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European Monitoring Centre on Change

Croatia: Time off for job search

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Croatia

Phase:

Management

Type:

Time off for job search

Last modified: 09 September, 2019

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

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

Article

Article 122 (5)

Description

During the notice period, the employee is entitled to be absent from work for at least four hours a week for the purpose of seeking new employment. Employees are entitled to be paid for this time off. The law does not specify or exempt any particular groups of workers, so it can be deemed that all workers have this right. There is no specific provision for part-time workers.

Comments

It is a general regulation, not specific to collective dismissals. This provision applies even if the worker has terminated the employment contract.

The law does not specify what is considered as 'seeking new employment' and there are no specific provisions on the use of time off for training; the practice may differ from one employer to another.

Cost covered by

Employer

Involved actors other than national government

National government only

Thresholds

No, applicable in all circumstances

Sources

Labour Act 93/2014, 127/17

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