

Mr. Marko PAVIĆ

Minister of Labour and Pension system
of the Republic of Croatia

Sent by e-mail : kabinet@mrms.hr

Ref.: JWG/RP/sd

Brussels, 8 April 2019

Dear Minister of Labour and Pension system,

EPSU support for the Croatian trade union pension proposals

I am writing to you on behalf of EPSU, the European trade union federation representing over eight million public service workers in 49 countries, including five public service unions in Croatia.

We would like to express our support for the campaign by the Croatian trade unions to retain a retirement age of 65 and protest against your government plans to move more rapidly to a retirement age of 67. We also have serious concerns about your proposals to require higher contributions to the second pillar pension arrangements which will not benefit the vast majority of workers.

As the Croatian unions have identified, the main issue for the country is increasing the level of employment of older workers rather than extending working life by an additional two years for men and more for women. This increase is, in any case, a particularly negative measure in a country where life expectancy is three years below the EU average.

We believe it is a mistake on the part of the European Commission to try to push its standard approach on pensions and retirement without seriously taking into account the particular circumstances of the country's labour market.

Increasing effective retirement ages can best be done by addressing key issues related to health and safety, skills and work organisation and not the application of punitive rules on early retirement. A good example of this is the European cross-sector [agreement on active ageing](#) that was signed by the European social partners in 2017.

Rather than ignoring the trade unions' input into earlier consultations, we would very much urge your government to withdraw the current pension proposals and start a proper process of negotiation with the trade unions that covers the retirement age, early retirement rules and a proper impact analysis of the second pillar pension system.

Yours sincerely,



Jan Willem Goudriaan
EPSU General Secretary

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federation of the ETUC
and represents
PSI in Europe