



Croatia

Impact of COVID-19 outbreak in the EFFAT Sectors and measures taken to deal with the consequences of the pandemic

EFFAT affiliates: PPDIV, STUH

Governmental measures:

Employers will use the Government's measures, the most important of which is the minimum wage of HRK 3,250 net a month and interest free delay in paying of certain taxes and contributions.

Jobs protection for employers whose economic activity has been disrupted due to special circumstances related to Corona virus. This measure is active from 1 March 2020 and will last up to a maximum of 3 months

Financing of this measure:

The State subsidies for jobs protection in activities/sectors affected by Corona virus (COVID-19)

The amount of 3,250 HRK a month for a full-time worker, or a proportional part for part-time workers.

A proportional part of 3,250 HRK per worker for the time that they did not work due to the measures introduced by the Civil Protection Headquarters.

Impacts in the EFFAT sectors and specific measures adopted to deal with them:

Agriculture sector:

Food, Drink and Tobacco sector:

HRCT sector:

Tourism is one of the most endangered sectors and it is important to protect jobs, since currently 95% of hotels and catering facilities in Croatia are closed (except for those which are hired by the state at the discretion of the Civil Protection Headquarters).

Measures adopted in specific companies:

On 25 March 2020 STUH and Trade union of Istria, Kvarner and Dalmatia (SIKD) have signed an agreement with Hospitality and Tourism Association which is suspending the branch collective agreement in the hospitality sector until the extraordinary measures caused by the COVID-19 pandemic are in force.

In our negotiations so far, we have discussed the institute of "being on hold" while the workers are at home and are not working. In doing so, the percentage of their salary should be agreed in



relation to their contracted wage, and where it is realistically possible, we should try to agree that the difference in wage should become a debt towards the worker which can be paid off to them in a series of payments once the situation is normalised.

We are all aware that it is essential to protect health now, but also that we need to continue to live after the pandemic has ceased, and it is not possible without work and without paid salaries for that work. Because of this fact, in our negotiations with the employers, we will strive to keep jobs (especially for our domicile population), to keep collective agreements which secure far more significant rights than those in Labour Law, and we can achieve all of that only through thoughtful negotiations of social partners which are lead in good faith and with mutual respect and trust.

For more information on the measures adopted in transnational companies please check the main page