

# Croatia: Public authorities information and consultation on dismissals

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## Croatia

Phase:

Anticipation

Type:

Public authorities information and consultation on dismissals

 *Last modified: 30 April, 2021*

Native name:

**Zakon o radu 93/2014, 127/17, 98/19**

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English name:

**Labour Act 93/2014, 127/17, 98/19**

## Article

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Article 127, 128

## Description

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The employer is obliged to notify the competent public employment service of the consultations related to collective redundancies of at least 20 employees, of whom at least 5 made redundant on grounds of severe business conditions. The notification has to contain the information on the duration of consultations with the works council, outcomes and conclusions resulting therefrom, with a statement of the works council attached thereto. The works council may send any comments and suggestions they may have to the competent public authority responsible for employment and to the employer, with regards to the mentioned notification.

Projected collective redundancies notified to the competent public authority responsible for employment take effect no earlier than 30 days after the mentioned notification. The competent public authority responsible for employment may within a period of 30 days request the employer to postpone either collective or individual redundancies for a maximum 30 days if the employer is able to ensure the continuation of employment during this extended period.

## Comments

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After the works council has submitted its observations, the employer has to consider and illustrate all options and proposals that could prevent the expected redundancies. This is a newly (2017) introduced obligation for the employer which was not stipulated in the previous labour act. Thus, the legislator gives the works council a slightly more important role in advising in case of collective redundancy. According to the amended labour act, the employer has no longer the obligation to

prepare the redundancy (redeployment) programme (Hanzalek and Rozman, 2017). However, the law does not stipulate who is responsible for the preparation of redundancy (redeployment) programme.

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### 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

 Labour Act 93/2014 ([http://narodne-novine.nn.hr/clanci/sluzbeni/2014\\_07\\_93\\_1872.html](http://narodne-novine.nn.hr/clanci/sluzbeni/2014_07_93_1872.html))

 Darije Hanzalek and Krešimir Rožman, 2017. Obveza savjetovanja s radničkim vijećem (Obligation of consultation with the works council), Radno pravo 5/17 ([http://www.radno-pravo.hr/casopis/clanci.cfm?clanciSearch\\_txt=radni%C4%8Dko%20vije%C4%87e%20](http://www.radno-pravo.hr/casopis/clanci.cfm?clanciSearch_txt=radni%C4%8Dko%20vije%C4%87e%20))

### Revision log summary