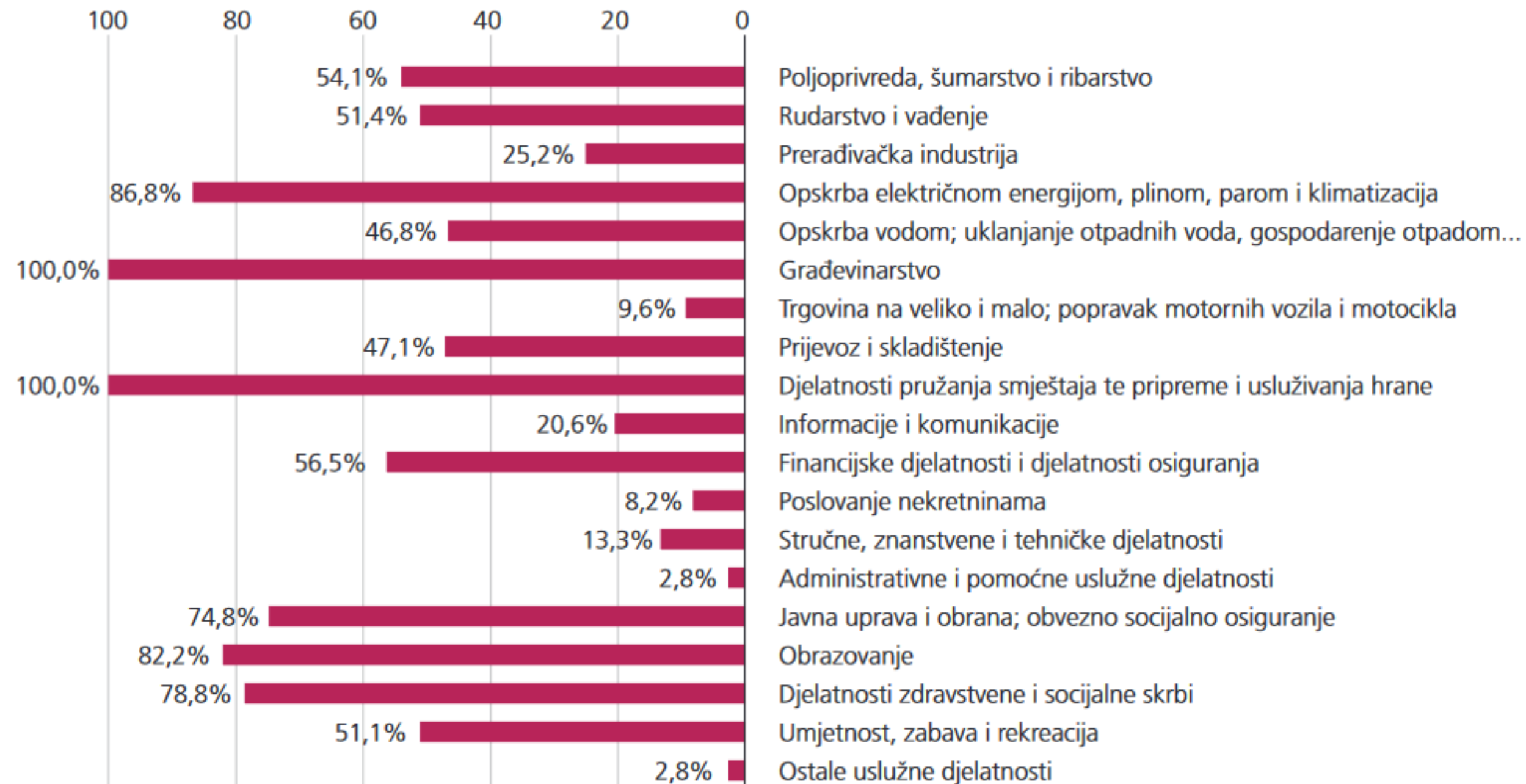
## Stopa pokrivenost radnika kolektivnim ugovorima u odabranim zemljama Europe



Izvor: Osim Hrvatske izvor Müller T., Vandaele K. and Waddington J. (eds.) Collective bargaining in Europe: towards an endgame I, II, III, IV. Brussels: ETUI. Podaci se odnose na stanje između 2017. i 2019. godine, osim za Hrvatsku za koju je podatak za 2021. godinu

Slika 2

**Pokrivenost radnika kolektivnim ugovorima prema grani djelatnosti** (podaci samo za zaposlene u pravnim osobama)





# Public and state sector

- almost completely covered
- basic collective agreement for a) public services b) state administration
- special collective agreement for each sector that regulates its specificities

## Example:

- Education – under basic collective agreement for public services
- special collective agreement for education – 2019. strike





# Private sector sectoral agreement

- Construction, Tourism and hospitality industry – 100% (sectoral agreement)

Example:

Sectoral trade union negotiates with Croatian employers association (HUP) - construction branch

- collective agreement signed, valid only for employers that are members of HUP

-Minister that has the right to expand the agreement to the whole sector

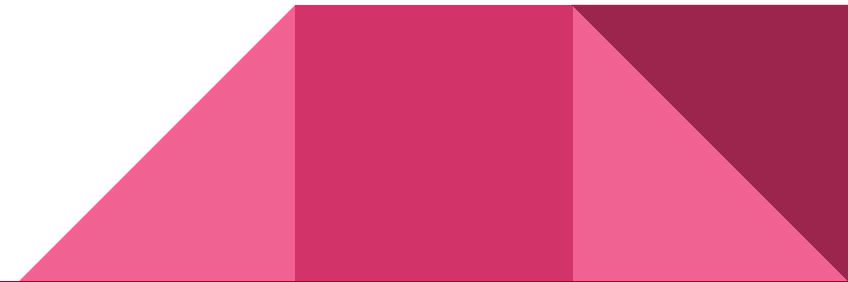




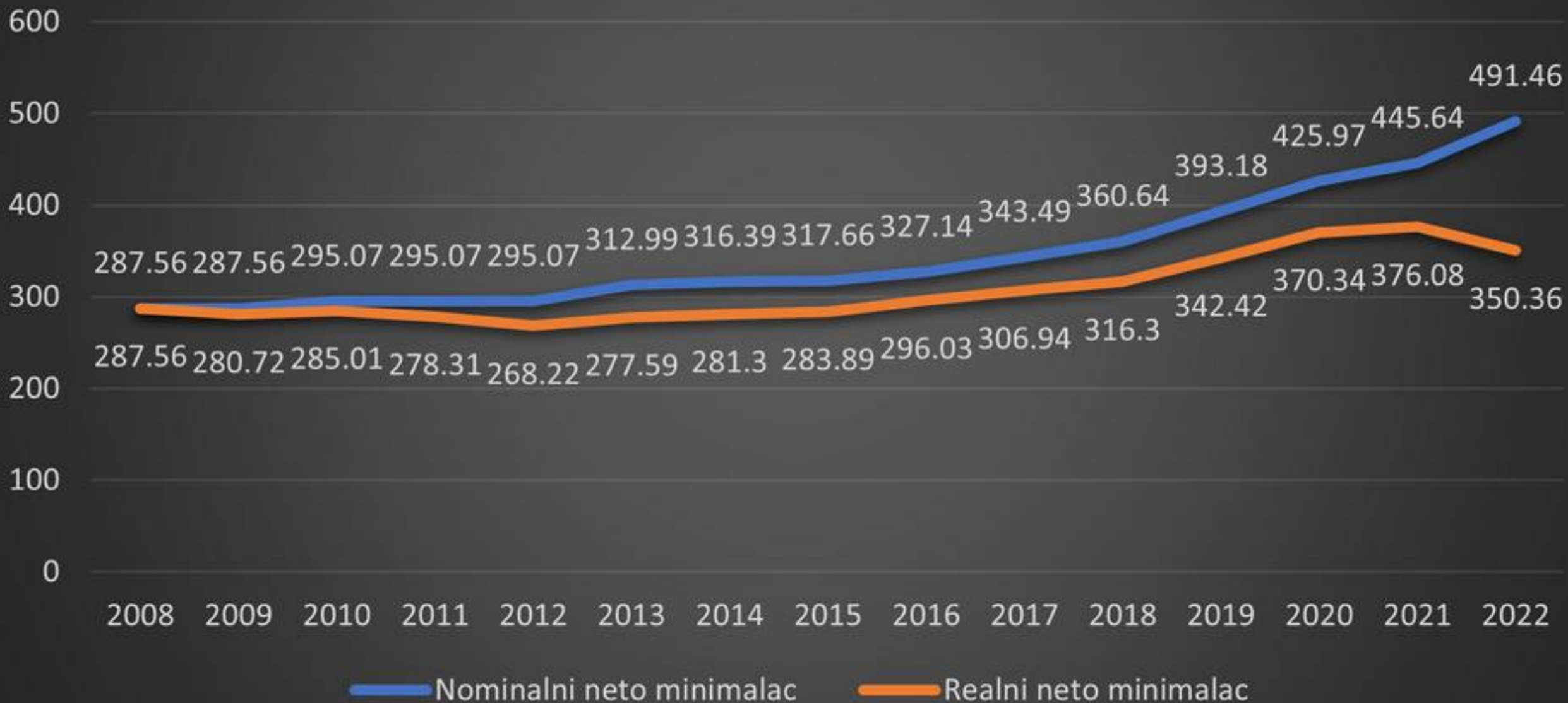
Minimum wage

# Minimum wage

- Arbitrary amount – not indexed to any factor
- Up to 30.10 for the upcoming year (cannot be lower) - Government determinates it annually
- Gross amount
- It can be lower (95%) than the amount if Collective agreement is signed



# Nominalna i realna minimalna plaća u RH 2008.-2023. u EUR (indeks 2008=100)



# Relation of min. wage to average and median

- Min. Wage for 2023. was 51,32 % of gross average wage i 62,14 % of gross median July 2022.
- Comparing it to July 2023. wages it dropped to 44% gross average and 52% gross median
- Only 20 000 people recive minimum wage currently (from 100 000 at the begining of the year)

