Republic of Croatia

Population: 3 871 833

Surface area: 56 594 km²

Capital city: Zagreb

Largest cities: Zagreb, Split, Rijeka, Osijek

Language: Croatian

Currency: Euro

Important telephone numbers

International country code for Croatia: +385

Ambulance: 194

Firefighters: 193

Police: 192

Single national emergency number: 112

Work/residence permit

If you are a national of an EEA country or Switzerland, you have the right to stay in Croatia for up to 3 months if you have a valid passport or identity card. After the end of the 3 months, you are required to declare the temporary stay to the competent police department or station according to the place of stay.

For living and working in Croatia, third-country nationals (not members of the EU) must have a residence and work permit.

Third-country nationals may reside in the Republic of Croatia:

- up to 90 days in any 180-day period – short-term stay
- up to 1 year – temporary stay
- long term – after 5 years of temporary stay
- permanently – after 3 to 5 years of temporary stay.

A prerequisite for applying for a residence and work permit is an offer of employment by a Croatian employer in a position that cannot be filled by Croatian nationals, other EU/EEA nationals or third-country nationals with a right of residence in Croatia.

An employer wishing to hire a foreign worker must verify, before applying for a residence and work permit, whether it is possible to hire a worker from the labour market of the Republic of Croatia – the implementation of the labour market test *testa tržišta rada*. If the employer wants to employ a foreign worker (non-EU citizen) in a profession for which he has received a positive labour market test result, or wants to employ a foreign worker in a profession for which it is not necessary to conduct a labour market test, he should apply for a residence/work permit to the Ministry of the Interior.

Ministry of the Interior: mup.gov.hr

Ministry of Foreign and European Affairs: mvep.gov.hr

Job search

Finding a job

The Croatian Employment Service and private job search portals are the main sources of information on job vacancies, as well as company and professional organisation websites, newspapers and professional journals.

Croatian Employment Service portal: burzarada.hzz.hr
EURES: eures.ec.europa.eu
Moj posao (job search portal): moj-posao.net

Applying for a job

How to apply is described in each individual vacancy notice. The curriculum vitae should be produced in chronological order and contain personal and contact details (name and surname, date of birth, address, telephone number, email address, etc.), information on formal education, additional knowledge and skills and professional experience, interests and hobbies.

Private employers will usually request the application to be made via email, which must contain a curriculum vitae, and sometimes documents such as diploma, motivational letter, certificates of professional examinations and others, depending on the nature of the job.

Employment contract

In the Republic of Croatia, negotiations on employment always include a contract of employment, whether negotiated for a fixed term or for an indefinite period. The employment contract must be in writing. In addition, the employment contract must specify the type of work to be performed by the employee for the employer, the place where the work is to be performed and the date on which the employment relationship begins.

Seasonal employment is most common in the hospitality and tourism industry (mainly in the Adriatic region), agriculture, trade, and the food industry.

Ministry of Labour, Pension System, Family and Social Policy: mrosp.gov.hr

Recognition and evaluation of foreign educational qualifications

The evaluation of foreign higher education qualifications for access to the labour market in the Republic of Croatia is the responsibility of the National ENIC/NARIC Office of the Agency for Science and Higher Education. The evaluation is required for specific jobs and occupations in Croatia. These are regulated professions for which jobseekers must have a qualification recognised by the competent authority in Croatia.

Database of regulated professions in Croatia: reguliraneprofesije.azvo.hr/hr/profesije

Agency for Science and Higher Education: azvo.hr

Taxes

The current tax system of the Republic of Croatia determines state taxes: corporate income tax, value added tax, special taxes and excise duties. There are also different types of county, city or

municipal common taxes (tax on income and real estate transactions) and gambling taxes, e.g. on lotteries, betting, etc.

The general VAT rate in Croatia is 25%, while for certain products and services lower rates apply (13% and 5%).

Your employer will deduct taxes and social security contributions from your salary and pay them to the tax administration on your behalf.

Tax Administration: porezna-uprava.hr

Social security

The social security system in Croatia covers pension and health insurance. Social security contributions are deducted from your salary and paid to the relevant institutions on your behalf.

An insured person who has reached the age of 65 shall be entitled to a retirement pension provided that they have completed 15 years of pensionable service. An insured person who has reached the age of 60 and completed 35 years of pensionable service shall be entitled to an early retirement pension.

Persons from countries outside the EU coming to work in Croatia are required to apply for health insurance in Croatia. As such persons come from countries with which Croatia does not have an intergovernmental agreement and work in Croatia, the employer is obliged to register them for compulsory health insurance at the Croatian Health Insurance Fund. Once they have completed their application, they may exercise all the rights under compulsory health insurance on the basis of an employment relationship in Croatia.

Croatian Health Insurance Fund: hzzo.hr
Croatian Pension Insurance Institute: mirovinsko.hr
Information on workers' social security: migracije.hr

Loss of employment

Eligibility for unemployment benefits in the Republic of Croatia is regulated by the Labour Market Act (OG No 118/18, 32/20 and 18/22).

A third-country national who may work in the Republic of Croatia without a residence and work permit in accordance with special regulations and who meets the legal requirements for registration in the records applicable to Croatian nationals may register with the Croatian Employment Service.

A third-country national who resides in the Republic of Croatia on the basis of a residence and work permit and whose employment relationship in the Republic of Croatia has ended without any fault or consent on their part, is unemployed and has been granted temporary residence in the Republic of Croatia, may register with the Croatian Employment Service to exercise the right to unemployment cash benefits.

Croatian Employment Service: hzz.hr

Contacts

Internet: hzz.hr

Email: eures_hr@hzz.hr

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