



***RIGHTS AND
RESPONSIBILITIES OF
EMPLOYEES IN THE
REPUBLIC OF CROATIA***

What is the Labour Act?

∞ The Labour Act is the basic document which regulates the terms of employment in the Republic of Croatia. It was passed by the Parliament on 4th December 2009.



Beginning and Termination of Employment

- ∞ Work contract: permanent and temporary*
- ∞ The termination of work contract*
- ∞ Women have the right to retirement at the age of 60, and men at the age of 65*



Working Hours and Free Time

↻ *The employee who works at least 6 hours a day has the right to a break of minimum 30 minutes every day.*

- ↻ *Full time*
- ↻ *Part time*
- ↻ *Short time*



- ↻ *Daily break*
- ↻ *Weekly break*

Payment

- ⇒ The employer has to pay the same salary to members of different gender if:
 - ⇒ 1. they do the same job or can replace one another at the workplace
 - ⇒ 2. their work is similar
 - ⇒ 3. their work is of the same value
- ⇒ The increase in education at workplace-no increase in salary

- ⇒ The employee can get paid leave for his/her education or professional improvement in agreement with the employer
- ⇒ The minimum wage is 2700 kuna, or 375€ and the average salary is 3500 kuna, or 487€

Overall Rights

- ❧ *The right to terminate the work contract*
- ❧ *The right to legal protection of rights given by the employment*
- ❧ *The right to participate in the decision making regarding issues connected to their economic and social rights and interests*
- ❧ *The right to found a union and become its member*



The Union

- ↻ The union can elect union representatives*
- ↻ The union representatives have to protect and represent the rights and interests of the union members*
- ↻ If the union members are not satisfied they can summon the employees to strike in order to improve their working conditions or salaries*



Overall Responsibilities

The employee is obligated to do the job within his working hours

He/she is obligated to inform the employer about illness or any other reason which disables his/her working ability



Conclusions

☞ *The employees have far more rights than responsibilities, which can be a problem if the employee constantly does his/her work poorly or does not do the job at all, because the employee is protected by many laws*



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