

**Ayuba Wabba**

President  
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**Mr Andrej Plenkovic**  
**Prime Minister of Croatia**

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**Sharan Burrow**

General Secretary  
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**DGS/OW/km**

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**67 is too much**

Dear Prime Minister,

The International Trade Union Confederation is the global body for working people, with 207 million members in 163 countries and territories. We have been informed by our affiliates in Croatia that the Croatian Parliament adopted in December 2018 a so-called ‘comprehensive pension reform’ which would include, among other measures, an acceleration of the increase in the retirement age to 67, and increased penalties for those retiring early.

With average life expectancy in Croatia three years below the EU average, and with 40% of those aged between 55 and 64 in employment, the ITUC agrees with Croatian unions that the government should concentrate on keeping people employed until 65, by combating discrimination against older workers by employers, rather than raising the pension age and preventing genuine early retirement. The majority of those currently retiring early are not doing so out of choice, but because employers won't hire older workers or encourage them to leave employment.

Furthermore, restricting early retirement to those with fewer than 41 years in employment will cause problems for those affected by longer time spent in education, long searches for first jobs, frequent and repetitive periods of unemployment, atypical and precarious work.

I know that Croatian unions' proposals for changes to the reforms have been rejected without proper social dialogue, and that they are campaigning publicly for the restoration of 65 as the retirement age, an end to penalties for early retirement and decent pensions for those who do retire, as well as measures to prevent discrimination against older workers. The global trade union movement supports them in that campaigning work and I urge you to think again.

Yours sincerely,



General Secretary

**Cc:** Marko Pavic, Minister of Labour, [kabinet@mrms.hr](mailto:kabinet@mrms.hr)