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Croatian Employers' Association



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Seminar „Promoting and Reinforcing Social Dialogue”
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CEA - REPRESENTING EMPLOYERS' INTERESTS

- **Croatian Employers' Association** is a voluntary, non-profitable independent association protecting and promoting its members' rights and interests
- Founded in the first half of 1993, CEA was the first organization established in Croatia with the purpose of representing private sector interests
- Since 1993, member of the **International Organization of Employers (IOE)**
- Since 1994, takes part in the activities of the **International Labor Organization (ILO)**
- Since 1999, member of the **BUSINESSEUROPE**, Brussels
- Since 2007, member of European Associations of Craft, Small and Medium-sized Enterprises **UEAPME**, Brussels
- **CEA Offices:** Headquarters in Zagreb, regional offices in Rijeka, Osijek, Split and Varaždin



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CEA Mission and Membership

- Protection and promotion of member companies' rights and interests in the field of labor-social legislation
- Representation of member companies in relations with State institutions, regional and local authorities and trade unions,
- Representation of members in the field of collective bargaining, closing of collective agreements and labor disputes;
- Promotion of entrepreneurial rights and interests, protection of private property, development and regulation of free market, development of competitiveness and favorable entrepreneurial climate
- 6,000 of entrepreneurs and employers from all industries, employing 600,000 workers, active through **thirty** sectoral associations
- **Membership fees** are the core source of finance of CEA activities.



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Social Dialogue in Croatia

- Tripartite and bipartite
- Well developed
- Formally began in 2001, with the establishment of the Economic and Social Council (GSV) - a central point of social dialogue and partnership in Croatia.



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Economic and Social Council

- The national Economic and Social Council (ESC) - central authority for implementation and promotion of the social dialogue and partnership in Croatia, between the Government, employers and trade unions.
- Advisory body of the Croatian Government, which provides opinions, suggestions and evaluations.
- It is through ESC that the representatives of the Government and the representative social partners harmonise special and common interests regarding all issues pertaining to the economic and social policy in Croatia.



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Economic and Social Council (2)

- On the part of trade unions 5 central trade unions organizations take part in the ESC's work.
- On the part of employers, the Croatian Employers Association (CEA) was the only organization to fulfil predefined representation criteria and therefore it is the only employers' association which represents the third social partner.



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Economic and Social Council (3)

- ESC adopts its Rules of procedure and **Annual Work Program**.
- **Commissions:** tripartite expert working bodies in charge for specific areas in which social partners prepare their opinions and positions on issues within the scope of the national ESC before the plenary discussion in the Council.
- ESC may decide to establish **special working groups** - in order to harmonize individual specific and extremely important issues of interest for the social partners.



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National tripartite dialogue

- Representatives of social partners are actively involved in the work of **Governing councils** of different national funds and institutions, through which they can promote and advocate for the interests of their members and harmonize positions and management with the representatives of the Government
- Croatian Institute for Pension Insurance, Croatian Institute for Health Insurance, Croatian Employment Institute, Croatian Institute for Health Insurance for Protection at Work and Croatian Privatization Fund.
- Social partners also have representatives in **Advisory councils** at national level – for ex. Advisory council of Fund for protection of workers claims in case of employer's bankruptcy



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Social Dialogue in Croatia

- Representatives of social partners (employers and trade unions) are appointed as equal members (without the voting right) into the following working bodies, i.e. **Committees of the Croatian parliament:**
 - **Committee for labour and social partnership,**
 - **Committee for legislation,**
 - **Committee for State budget and finances,**
 - **Committee for economy,**
 - **Committee for development and reconstruction.**
- Social partners have also participated in the work of special body in the Croatian parliament called **National committee for monitoring accession negotiations with EU**



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Croatia – EU JCC

- In February 2007, by the decision of the European Economic and Social Council (EESC) the Joint consultative committee EU-Croatia was established.
- Consisted of equal number of representatives of EESC and representatives of economic and social interests groups from Croatia: employers, trade unions and civil society organizations.
- A sort of „preparation” for civil society full membership in the EESC.
- Also: preparing joint opinions, voting, adoption...



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Bipartite Social Dialogue in Croatia

- Bipartite social dialogue is achieved on the micro level in individual companies (enterprises) and institutions, and on the macro level within individual branches and activities between trade union associations and employer associations, and in the public and state services between trade union associations and the Croatian Government, line ministries.
- Also:
- In order to establish and develop tripartite dialogue at local level, Economic and social councils can be founded at the level of local and regional self government (Counties).
- Local and regional councils are formed based on special agreement by the local/regional self government units



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Collective bargaining

- In the Republic of Croatia collective agreements are concluded in the industry and the services sector for the most part on the level of companies, and on the level of branches between branch associations of trade unions and employers.
- Acting as the employer, the Croatian Government has concluded collective agreements with trade unions of public and state services, and the same has been done on the branch level in certain public services.
- In State-owned companies (or in majority ownership) the managements and trade unions have also concluded collective agreements.



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Act on TU and EO Representation

- Entered into force on 17.03.2015, with following criteria for EO:

Higher -level employer association that cumulatively meets the following conditions:

1. that entered in the register of employers of higher level at least six months before the date of filing the application for the determination of representativity
2. at least **three thousand employers** are affiliated to it, or that affiliated employers employ at least **one hundred thousand workers**
3. associated with at least **five associations of employers** operating in different areas of activity defined by the National Classification of Activities
4. its affiliated employers' associations have regional offices in at least **four counties**
5. have the necessary space and other material working conditions and to employ at least **five workers** on the basis of full-time, full-time employment contracts.



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BATOS: Bipartism as a Tool for Success



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Thank you!

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