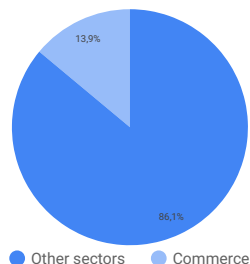


CROATIA - Collective Bargaining in Commerce

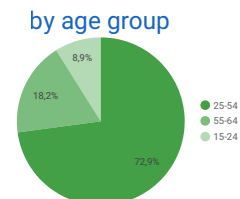
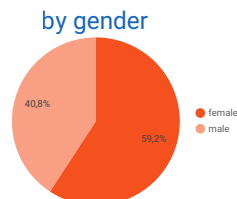
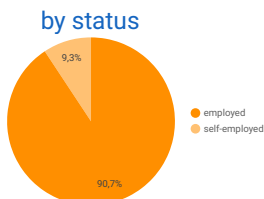
Total employment - 2016

1.566.600



Employment in commerce - 2016

218.400



Source: WIBAR3 and BARCOM

Largest companies in commerce:

1. KONZUM D.D.
2. TISAK D.D.
3. KAUFAND HRVATSKA D.D.
4. PLODINE D.D.
5. TOMMY D.O.O.

Most relevant trade unions in commerce:

Sindikat trgovine

Most relevant employers organizations in commerce:

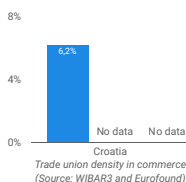
Croatian Employers Association, Sector of Commerce

Source: WIBAR3 and Eurofound

In the commerce sector:
- Intermediate or alternating bargaining between sector and company level.
- No mandatory extension of collective agreements to non-organized employers.

Source: Eurofound

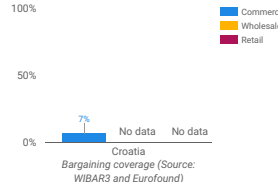
Trade union density in commerce



Trade union density rate in commerce is the net union membership as a proportion of wage earners in employment in commerce.

Adjusted bargaining coverage rate in commerce is the proportion of all wage earners with right to bargaining in commerce.

Bargaining coverage in commerce



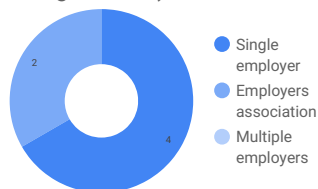
Source: ICTWSS Database Version 5.1 - September 2016

BARCOM project - Analysis of commerce collective agreements

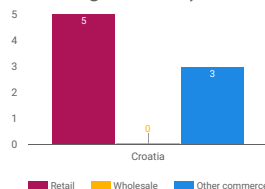
6 collective agreements analysed

- Kolektivni Ugovor Konzum d.d. - 2012
- Kolektivni ugovor Tisak CA - 2015
- Kolektivni Ugovor Ugotiteljstva Pročišćeni Tekst - 2015
- Hrvatski Sindikat Telekomunikacija Kolektivni Ugovor - 2016
- Kolektivni Ugovor PHOENIX Farmacija d.o.o - 2016

Bargaining level (number of agreements)



Sub-sectors (number of agreements)



Monthly wages (in agreements)



Pay scale	Croatia
Highest - MAX	17.500,00 kn
Lowest - MAX	7.000,00 kn
Highest - MIN	4.151,46 kn
Lowest - MIN	2.863,08 kn

The only analysed agreement in Croatia providing for **daily breastfeeding breaks**: Kolektivni Ugovor PHOENIX Farmacija d.o.o - 2016.

Average length of validity of analyzed agreements :

40,8 months

Content of agreements



Number of agreements with clauses on selected topics



BARCOM

With innovative tools for bargaining support in the commerce sector
Supported by the European Commission - Industrial Relations and Social Dialogue Program (nr V5/2016/1106)
15th March 2016 - 15th March 2018

BARCOM is a research project improving expertise in industrial relations in the commerce sector by the innovative approach of analyzing the content of 116 collective agreements from 22 European countries and relating the results to the sectoral bargaining systems.