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New Updates to the Labour Act in Croatia – January 2023

In this newsletter, we provide an overview of:

- ✓ the most important changes to the Labor Act that relate to the obligation to harmonize the Rules of Procedure with amendments to the Labor Act
- ✓ the amendments of the provisions regulating fixed-term employment, remote work and work at a separate workplace
- ✓ the obligation to appoint persons for protection of employees' dignity

Obligation to harmonize Employer's Bylaws



Since when?

Act on Amendments to the Labor Act **entered into force on 1 January 2023** and brings numerous changes that require employers to make certain adjustments.

The employer is **obliged to harmonize the provisions of the Employer's Bylaws** with the provisions of the Act on the Amendments to the Labor Act **within six (6) months** from the date of entry into force of this Act.

The period of 6 (six) months expires **1 July 2023**.

Fixed-term employment agreement



Obligation

A fixed-term employment agreement can exceptionally be concluded to establish an employment relationship whose termination is determined in advance when the need to perform work is temporary, due to an **OBJECTIVE REASON**.

The employer may enter into a **maximum of three (3) consecutive agreements with the employee**, which may **cumulatively last no longer than three (3) years**. Consecutive agreements are considered to be agreements concluded consecutively, without a break between agreements or with a break of no longer than three (3) months.



Exceptions

The Act also prescribes **exceptions** to the aforementioned rules, i.e. cases in which fixed-term employment can last longer than three (3) years.

The provisions of this Act **do not apply to fixed-term employment agreements concluded before 1 January 2023**, until their term expires.

Remote work and work at a separate workplace



What is new?

A new type of employment agreement is being introduced – the remote work agreement, and the employment agreement at a separate workplace is being regulated in more detail.

➤ Work at a separate workplace

Work from home or in another premise with a similar purpose that is not the employer's premise.

➤ Remote work

Work through information and communication technology. The employee has the right to choose where he will perform his work.



Mandatory content

The **mandatory content** of the remote work agreement and the agreement on the work at a separate workplace **is broader** than the mandatory content of the regular employment agreement, **and includes**

- provisions on work organization;
- compensation of expenses etc.

Protection of employees' dignity

An employer who **employs at least 20 employees** is obliged to appoint, with the **prior written consent** of the person who he proposes to appoint, **one person** who is authorised to receive and resolve complaints related to the protection of employees' dignity.

An employer who **employs more than 75 employees** is obliged to **appoint two persons of different genders** who, in addition to him, are authorised to receive and resolve such complaints.

For more details, please contact our
labour law team in Croatia



Miroslav Plašćar

Co-Managing Partner

miroslav.plascar@zuric-i-partneri.hr



Vedran Kopilović

Managing Associate

vedran.kopilovic@zuric-i-partneri.hr



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