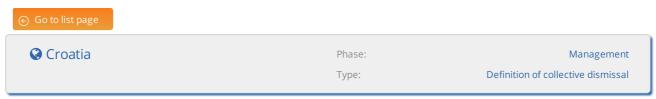


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Croatia: Definition of collective dismissal



🛗 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

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