

Social dialogue to quality jobs in construction and tourism sectors

Mandatory application for all
employers in construction sector in
the Republic of Croatia

GROUP OF COMPLEXITY	JOBS	KOEFFICIENT	BASIC SALARY IN KUNA	
			PER HOUR	PER MONTH
I.	Transport worker, auxiliary worker, cleaner, janitor, security guard, delivery man	1,00	24,14	4.200,00
II.	Semi-skilled construction workers (PKV).....,	1,15	27,76	4.830,00
III.	Skilled construction worker beginner skilled worker of other professions..	1,30	31,38	5.460,00
IV.A	Skilled construction workers of all professions truck driver, bus driver	1,45	35,00	6.090,00
IV.B	Skilled construction worker of all professions...	1,52	36,69	6.384,00
V.A	Highly skilled construction worker of all professions, operator of heavy construction machines.	1,64	39,59	6.888,00
V.B	Highly skilled construction worker of all professions, foreman / brigadier, construction site manager beginner	1,71	41.28	7.182,00
VI.	Highly skilled construction worker - master of all professions, construction site manager, manager,	1,82	43,93	7.644,00
VII.	Construction manager, plant manager...	1,90	45,86	7.985,00
VIII.	Construction manager, complex plant manager	2,20	53,10	9.240,00
IX.	Construction manager of a very complex construction site, chief construction engineer,	2,35	56,72	9.870,00
X.	Project manager, responsible business manager - sector	2,65	63,97	11.130,00

Collective agreement for construction sector 2020 — minimum contractual rights

Break and leave

- Paid rest period 30 min
- Daily rest 12 sati
- Weekly rest period 36 sati
- Annual leave - min 4 weeks, max 5 weeks

Paid leave up to 7 days a year

- (marriage, birth of a child, death in the family, relocation, voluntary blood donation, education, training)

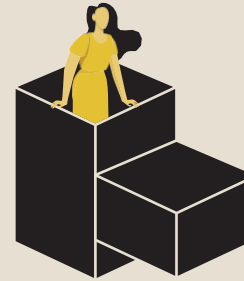
Basic salary supplements for:

- Difficult working conditions 5 – 50% (depending on the type of difficulty)
- Overtime work 30 %
- Years of employment 0,5% per year of employment with the employer
- Night work and work on Sunday 30%
- Work on holidays 50%
- Shift work, second shift 10%

Salary compensation in the amount of:

- Average salary for the previous three months and/or the previous month
- (for annual leave, paid leave, holidays and non working days.)
- Average hourly wage in the current month (work of the workers council)
- 100% of the basic salary for education, retraining, etc.
- 70% of the basic salary / not less than the minimum salary — for interruption of work without the fault of the worker
- Sick leave 70% of the legal basic rate; 100% accident at work or occupational disease

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The content of the material is the sole responsibility of the Trade Union of Construction Industry of Croatia



Material (non - taxable) rights

- Occasional prize 1.800 – 2.000 kuna
- Per diem 150 – 200 kuna
- Per diem for field work 120 – 200 kuna / 70 – 120 kuna if not staying in the field
- Separate life from 600 do 1.750 kuna
- Transportation to and from work – in the amount of the actual cost of public transport
- Food costs – optional in the amount of 400 kuna per month
- Use of private car for official purposes – in the amount of 2 kuna per km
- Severance pay for retirement 8.000 kuna
- Solidarity assistance for the death of workers 7.500 kuna, death of immediate family members 3.000 kuna, possibility of payment up to 2.500 kuna (for disability, longer sick leave, natural disasters)
- Jubilee awards (10 – 40 years of employment with the employer) – 1.500 up to 5.000 kuna
- Gift-in-kind for workers 400 kuna
- A gift to a child possibility up to 400 kuna
- Prizes for pupils and students from 600 – 1.250 kuna per month

Kontakti

Sindikat graditeljstva Hrvatske
Trg P. Krešimira IV 2, Zagreb



01/4655017
sgh@sgh.hr



www.sgh.hr
Sindikat graditeljstva Hrvatske

