



# EMCC

European Monitoring Centre on Change

## Croatia: Selection of employees for (collective) dismissals

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Croatia

Phase:

Management

Type:

Selection of employees for (collective) dismissals

Last modified: 09 September, 2019

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

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

### Article

Articles 127 (2, 3, 4), 128 (2)

### Description

The selection of employees for collective redundancy is made by the employer and must be discussed with the works council. The employer is obliged to supply the works council with all relevant information and notify them in writing on:

- the reasons for the projected redundancies;
- the total number and categories of workers employed;
- the number and categories of workers to be made redundant;
- the criteria proposed for the selection of the workers to be made redundant;
- the amounts and methods for calculating severance pay and other payments to the affected workers.

The projected collective redundancies notified to the competent public authority responsible for employment take effect not earlier than 30 days after the mentioned notification. The competent public authority responsible for employment may request the employer to postpone either collective or individual redundancies for a maximum 30 days, if he/she is able to ensure the continuation of employment for the workers during this extended period.

### Comments

In the selection of redundant employees, the employer, the works council and the public employment service pay due care to age, gender, level of education, job specification, termination period, duration of employment contract, disability status, number of family members they support, amount of severance pay required as well as alternative measures of employment and additional training for another position within the company. However, these are not exact rules.

#### Cost covered by

Not applicable

#### Involved actors other than national government

Public employment service  
Works council

#### Thresholds

Company size by number of employees:

20

Number of affected employees:

20

### Sources

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