



EMCC

European Monitoring Centre on Change

## Croatia: Definition of collective dismissal

Go to list page

Croatia

Phase:

Management

Type:

Definition of collective dismissal

Last modified: 17 June, 2021

Native name: Zakon o radu 93/2014, 127/17, 98/19

English name: Labour Act 93/2014, 127/17, 98/19

### Article

Article 120, 127, 140

### Description

Collective redundancies is the case whereby the employer dismisses at least 20 employees (within 90 days), out of whom at least five employees are to be dismissed due to business reasons. The remainder can be dismissed on various other grounds.

### Comments

This definition is applicable to companies employing at least 20 employees, which means that companies employing fewer than 20 employees can dismiss all of them for various reasons within 90 days. The threshold is the same for the constitution of a works council in the company, pursuant to article 140. In general, an employer can terminate employment contracts within the legally prescribed termination period if they can justify the reasons to do so. Justifiable reasons include not being able to assign an alternative job to employees within the same company or provide training to employees for another job within the same company.

#### Cost covered by

Not applicable

#### Involved actors other than national government

Works council

#### Thresholds

Company size by number of employees:

20

Number of affected employees:

20

#### Sources

Labour Act 93/2014, 127/17

Useful? Interesting? Tell us what you think.

Eurofound welcomes feedback and updates on this regulation

Your name \*

E-mail \*

More information?

Homepage

Subject

Comment \*

Save

Preview

## European Monitoring Centre on Change - EMCC

### About EMCC

### European Restructuring Monitor

- › [About the European Restructuring Monitor](#)
- › [Restructuring events database](#)
- › [Restructuring support instruments](#)
- › [Restructuring related legislation](#)
- › [Restructuring case studies](#)
- › [ERM publications](#)

### European Jobs Monitor

### Labour market research

### Case studies

### Future of Manufacturing in Europe (FOME)

## European Observatory on Quality of Life - EurLIFE

## European Observatory of Working Life - EurWORK

## Quick links

- Legal information
- Data protection
- Environmental policy
- Cookies
- Subscriptions
- Multilingualism
- Templates for Eurofound reports
- Eurofound style guide
- Management Board extranet
- Map - how to get to Eurofound
- FAQ
- Sitemap



## Contact us

Eurofound, Wyattville Road, Loughlinstown, Co. Dublin, D18 KP65, Ireland

Phone: (00) 353 1 2043100

E-Mail: [information@eurofound.europa.eu](mailto:information@eurofound.europa.eu)

Press: [media@eurofound.europa.eu](mailto:media@eurofound.europa.eu)



MEMBER OF THE NETWORK OF EU AGENCIES



EUROFOUND ACHIEVES EMAS REGISTRATION



EUROFOUND IS AN AGENCY OF THE EUROPEAN UNION



[Access to internal documents](#) | [Financial information](#) | [Archives](#) | [Information centre](#) | [RSS feeds](#)

© EUROFOUND 2023

