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Contact person: Jan Willem Goudriaan

Honourable Minister,

Our Croatian affiliate SLSN, the Trade Union of State and Local Government Employees of Croatia, has brought to our attention that your government is preparing and currently discussing a draft act on the termination of service of civil and public service employment contracts.

Both EPSU, the European Federation of Public Service Trade Unions and SLSN are highly concerned about the measures set out in this act, which are primarily directed to public service workers, where a majority of women are contracted under civil and public service employment.

The act provides for two situations in which the service, that is, the employment contract of civil servants and employees in government bodies and public services will be terminated when they attain 65 years of age and 35 years of the qualifying period and the age requirement for old age pension in accordance with the Pension Insurance Act.

This however will affect a majority of women who in the transition period until 2030 will become entitled to old age pension before they attain 65 years of age and force them into retirement. Altogether, this will affect according to our information 12.000 public sector workers.

Evidence from surveys currently undertaken by EPSU and ETUC (European Trade Union Confederation) show that wage cuts, pay freezes and wage moderation principally affect the public sector. Few specific measures have been introduced to address pay inequalities between women and men in the light of the economic crisis. The most common reason is that the gender pay gap has narrowed during the economic crisis downwards as men's wages have been most affected. In particular, no prior gender impact assessments have been made when introducing cuts and wage cuts in the public sector, and often taken place without engagement with unions.

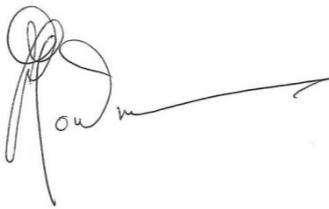
There is also evidence that there is a growing gender pension gap- estimated to be an average of 39 % across the EU.

• EUROPEAN
FEDERATION
OF PUBLIC
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• FEDERACIÓN
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SERVICIOS
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• FÉDÉRATION
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• EUROPÄISCHER
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ОБСЛУЖИВАНИЯ

Moreover, the Economic Recovery Programme launched in your country since 2010 has already introduced several measures, in particular in the reforms of your pension system, which have led as of today to rather short-term fiscal relief rather than long-term run awaited economic growth and sustainability.

EPSU firmly supports and will support SLN in its actions and asks you to refrain from introducing measures that do not reflect a balanced choice to promote gender equal treatment without prior assessment of the impact on gender or that might lead to discriminatory policies and anti-discriminatory actions in the future.

Yours,

A handwritten signature in black ink, consisting of a stylized circular flourish followed by a horizontal line that ends in a small arrowhead. The signature is written in a cursive style.

Jan Willem Goudriaan
EPSU Deputy General Secretary