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WELCOME TO CROATIA

Information for new workers coming from abroad



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Information about Republic of Croatia

Basic information

The Republic of Croatia is located at the confluence of the Mediterranean, Central Europe and Southeast Europe. Its land area is 56,594 km², and its territorial sea area is 31,067 km². Croatia borders Hungary to the north, Slovenia to the west, Serbia and Bosnia and Herzegovina to the east, Montenegro to the south and Italy at sea. The territory is

administratively divided into 428 municipalities, 127 cities and 20 counties and the City of Zagreb, which has a special status of city and county. The capital is Zagreb, which is the economic, cultural and political center. Other major cities are Split, Rijeka and Osijek.

Population

There are **3,888,529** inhabitants in the Republic of Croatia, of which 90.42% are Croats. The rest are members of national minorities: Serbs, Bosniaks, Albanians, Roma ... The Constitution of the Republic of Croatia guarantees members of all national minorities freedom of expression, free use of their language and script and cultural autonomy.





Language

The official language is Croatian, which 95.60% of the population speaks as their mother tongue, and the official alphabet is Latin. Members of immigrant or indigenous national minorities speak other languages such as Albanian, Bosnian, Bulgarian, Montenegrin, Czech, Hebrew, Hungarian, Macedonian, German, Polish, Roma, Romanian, Russian, Ruthenian, Slovak, Slovenian, Serbian, Italian, Turkish, Ukrainian and Vlach language

Religion

The most represented religion is Catholic (86.28%). The other most illustrated religions are Orthodox (4.44%) and Islamic (1.47%).

Climate

The climate in the interior of Croatia is moderately continental, in mountainous Croatia mountainous, in the coastal part Mediterranean.

On January 1, 2023 Croatia introduced the EURO, which replaces the Croatian kuna as the new official currency and became legal tender in our country

Housing in Republic of Croatia

Joint housing in the Republic of Croatia takes place mainly in apartment buildings. People who live together must adhere to certain rules so that life can go smoothly.

Each building has its own house rules that all tenants must adhere to. The text of the house rules is usually displayed in the building in a visible place.

Rent

In addition to buying an apartment, it is possible to choose to rent an apartment that can also be found on the free market. An apartment lease agreement is concluded with the landlord, and rent is paid in addition to the monthly overhead costs. The same rules apply when renting a house.



Real estate agency



Newspaper advertising



Daily news



Internet sites



Information on free market real estate is available on sites similar to these

Health care in the Republic of Croatia for foreign citizen

In the Republic of Croatia, the right to health is a constitutional category for all citizens. Every person must have health insurance, and a quality and comprehensive set of health services. In case of illness, the insured person in the Republic of Croatia first goes to their chosen doctor of primary health care – general family medicine, gynecology, pediatrics and dental medicine, and every person whose life is directly endangered due to illness, suffering or injury will be provided medical care in the territory of the Republic of Croatia.

Foreigners who are compulsorily insured abroad have the right to use emergency health care during their stay in the Republic of Croatia. The manner of using health care and the scope of rights depend on the country from which the person comes.

Insured persons who are citizens of other EU Member States and are in possession of an EHIC (EHIC – European Health Insurance Card) issued to them by their competent health insurance provider can use it in all contracted health care institutions and contracted offices of private practice of the Croatian Health Insurance Institute (hereinafter: HZZO) during his temporary stay in the territory of the Republic of Croatia.



Health care of EU citizens in the Republic of Croatia

All insured persons of other EU member states receive health services under the same conditions as Croatian-insured persons, and to the extent determined by European legal regulations. Therefore, they are obliged to pay the amount of participation in the costs of health care for certain health services in the event that the insured persons of the HZZO would also pay the same.

Health care of insured persons of countries with which the Republic of Croatia has concluded an interstate agreement on social insurance

Foreigners - insured persons coming from countries with which the Republic of Croatia has a social insurance agreement governing the use of health care during their stay in the Republic of Croatia use health care on the basis of a certificate of entitlement to health care issued by a foreign insurance carrier. In order to use health services unhindered in case of need, it is recommended to replace the certificate of the right to use health care with a medical certificate upon arrival at the place of residence in the regional office or branch of the HZZO.

By presenting the sick list, health services can be used by each contracting doctor and each contracted health institution of the Institute to the extent provided by the interstate agreement, with the obligation to pay participation costs, if provided for Croatian-insured persons. It is exceptionally possible to use health services on the basis of a certificate of the right of a foreign insurance car-



rier, which in that case is handed over to a doctor or exchanged for a sick leave certificate during treatment. In the event that the user of the health service does not have a certificate of the right to use health care, the health institution through its competent regional office should request the subsequent issuance of a certificate.



Health care in the Republic of Croatia of persons coming from countries with which the Republic of Croatia has not concluded an interstate agreement on social insurance

Foreigners residing in the Republic of Croatia and coming from countries with which the Republic of Croatia has not concluded an interstate agreement on social insurance or does not regulate the use of health care, pay health care costs in person, while the price of services apply to Croatian insured persons.

Salary in Croatia

The minimum wage is the lowest monthly amount of gross wage that belongs to a full-time worker and all workers working in the Republic of Croatia are entitled to it. The height is determined once a year. The minimum wage for the year 2023 is 700.00 euros gross (5,274.15 HRK) or 560.00 euros net (4,219.32 HRK) without taking into account tax and surcharge. The employer must pay the worker an appropriate salary, under equal conditions for both sexes. The salary is paid monthly, after the work is done, no later than the fifteenth day of the following month, as a rule to the bank account of the worker. For difficult working conditions, overtime and night work, and for work on Sundays, holidays or any other day for which the law stipulates not to work, the worker is entitled to an increased salary. Some employers pay a transport fee in addition to the salary, and some employers also pay a fee for a hot meal, compensation for work results, Christmas bonuses, recourse in non-taxable amount. Income tax is paid at the rate of 24% and 36%, pension insurance contributions (20%), health insurance (16.5%), and surtax from 0 to 18% (depending on residence). The employer is obliged, no later than fifteen days from the day of payment of salary, salary compensation or severance pay, to submit to the employee a statement from which it is evident how these amounts were determined. Salary and payroll benefits are calculated by the employer, and the employee receives the net amount after all deductions.

Working hours and leave

Working hours

Full-time work is considered eight hours a day, or 40 hours a week. A worker who works at least six hours a day has the right to a break of at least thirty minutes every working day, which is paid and included in working hours. The daily rest lasts at least twelve hours continuously. Exceptions are workers on seasonal jobs that are performed twice during the working day, whose daily rest lasts at least eight hours continuously. Such a worker must be allowed to use a replacement daily rest period. A worker is entitled to a weekly rest period of at least twenty-four hours. As a rule, it is used on Sundays, the day before and the day following.

When there are justified reasons, the employee is obliged to work overtime at the request of the employer, but the total hourly rate may not exceed 50 hours per week. Overtime work may not last more than 180 hours per year, unless agreed in a collective agreement (up to a maximum of 250 hours per year). Overtime work of underage workers is prohibited, while a pregnant woman, a parent with a child under three years of age, a single parent with a child under six years of age and a part-time worker may work overtime if she agrees to such work in writing.

Overtime is paid in excess, as well as work in difficult working conditions, night work and work on Sundays, holidays or any other day for which the law stipulates not to work.



Vacation – annual leave, parental leave

The worker is entitled to paid annual leave of at least four weeks for each calendar year (for minors and persons working in hazardous conditions for at least five weeks), and may exercise this right after six months from the start of work. Holidays and non-working days determined by law are not included in the duration of annual leave. The period of temporary incapacity for work, determined by an authorized doctor, is not included in the duration of annual leave. A worker may not waive the right to annual leave, nor may he substitute the use of annual leave for a sum of money.

During the calendar year, a worker is entitled to paid leave of up to seven days for important personal needs (marriage, wife's birth, serious illness or death of a close family member).



Holidays in the Republic of Croatia are:



No work is done on holidays in the Republic of Croatia.

Recognition of foreign educational qualifications

Recognition implies the formal confirmation of the value of a foreign educational qualification, ie period of education, issued by a competent body, for access to education or employment. Croatian citizens, foreign citizens and stateless persons have the right to recognition of foreign educational qualifications.

Depending on the type of qualification for which recognition is sought, it differs:

- Recognition of primary and secondary school qualifications and periods of education
- Recognition of higher education qualifications and periods of study



New foreign employment system

The Foreigners Act entered into force on 1 January 2021 and regulates the conditions of entry, residence and work of third-country nationals in the Republic of Croatia.

Residence and work permits are based on the labor market test and the opinion of the Croatian Employment Service

[The law prescribes a new model of employment for third-country nationals](#) since the Government of the Republic of Croatia no longer determines the annual quota of employment permits for third-country nationals in the Republic of Croatia, but employers must first contact the Croatian Employment Service. work. Before employing third-country nationals, employers are required to request a labor market test from the Croatian Employment Service.

If it is determined that there are no persons with appropriate qualifications, knowledge, skills and/or experience in the unemployment register, the Croatian Employment Service will provide the employer with a notification on the labor market outcome indicating the possibility of applying for a residence and work permit for third-country nationals. , and the employer may, within 90 days of receipt of that notification, apply for a residence and work permit for a specific third-country national.

The Ministry of the Interior will, through the police station, ask the Croatian Employment Service electronically for an opinion on the issuance of a residence and work permit for a specific third-country national from a Croatian employer.

The conditions that must be met by the employer to issue a positive opinion will be checked by the Croatian Employment Service, and the conditions for the stay of a third-country national by the Ministry of the Interior, through the competent police administration or a police station.



Residence and work permits without a labor market test and the opinion of the Croatian Employment Service

The requirements for issuing a residence and work permit for which it is not necessary to conduct a labor market test or obtain the opinion of the Croatian Employment Service relate to:

- extension of the residence and work permit for the same employer and the same third-country national
- seasonal employment of third-country nationals in agriculture, forestry, catering and tourism for up to 90 days during a calendar year,
- residence and work permits by Article 110 of the Act (key staff in companies, EU blue card, intra-corporate transferees, etc.)



Renewal of residence and work permit

The application must be submitted no later than 30 days before the expiry of the residence and work permit.

If an extension of the residence and work permit is requested for the same employer and the same third-country national, the application is submitted to the police administration or police station according to the place of residence of the third-country national, which decides on the extension.

The police administration or police station is obliged to decide on the request for an extension of the residence and work permit before the expiry of the valid residence and work permit.

Note: The application for renewal of the residence and work permit for seasonal work is submitted no

later than 15 days before the expiration of the validity of the permit, and the application is decided within three days from the date of submission of a valid application. Seasonal work cannot last longer than 6 months within a year. In case of an application for an extension of seasonal work permit up to 90 days in agriculture, forestry, catering and tourism, the employer is obliged to apply as described above (labor market test, if the occupation is not on the CES Board, and then an online application for issuing a work permit).

If a foreign worker who has been issued a residence and work permit wishes to change employer, the new employer submits a new application for a residence and work permit, according to the above instructions.



Deficient occupations for which the employer is not obliged to require te implementation of the labor market test

According to the new rules, an employer who wants to hire a foreign worker, before applying for a residence and work permit, should check whether there are sought-after workers in the domestic market. This job, at the request of the employer, is performed by the [CES](#), which should investigate in a maximum of 15 days whether there are unemployed workers in the records who meet the required conditions and send them to the employer. If there are enough wanted workers on the unemployment register, the employer will not be allowed to import labor, ie the [CES](#) will send him a negative

notification. If there are not enough workers, the employer receives a positive notification, which means that he can import a worker from a third country, or he can submit an application to the Ministry of the Interior ([MIA](#)) for a residence permit for a foreign worker. The deadline for applying for a work permit is 90 days from the positive notification. Employers, however, do not need to request a labor market test for all worker profiles. Deficient occupations, such as those in construction, are exempt from this rule. The list of deficient includes 42 occupations for which the import of labor is free.

List of occupations for which the employer is not obliged to request a labor market test:

- mason
- carpenter
- reinforcer
- concrete mixer
- welder
- plasterer
- fitter of building elements
- construction machinery operator
- stonemason
- crane operator
- joiner
- building worker
- civil engineering worker
- pipeline fitter
- house painter and painter
- roofer
- plumber
- electrician
- heating and air conditioning
- waterproofing
- fitter of metal structures
- ceramic tile layer
- floor layer
- insulator
- tinsmith
- locksmith
- electrician
- maintenance electrician
- truck driver
- truck driver with a trailer
- car mechanic
- car paint
- car tinsmith
- tanner
- fur and leather tailor
- chef of national cuisine
- confectioner
- baker
- butcher
- programmer
- user interface designer
- system administrator



Work of third-country nationals

A third-country national in the Republic of Croatia may work based on an issued residence and work permit or a certificate of registration of work. A third-country national may work in the Republic of Croatia only in those jobs for which he has been issued a residence and work permit or a certificate of registration of work and only with the employer for which he has been issued a residence and work permit or a certificate of registration established an employment relationship unless otherwise prescribed by law. Acting contrary to the provisions of the Foreigners Act about the [work of third-country nationals](#) is subject to misdemeanor sanctions.



Work without a residence and work permit or work registration certificate

Third-country nationals may work in the Republic of Croatia without a residence and work permit or a work registration certificate if they have been approved by:

- temporary stay for family reunification with a Croatian citizen, third-country national, long-term residence, permanent residence, granted asylum or subsidiary protection by the regulations governing international protection
- temporary stay for a life partnership with a Croatian citizen, a third-country national on a long-term residence, permanent residence, asylum or subsidiary protection by the regulations governing international protection
- temporary residence for family reunification or life partnership with a third-country national who has been issued an "EU Blue Card" or a residence and work permit for intra-corporate relocation
- temporary residence for family reunification or life partnership with a third-country national with a long-term residence permit in another EEA Member State
- temporary stay for humanitarian reasons
- autonomous residence
- temporary residence as a seconded worker
- temporary stay for research purposes under a guest contract
- temporary residence for family reunification or life partnership with a researcher who has a visiting contract
- temporary stay to study, if the person works or is self-employed for a maximum of 20 hours per week, except when student internship is an integral part of the study program
- the status of a full-time student when performing work through authorized intermediaries, without employment for a maximum of 20 hours per week
- temporary stay for the stay of a long-term resident in another EEA Member State
- asylum or subsidiary protection or is an applicant for international protection by the regulations governing international protection
- long-term residence
- permanent residence

Seasonal Work

Seasonal work is considered work in a certain part of the year that is repeated from year to year, with a certain amount of work in certain periods, while the intensity of work in other periods is low or there is no need to do work. The employer is obliged to provide the employee with a daily rest of at least twelve continuous hours every twenty-four hours. In terms of rights and obligations, taxation and social security contributions, there is no difference between seasonal and any other temporary employment.



Temporary and occasional employment in seasonal jobs in agriculture

Working in agriculture depends on weather conditions. Seasonal workers in agriculture can be:

- an unemployed job seeker who is not registered with the employment office
- unemployed job seeker registered at the employment office
- pensioner

Employment in such a job does not automatically entail the loss of the status of an unemployed person registered with the employment office.

Under this regime, a seasonal worker cannot be:

- employed or self-employed person in employment or with social status based on which he has compulsory insurance according to special regulations
- a person employed under a contract of employment in a permanent seasonal workplace
- a person diagnosed with general incapacity for work, a person insured with extended insurance by a special regulation (eg seafarers)
- minors (under 15 years old)
- persons exercising maternity or parental rights under special regulations

This type of work cannot last longer than a total of 90 days. [The contract](#) defines the duration of the employee's working day (not longer than 12 hours), breaks (30 minutes in working hours of at least 6 hours per day), and daily (12 continuous hours) or weekly (24 continuous hours) breaks. A worker employed in seasonal work in agriculture is obliged to report data on his seasonal work in agriculture to the Croatian Pension Insurance Institute during the year and by the end of that year at the latest to determine the duration of the realized insurance.



Permanent seasonal employment

If the employer mainly operates seasonally, a fixed-term employment contract may be concluded for permanent seasonal work. In case of concluding such a contract, the employer is responsible for calculating and paying the contribution for extended pension insurance.

The contract on such employment also contains additional information on:

- conditions and time for which the employer will pay contributions for extended pension insurance
- the period within which the employer is obliged to offer the employee the conclusion of an employment contract to perform the work in the following season
- the period within which the employee must respond to the offer, which may not be less than eight days.

If the employee unjustifiably rejects the offer to conclude an employment contract, the employer has the right to request a refund of the paid contributions from the employee.



Visas and permits you need to enter and stay in the Republic of Croatia

As of 1 July 2013, the Republic of Croatia, as a member state of the European Union, has been applying the common visa policy of the Union in the part related to the common visa regime - adopted by the E-citizen.

Visa is approved for:

- transit through or intended stay in Croatia for up to 90 days in each period of 180 days
- transit through international transit space airports in Croatia

Types of visas are:

- air transit visa (visa A)
- short-stay visa (visa C)

A [visa](#) is issued for one, two, or more entries for transit, tourist, business, private or other travel. The validity period of a visa depends on the circumstances of the foreigners' travel to Croatia and cannot be longer than five years. The mere possession of a visa is not a guarantee of entry into Croatia, but other conditions prescribed by the Foreigners Act must be met.

Based on a visa, a foreigner cannot work in the territory of the Republic of Croatia.

An overview of the visa system, ie information on whether a foreigner needs a visa or not for Croatia, is available on the website Ministries of Foreign and European Affairs.

Due to possible changes, foreign citizens are advised to request additional information before traveling to the competent embassy/consulate of Croatia or check the public website of the Ministry of Foreign and European Affairs for basic information about the visa system between Croatia and other countries/entities.

All foreigners who are holders of valid Schengen documents, as well as those who are holders of visas and residence permits from Bulgaria, Cyprus and Romania, do not need an additional (Croatian) visa for Croatia.

Foreigners who are holders

- single visa (C) valid for the territory of all Schengen States, valid for two or more entries
- visas with valid territorial validity, issued to the holder of a travel document not recognized by one or more, but not all Schengen States, valid for the territory of the States recognizing that travel document, valid for two or more entries
- long-stay visas (D) for stays longer than 90 days, issued by one of the Schengen Member States
- residence permits issued by one of the Schengen Member States
- visas, valid for two or more entries, and residence permits from Bulgaria, Cyprus and Romania not need a visa for transit, or for an intended stay in Croatia that does not exceed 90 days in any period of 180 days.

Applying for a visa

The visa application is submitted before entering Croatia, at the competent embassy/consulate or the VFS Global visa center. If Croatia does not have an embassy/consulate or visa center in a country, the applicant can also apply at the nearest Croatian embassy/consulate. The visa application is submitted in person. Exceptionally, in justified cases, the applicant does not have to apply in person but must apply in person to the embassy/consulate for a visa. The visa application must be submitted at least three months before the intended trip.

Foreigners who need a visa for Croatia can also fill in the visa application form on the website. After completing the online application, it is necessary to contact the competent embassy or consulate where the applicant intends to apply with the serial number and password and proof of payment of the visa fee. Applications for Croatian visas can also be submit-

ted to VFS visa centers located in: Algeria, Armenia, Azerbaijan, Bahrain, Belarus, Egypt, Philippines, India, Indonesia, Jordan, South Africa, Qatar, Kazakhstan, China, Kosovo, Kuwait, Lebanon, Morocco, Mongolia, Nigeria, Oman, Russia, Saudi Arabia, Thailand, Turkey, the United Arab Emirates, Ukraine and Vietnam. Contact details and addresses of visa centers are available on the website of the Ministry of Foreign and European Affairs.

Exceptionally and in a particularly justified case, if a foreigner could not apply for a visa at a diplomatic mission or consular office of the Republic of Croatia and attached, if necessary, documents proving unforeseen and immediate reasons for entering the Republic of Croatia, he may issue a short-term visa. Competent police station at the state border: for a stay of up to 15 days, for transit and a seafarer for transit.

Important telephone numbers in Croatia

International area code for Croatia **+385**

General information **+385 18981**

State Administration for Protection and Rescue (single European emergency number) **+385 112**

Weather forecast and road conditions **+385 18166**

Phonebook (information on local and long-distance telephone numbers) **+385 11888**

International telephone directory **+385 11802**

Zagreb bus station **060 313 333**

Zagreb Railway Station **060 333 444**

Zagreb Airport (Franjo Tudman Airport) **+385 4562 222**

Police **+385 192**

Firefighters **+385 193**

Ambulance **+385 194**

Search and rescue service at sea **+385 195**

Croatian Mountain Rescue Service **+385 (0) 1 4821 049**

Roadside assistance (Croatian Auto Club) **+385 1987**

Croatian Employment Service **+385 (0) 1 6444 000**

Ministry of the Interior of the Republic of Croatia **+385 (0) 1 6122 111**

Ministry of Foreign and European Affairs of the Republic of Croatia **+385 (0) 1 4569 964**

Croatian Institute for Health Insurance **+385 (0) 1 4806 333**

Croatian Red Cross **+385 (0) 1 4655 814**

Croatian Legal Center **+385 (0) 1 4854-934**



Get to know our philosophy, goals and role in the market.

PickJobs d.o.o is a company founded at the end of 2020, which through an innovative employment platform connects employers and employees in the Republic of Croatia but also countries: Germany, Switzerland, Austria, Bosnia and Herzegovina, Serbia, Montenegro, Northern Macedonia, Ukraine, Albania and Kosovo.

We have been on the market since the end of 2020 with the aim of improving and enhancing the recruitment process. By working together and with unique key factors such as global connectivity and mobile application, we want to make a valuable contribution as an opportunity for the growth and development of the individual. We work every day to improve the platform and listening to the market we strive to maximize the platform with new features and useful content.

We accept differences and for this very reason we start to change the employment process with innovative, different services. Over time, the number of private and business users will grow more and more, and we will adjust the offer to our customers on a daily basis. It is no coincidence that "100% business" is the leitmotif of our platform and the business itself. "100% business" is a description that would best describe our vision, philosophy and ourselves. It describes what we are, what we strive for and what we offer.

Contact Us



support@pick.jobs



Whatsapp



Viber



+385953988888

