



Dear readers,

UATUC President Ana Knežević submitted her mandate to confidence vote on the UATUC Council, following invalid court verdict for financial misuse during her term as President of the Trade Union of Commerce in 2001. Confidence vote, by secret ballot, in the Council did not produce absolute majority neither in support nor against her mandate as UATUC President, thus creating a statutory dilemma on the meaning of its outcome - there were 20 votes "for" and 13 "against" Knežević, which is considered insufficient number of votes for adopting a decision. The issue has been forwarded to the UATUC Statutory Commission, which is expected to meet and give its position on the matter during the second half of May.

Croatian Government has presented yet another package of antirecession measures, however it does not bring high hopes that the taxpayers' money will be used in efficient and socially responsible way to support the economic recovery and improvements in the living standard of the majority of Croatian workers.

While the State Employment Service registered 318,658 unemployed at the end of March, with unemployment rate reaching 2006 level of 18.4 percent, it is estimated that in Croatia further 80 thousand workers work without receiving their salary.

Non-payment or late payment of salaries is the most frequent reason for strikes and lockouts which are visibly growing in numbers since the beginning of this year, especially in metal, construction and food industry sectors.

This year trade unions decided there was no reason to celebrate May Day and organised only demonstrations instead. Warning on unsustainable economic and social situation in the country, trade unions sent the message to the Government to do its job better, or to resign.

UATUC and ZSSS signed the Agreement on the Protection of Migrant Workers' Rights, on the occasion of the fourth Trade Unions Without Borders gathering, prior to May Day.

Women's trade union structures from UATUC, NHS and HUS launched a campaign with the aim of protecting women and workers with family responsibilities through collective agreements

The ITUC report on core labour standards in Croatia highlights the need for advances in labour rights.

For the first time in the Croatian judiciary practice a case of sexual harassment at workplace has resulted with a court verdict.

These and many more issues are dealt with in this edition of the UATUC INFO ■

Dijana Šobota

Head of International Department

In this ISSUE

- Confidence vote on Ana Knežević's mandate
- Another "antirecession package"...
- Demonstrations instead of traditional May Day celebration
- Industrial actions in Croatia
- Campaigning for the protection of women and workers with family responsibilities
- UATUC - ZSSS Agreement on the protection of migrant workers' rights
- 28 April 2010 - Safe maintenance for safe work
- ITUC report for Croatia: Advances needed in labour rights
- Croatian Labour Party established
- Financially and socially unsustainable pension system
- First court verdict for sexual harassment at workplace in Croatia
- UATUC publications

FIGURE OF THE MONTH

80,000

**WORKERS WORK
WITHOUT SALARY**

CONFIDENCE VOTE ON ANA KNEŽEVIĆ'S MANDATE

Following still invalid verdict for financial misuse during her term as President of the Trade Union of Commerce in 2001, UATUC President Ana Knežević submitted her mandate to the confidence vote on the UATUC Council



Zagreb, 11 May 2010 - Following still invalid verdict for financial misuse during her term as President of the Trade Union of Commerce in 2001, UATUC President **Ana Knežević** submitted her mandate to the confidence vote on the UATUC Council on its session held on 11 May 2010. Confidence vote, by secret ballot, in the Council did not produce absolute majority neither in support nor against her mandate as UATUC President, thus creating a statutory dilemma on the meaning of its outcome. Namely, there were 20 votes "for" and 13 "against" Ana Knežević, which is considered insufficient number of votes for adopting a decision. The issue has been forwarded to the UATUC Statutory Commission, which is expected to meet and give its position on the matter during the second half of May.



On 21 April 2010, Ana Knežević was conditionally sentenced by Zagreb Municipality Criminal Court to one year in prison, with probation period of three years on charges of falsifying official documents and withdrawing 25,000 HRK (3,448 EUR) which was intended as a support for trade union members who lost their jobs but supposedly never reached them. The court verdict was given shortly after UATUC announcements of a wide solidarity strike, May Day demonstrations and prior to the announcement of the government's economic recovery programme.

"2001 was financially the worst year for the Trade Union of Commerce, because around 80 company level unions went through bankruptcy of their companies and thousands of our members lost their jobs", says Ana Knežević. "During that year

we have distributed around 300,000 Kuna (43,330 EUR) as support to our members. Out of that, 27,500 Kuna was suspicious, because it was not withdrawn directly by the recipients, but other persons withdrew that money for their colleagues. During the investigation and the court procedure we have presented the evidence about real recipients of the financial support and its purposes, which ranged from medical expenses, legal expenses for raising lawsuits for nonpayment of salaries to paying funeral expenses for the members who did not have any family members. As some of those persons, for various reasons, were not able to withdraw the money themselves, it was instead done by their colleagues, which was in all cases acknowledged by their signature on a separate document. Anonymous denunciation was submitted by our former employee, who had also stolen the respective documentation from the union, making it harder for us to present the court with proper evidence. We have also submitted criminal charges against that person, but it has never been processed."

"I will appeal up to the highest instance and to the European Court of Human Rights if needed, because my personal, as well as trade union rights, were violated in this procedure. It is obvious that I would not have put my position and reputation on stake for such a small amount. The interesting fact is that all the time during the procedure information was being published in media

before I would receive official documents from the court. Even the indictment was published in the media two days earlier than on the web page of the State Attorney. This is indicative of a situation in Croatian judiciary system and points to political repression against myself as a trade union leader, not by chance happening on the eve of our recently announced trade union activities, the May Day demonstrations and the solidarity strike", stated Ana Knežević ■

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[\[back to top\]](#)

ANOTHER “ANTIRECESSION PACKAGE”...

“It is not possible to call for a shared responsibility for the economic growth if basic democratic principles are not respected in the process of reaching the decisions which will so deeply affect lives of Croatian citizens”, UATUC President Ana Knežević



Zagreb, 19 April 2010 – New Government's programme for economic recovery, this time written in the form of 27-page PowerPoint presentation, was presented by PM **Jadranka Kosor** on 19 April. Aimed to “ease the burden on economy and initiate new investment cycle”, the document actually consists of a number of different measures, many of which have been part of former PM Sanader's 10 antirecession measures presented in February 2009 (and mostly never implemented). Elimination of late payments by state institutions and public companies, which is causing a spill-over effect throughout the whole economy, was high on the list of Sanader's measures, and it remains essential part of Kosor's programme too. Further number of measures deals with different reforms, aimed at rationalisation and modernisation of the public administration and the health and social-care systems, which are actually in no way related to the crisis and should have been carried out years ago. It should also be noted that many of presented reform measures have already been repeatedly announced over recent years but never implemented in practice, such as for example the health care reform, which was already announced and supposedly have started twice during the mandate of the current minister.

Media coverage of the programme put the focus on announcement of abolishment of the so called “crisis tax” introduced last summer, changes in the income tax system, decrease of public administration staff by 10 percent by the end of the year and a number of “painful but inevitable” cuts in the budget spending.

In an open letter sent to the Government the following day, UATUC criticized vagueness of the proposed measures, as well as lack of social dialogue on the programme before it was adopted and presented to the public. It is not possible to call for a shared responsibility for the economic growth if basic democratic principles are not respected in the process of reaching the decisions which will so deeply affect lives of Croatian citizens, said UATUC President **Ana Knežević**. At the same time, PM Kosor falsely stated to have trade union support for her programme. UATUC is especially concerned that the proposed budget saving measures could result in further social and economic layering of Croatian society. For example, the programme defined new income tax rates, but not the income level groups they should apply to, making it unclear how it will affect different salary levels. While the possibility remains that the workers with high salaries will have the most benefit from this reform, no tax on property or profit made on financial markets is envisaged. Further problem with the reform of the income tax system is the abolishment of the tax relief. While for many years Government has been stimulating real-estate loans



with possibility of claiming paid interests as tax relief, this is now to be abolished although it was probably an important factor for many young people when they made their calculations and decided to take long term real-estate loans. Invoices for reparations and adaptations in the living space will

Yet another package of the so-called “antirecession measures” does not bring high hopes that the taxpayers' money will be used in efficient and socially responsible way to support the economic recovery and improvements in the living standard of the majority of Croatian workers

also be abolished as a tax relief, which will, in opinion of UATUC's Chief Economist **Mario Švigir**, have the effect on boosting up the grey economy because it will again be cheaper for citizens not to ask for an invoice and instead pay the price without VAT.

Comment should also be made on the abolishment of widely unpopular 2 or 4 percent special tax on salaries, retirements and other income introduced in August 2009 as temporary measure to last until the end of 2010. While the crisis tax was at the time announced as one of the antirecession measures (and probably the only one which was fully implemented), now its abolishment only few months earlier than was originally planned is again shown as an important antirecession measure. Weather this is to be regarded as a case of cheap populism or a sign of lack of understanding the difference between the recovery of the economy and the salvation of the Government's planned budget, this yet another package of the so-called “antirecession measures” does not bring high hopes that the taxpayers' money will be used in efficient and socially responsible way to support the economic recovery and improvements in the living standard of the majority of Croatian workers ■

[\[back to top\]](#)

DEMONSTRATIONS INSTEAD OF TRADITIONAL MAY DAY CELEBRATION

UATUC message to the Government: Do your job better, or resign!

Zagreb, 1 May 2010 – Four Croatian trade union confederations marked the International Workers' Day with demonstrations held in Zagreb, Osijek, Split and Pula. In Zagreb, a few thousand people gathered at the main square for a protest while for the first time in many years trade unions did not join traditional May Day celebration organised in city park Maksimir. While unemployment is still rising, as well as the number of people who work without

receiving salary or without their social contribution being paid, trade unions decided there is no reason to celebrate May Day this year and organised only demonstrations instead. Warning on unsustainable economic and social situation in the country, trade unions sent the message to the Government to do its job better, or to resign.



May Day demonstrations were preceded by the action "In Solidarity Together", organised by 13 branch unions affiliated to UATUC on 27 April. Stopping the work for one hour and wearing the badges with the name of the action, trade union members showed their solidarity with all the workers currently in strike or fighting for their earned salaries or to keep their jobs. Around 80 percent of around 100,000 members of the 13 branch unions joined the action, especially in the metal and construction sector.

On 30 April, Metalworkers' Trade Union of Croatia symbolically lit grave candles in front of four once successful but now closed factories in Zagreb, remembering 12,500 workers who lost their jobs in last 20 years in the four factories only.

In Rijeka, demonstrations under the name "Workers together" were organised by UATUC regional office three weeks earlier, on 7 April, to precede planned opening of the offers for privatisation of Croatian shipyards, because the workers' feared that until 1 May it will already be too late to save their jobs. Several thousand people who gathered in the centre of Rijeka included trade union members from the shipbuilding and oil industry but also students, unemployed and retired persons, war veterans and other citizens.



President of the Metalworkers' Trade Union of Croatia **Vedran Dragičević** expressed fears that second round of shipyard privatisation will not be any more successful than the first one which did not attract any eligible offers. "Global financial crisis is not the best time to sell the shipyards. They should first be brought into position to operate profitably without state aid, and only then privatised", said Dragičević. A week later, Croatian Government decided to prolong the deadline for submission of privatisation offers for a further month, until 19 May. As UATUC Info wrote about in previous issues, EU competition rules are demanding the abolishment of high level state aid for the shipbuilding sector, and Croatian Government, having no funds to restructure the shipyards, sees the only solution in their privatisation, which could eventually result in the change of their core business activity and loss of thousands of jobs. Instead, workers of the shipyard "3. Maj" in Rijeka are demanding the company shares to be sold to the workers who should then be given a chance to make the shipyard operate profitably without the state aid.



The recent actions, including the May Day demonstrations, are seen by UATUC and other confederations only as a start of continuing industrial actions in protest against lack of any clear antirecession policy and job-saving measures by Croatian Government. The next one could easily be general strike which is currently being considered for the end of May ■

[back to top]

INDUSTRIAL ACTIONS IN CROATIA



Zagreb, 1 May 2010 – While the State Employment Service registered 318,658 unemployed at the end of March, with unemployment rate reaching 2006 level of 18.4 per cent, it is estimated that in Croatia further 80 thousand workers work without receiving their salary. Non-payment or late payment of salaries is the most frequent reason for strikes and lockouts which are visibly growing in numbers since the beginning of this year, especially in metal, construction and food industry sectors. In some cases workers initiated court procedures for bankruptcy of their own companies, in order to get at least something of the salaries they have earned.

Strikes due to non-payment of salaries were organised during March and April in KIO Keramika (production of ceramic tiles), GP Dubrovnik (construction), Uljanik TESU (production of electric machines for shipbuilding industry), Željezara Split (steel production), Tehnodrvo (wood industry), 3. maj (shipyard), Poljoprerada (production of animal food-stuffs), Sušionica Vrpolje (production of dried vegetables and fruit) and 1st division football club Varteks. At the same time, among the companies with UATUC membership, only Pivovara Osijek (beer production) went on strike because of new collective agreement while in another brewery in Split, Jadranska pivovara, workers occupied the factory in order to

stop possible closing of production and sale of the land on which the factory is located.

Workers of Željezara Split (Split Ironworks) have organised five hunger strikes in recent months (see previous issues of UATUC Info). In April they have once again received promises from the Government that the money for their salaries will be found, as well as the final solution to the long-lasting privatisation problem of the company. The strike was again terminated and production restarted, but the workers are still waiting for the final solution of their future.

In Poljoprerada, beside non payment of salaries for two months and social contributions for two years, special problem constituted around 150,000 hens which were during April receiving food only once in ten days. In order to warn the public about the situation in the company and situation of starving hens which have turned to cannibalism, on 23 April workers brought one thousand hens in front of the main UATUC building in Zagreb and started distributing them to passing citizens. As a result, vet inspection visited the company next day and the food for animals was somehow procured. However, two days later management hired 50 security officers who prevented the workers on strike to enter the company premises ■

[\[back to top\]](#)

CAMPAIGN FOR THE PROTECTION OF WOMEN AND WORKERS WITH FAMILY RESPONSIBILITIES

Zagreb, 8 March 2010 - On the occasion of the International Women's Day, 8 March 2010, women's trade union structures – UATUC Women's Section, NHS Women's Committee and HUS Women's Coordination – launched a campaign with the aim of protecting women and workers with family responsibilities through collective agreements. The aim of the campaign in the context of economic and social crisis is to find new channels and ways to improve working conditions and workers' quality of life. Within the campaign women's trade union structures of three Croatian trade union confederations – UATUC, NHS and HUS – are determined to initiate and implement the following activities: analysis of gender issues in collective agreements, development of an action plan, development of a women's guide for collective bargaining, continuation of education activities entitled "From Prohibition of Discrimination to Promotion of Equality", promote gender parity in collective bargaining teams, demand a comprehensive collective bargaining registry and demand and promote ratification of ILO Conventions and revised Social Charter.

On 8 March, in cooperation with Croatian Women's Network, umbrella organisation of women's non-governmental organisations, and trade union women's structures, an event entitled "Caterpillar Procession" was organized near Ban Jelacic Square (the central square in Zagreb). Trade union women's "caterpillar" demanded the reduction of fixed-term work whereas the other "caterpillars" covered the issues of artificial insemination, sexual education in schools and family violence – all as unfinished Croatian stories. Trade union women delegation was invited to a meeting with the Croatian President Mr. **Ivo Josipović**, where they discussed the special position of women and female workers in Croatia ■



[\[back to top\]](#)

UATUC - ZSSS AGREEMENT ON THE PROTECTION OF MIGRANT WORKERS' RIGHTS

“We want our activities to help migrant workers become equal with all the other workers”, UATUC President Ana Knežević



Zagreb, 30 April 2010 – The Croatian side of Croatian-Slovenian border, the international border crossing Bregana, was for the fourth time the meeting place of trade union representatives from the Union of Autonomous Trade Unions of Croatia (UATUC) and the Association of Free Trade Unions of Slovenia (ZSSS). On that occasion, the presidents of the two largest trade union confederations from the two friendly and neighbouring countries, **Ana Knežević** (UATUC) and **Dušan Semolič** (ZSSS), signed the [Agreement on the Protection of Migrant Workers' Rights](#).

The UATUC and ZSSS are aware of the importance of employment of migrant workers in Croatia and Slovenia, as well as their significant contribution to the economies of both countries. As stated in the Agreement, the two confederations are convinced that the position of migrant workers must be solved on the basis of principles of international trade union solidarity, social justice, equal treatment, equal opportunities and gender equality. Both confederations are determined to, among others, organize joint actions for maintaining and improving the position of migrant workers, with special attention to improvement of the Social Agreement between Croatia and Slovenia, which prevents the realisation of the right to remuneration for daily migrants from Croatia and Slovenia who do not have a residence in Slovenia or Croatia even though they were, for a larger part of their lives, employed with Slovenian or Croatian employers and have therefore paid contributions for unemployment insurance.

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“These are difficult times, in Slovenia as well as in Croatia. The price of the crisis is not borne by capital which caused it, but by workers. Today we are signing an extremely important document”, ZSSS President Dušan Semolič

The two confederations will organize information days and centres in the places of living of migrant workers, as well as provide legal assistance and advice to migrant workers who are members of the unions affiliated to UATUC and ZSSS.

Our objective is to develop good neighbourly relations and to work jointly, without any borders, in the interest of workers of Slovenia and Croatia. We

are aware that migrant workers are in a much more unfavourable position than workers in the host country. We want our activities to help migrant workers become equal with all the other workers, said UATUC President Ana Knežević.

Crisis has no borders, capital as well. The objective of economic development is well-being for all. These are difficult times, in Slovenia as well as in Croatia. The price of the crisis is not borne by capital which caused it, but by workers. Today we are signing an extremely important document, said ZSSS President Dušan Semolič ■



[back to top]

28 APRIL 2010 – SAFE MAINTENANCE FOR SAFE WORK



Zagreb, 28 April 2010 - On the initiative of the UATUC, in 2007 the Government of the Republic of Croatia adopted a decision to declare 28 April as the National Day of Occupational Safety and Health. Following that decision and the UATUC demands, this year the Government and the Parliament organized a number of events to mark the Day of Occupational Safety and Health – 28 April – in Croatia. Croatian Parliament held a round table on 27th April entitled “Safe maintenance for Safe Work”, with the participation of the members of the National OSH Council. The round table focused on several issues: implementation of the joint objectives from the National OSH programme; occupational illnesses in 2009, findings of the labour inspectorate on the implementation of the Act on OSH, and the role of trade unions, especially of the national coordination of trade unions for OSH, in implementing OSH. Apart from the OSH experts, UATUC was represented by **Dijana Šobota**, Head of International Department. Furthermore, leaflets and other promotional, awareness-raising materials were developed and distributed. Also, a commemoration was held on one of the squares in the Zagreb city centre, from 10 to 14.00 on 28th April. An OSH week was organized, from 20th April till 26th April in the county centres all over Croatia, involving Occupational Medicine, Labour Inspectorate, Croatian Employers' Association, Association of Occupational Invalids and the UATUC. The topic was Safe Maintenance. The UATUC also held a meeting of its Council on 28th April, with the opening ceremony devoted to 14th International Commemoration Day and the National Day of OSH; a commemoration was held and OSH-related data presented.

At the beginning of March 2010, the UATUC initiated the establishment of the Coordination of Trade Union Confederations for Occupational Safety and Health, which was established on 16th March 2010, with **Boris Jureša**, UATUC Chief OSH advisor, elected as its President. The objective of the Coordination is to be a cohesive factor and to have a joint OSH policy and strategy, wherein trade union confederations will speak a single voice. At its founding meeting, it adopted the Statutes and the Plan and programme of work. The plan envisaged the organizing of a Week of OSH and the activities for marking 28 April 2010 ■

[\[back to top\]](#)

ITUC REPORT FOR CROATIA: ADVANCES NEEDED IN LABOUR RIGHTS

Brussels, 24 March 2010 (ITUC Onlines) – The International Trade Union Confederation (ITUC) has published a new report on the situation regarding the core labour standards in Croatia. The report mentions the increased flexibilisation and liberalisation of the labour market under the pretext of harmonizing Croatian labour legislation with the EU *acquis communautaire*. The report also finds that the Croatian Government has used the process of European integration and harmonisation as a pretext for extensive judiciary reforms and reduction of workers' rights. As a consequence, more than 80 percent of the newly employed workers have fixed-term employment contracts and many fear that their contracts will not be renewed if they join a trade union. A large number of fixed-term employment contracts shows that there are serious problems in exercising the right to freedom of association and the right to organize.

It is also mentioned that the discrimination in employment is prohibited but the legal provisions are not sufficient to prevent discrimination and harassment of women at their workplaces. The majority of female workers are employed in lower paying positions and the gender pay gap is approximately 20 percent. There are reports that the Romani population, especially women, is subject to severe discrimination and exploitation and limited access to the labour market. Even though child labour and forced labour are not a problem in Croatia, children working in informal economy, especially the Romani, are not protected by the Labour Code. The report also gives a number of recommendations and calls upon the Croatian Government to guarantee the full respect of the ILO labour standards related to trade union rights and strengthen its efforts to reduce gender pay gap, including by promoting the principle of equal pay for work of equal value in collective agreements ■



[\[back to top\]](#)

CROATIAN LABOUR PARTY ESTABLISHED



Zagreb, 15 March 2010 – Croatian Labourists – Party of Labour is the name of a newly established political party, which claims to be the first one to represent real interests of Croatian working people. Party President is **Dragutin Lesar**, former UATUC President (1991-1996) and currently an independent deputy in Croatian Parliament, while the party's Presidency and other bodies include a number of persons active in the trade union movement.

“After twenty years of parliamentary democracy workers in Croatia, who are the main losers of transition, still do not have political party representing their genuine interests”, said Lesar, who claims that Social Democratic Party of Croatia is social-democrat only in its name. Lesar says Party of Labour will differ from both Government and opposition party by its advocating for direct democracy in which important decisions will be made by citizens on referendum as well as for just distribution of social wealth.

Although a number of attempts to form workers' parties during the last two decades failed, a number of political analysts predict that in the long term Party of Labour could have chances to take decent share of votes, thanks to Lesar's widely recognised trade union background and lack of any real social-democratic policy among current parliamentary parties ■

[\[back to top\]](#)

FINANCIALLY AND SOCIALLY UNSUSTAINABLE PENSION SYSTEM

Pension insurance contributions currently supply for only 57 percent of the money needed for pensions, the rest coming directly from the budget



Zagreb, 11 March 2010 – The existing pension system is financially and socially unsustainable but Croatian Government and Parliament are not taking this situation seriously and are not doing anything to reform the system, said the UATUC President **Ana Knežević** at the round table on the topic of pension reform organized in the cooperation with the Friedrich Ebert Foundation. Participants included experts from trade union, Institute for Public Finances, World Bank and other institutions.

The financial unsustainability is shown by the fact that pension insurance contributions currently supply for only 57 percent of the money needed for pensions, and the rest comes directly from the budget. Social unsustainability can be seen from the fact that 70 percent of pensions are at or under poverty line (1,840 Kuna), that the unemployment is on the rise and hence also the share of workers who will retire early, and that thousands of workers work but do not get their wages therefore their pension insurance contributions are not paid, she added.

Knežević finds it necessary to raise the question of privileged pensions and reminds that trade unions four years ago demanded from the Government the cancellation of all privileged pensions except for miners and asbestos workers. The other participants agree that privileged pensions represent a burden, especially in current economic situation, whereby some find linear reduction for all 13 categories of such pensioners disputable because only three groups stand out according to the amount of their pensions – MPs (9,300 Kuna), members of the Croatian Academy of Sciences and Arts (8,300 Kuna) and war veterans (5,600 Kuna).

Cancellation of privileged pensions presents a problem because those are already acquired rights, but conditions for privileged retirement in the future could and should be redefined. Today 180,000 or 15 percent of all retired persons have privileged pensions, and their number is increasing. In 2010, privileged pensions will consume 20 percent of all pension cost, the majority of that amount going to the war veterans' pensions ■



[\[back to top\]](#)

FIRST COURT VERDICT FOR SEXUAL HARRASMENT AT WORKPLACE IN CROATIA

Zagreb, 2 March 2010 - For the first time in the Croatian judiciary practice a case of sexual harassment at workplace has resulted with a court verdict, issued on 2 March 2010 by the Municipality Court in Zadar. After the court proceeding which lasted for two years, former branch manager of Interspar Zadar was sentenced to six months in prison for violation of labour rights, while a housekeeper of the same establishment was sentenced to four months in prison and two years of probation for the act of sexual assault.

During the period of almost three years (May 2005 – March 2008) former branch manager was verbally harassing on the sexual basis one of the female workers in the shop, making comments on her looks, asking questions about her underwear, offering to drive her home and stating that he would like to have sexual intercourse with her. Such behaviour, as stated in the verdict, has violated worker's dignity and caused fear and anxiety due to which she on many occasions asked for medical treatment in a psychiatric clinic.

The housekeeper was sentenced for the event that took place on 7 November 2007 in the bar within the Interspar establishment, when he approached a female worker from the back and grabbed her breasts.

According to a survey conducted in 2002, around 9.7 percent of Croatian citizens, majority of them women, experienced verbal or

physical sexual harassment at workplace.

Croatian Labour Code includes penalty provisions for violating worker's dignity and discrimination at workplace, which provide legal basis for sanctioning sexual harassment at workplace. However, such incomplete and too general provisions so far have not resulted in court verdicts.

The verdict issued by court in Zadar therefore represents late but welcome and important precedent which will hopefully lead to further judiciary practice in this field but also possibly initiate discussion about including explicitly formulated provisions on sexual harassment at workplace in the Labour Code or even passing a separate law on sexual harassment, which has been advocated for by women's groups and organisations for a number of years, including UATUC.

The two workers victims of harassment are members of the Commercial Trade Union of Croatia, affiliated to the UATUC. The first legal assistance in the proceeding was provided by an UATUC legal representative **Vedran Uranija** in the Zadar county office. He emphasized that there were also other anonymous reports on such behaviours in Interspar. The trade union cannot represent workers in the criminal proceedings, however after legal validity, i.e. judgement becoming unappealable, the UATUC will represent them in labour law suit and demand compensation for damages ■

[\[back to top\]](#)



LABOUR CODE

New Croatian Labour Code, harmonised with the EU legislation, has entered into force on 1 January 2010. Publication brings full text of the new law, together with a guide on implementation of new provisions written by Marina Kasunić Peris, Head of UATUC Industrial Democracy Department ■



EU OCCUPATIONAL HEALTH & SAFETY POLICY

Trade union guide to occupational health and safety policies of the European Union is aimed at workers' representatives involved in health and safety issues on national and European level. Guide brings an overview of the EU institutions and procedures in the field of OHS, as well as the trade union role in this field ■



LAW ON OCCUPATIONAL HEALTH & SAFETY

New Croatian Law on Occupational Health and Safety, harmonised with the EU legislation ■

If you are interested in any of these publications, please contact international-uatuc@sssh.hr, or order through www.sssh.hr

[\[back to top\]](#)

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Union of
Autonomous
Trade Unions
of Croatia

Together we are stronger

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