



European
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EUROPEAN SOCIAL CHARTER

Responses to the ECSR additional
questions on the
15th National Report on the implementation
of the European Social Charter

submitted by

THE GOVERNMENT OF CROATIA

Articles 2, 3, 4, 5, 6, and 20

Responses registered by the Secretariat on
18 August 2026

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Article 2.1

Please provide information on sectors and functions where it is possible to extend weekly working hours to 60.

Regarding the sectors and functions where weekly working hours may be extended to 60 hours, it should be clarified that the Croatian Labour Act does not prescribe specific sectors or occupations in which such possibility applies. The possibility of working up to 60 hours per week arises within the framework of the redistribution of working time and is subject to the conditions prescribed by law.

As an example, such possibility is regulated in the hospitality sector through the Collective Agreement for the Hospitality Industry. Considering the specific organisation and seasonal nature of work in this sector, the Collective Agreement allows for the redistribution of working time up to 60 hours per week, subject to the worker's written voluntary consent and other requirements prescribed by law.

Therefore, the possibility of extending weekly working hours to 60 hours is not linked to specific occupations, but to the nature and organisation of work, in activities with seasonal characteristics where the conditions for redistribution of working time are fulfilled.

Please provide information on the rules of compensation for inactive on-call periods outside the employer's premises.

Regarding compensation for inactive on-call periods outside the employer's premises, Croatian labour legislation distinguishes between working time and periods of on-call availability. A period during which a worker is available to respond to an employer's call, if necessary, but is not required to be present at the workplace or at another location designated by the employer, is not considered working time.

The duration of on-call availability and the amount of compensation for such periods are regulated by an employment contract or a collective agreement, considering the specificities of the relevant activity.

If a worker is called upon to perform work during the on-call period, the time actually spent performing such work is considered working time and is compensated accordingly.

For example, in the health sector, the Collective Agreement for the Activity of Health Care and Health Insurance regulates compensation for on-call availability outside the employer's premises, providing for compensation for the period of standby, while the actual time spent performing work following a call by the employer is treated as working time. Similar arrangements may be regulated in other sectors through applicable collective agreements or employment contracts.

Article 5

Please provide information on measures that have been taken to encourage or strengthen the positive freedom of association of platform workers.

In the Republic of Croatia, freedom of association is guaranteed by the Labour Act. Workers have the right, at their own free choice, to establish a trade union and to join a trade union, under the conditions prescribed by the rules of that trade union. A trade union may be established by at least ten adult persons with legal capacity.

The existing legal framework enables the exercise of the right to trade union organisation and membership irrespective of the way work is organised. The right to trade union organisation is not limited solely to persons in an employment relationship, but also enables other natural persons performing work, including self-employed persons, to exercise the right to association under the conditions established by the rules of the trade union.

Furthermore, with a view to aligning national legislation with Directive (EU) 2024/2831 of the European Parliament and of the Council of 23 October 2024 on improving working conditions in platform work, the Draft Act amending the Labour Act further regulates the position of persons performing work through digital labour platforms, including the possibility of their representation.

The proposed amendments enable persons performing work through digital labour platforms to be included in the existing mechanisms of trade union and workers' representation, including representation through works councils, as well as through trade union representatives and trade union commissioners.

In this way, the possibility for persons performing work through digital labour platforms to exercise their right to association and collective representation is further strengthened.

Please provide information on the existence of alternative representation structures at company level, such as elected employee representatives.

In the Republic of Croatia, a system of workers' representation structures exists at the employer level, including works councils as elected representatives of workers. Workers employed by an employer with at least twenty employees have the right to participate in decision-making on matters related to their economic and social rights and interests through a works council.

The works council is elected through free and direct elections by secret ballot, and its role is to protect and promote the interests of workers through information, consultation and co-determination with the employer on matters relevant to workers' position.

Where a works council has not been established with an employer, certain rights and obligations of the works council may, under the conditions prescribed by law, be exercised by a trade union representative.

In the context of aligning national legislation with Directive (EU) 2024/2831 on improving working conditions in platform work, the Draft Act amending the Labour Act further clarifies the possibility of applying existing forms of workers' representation also to persons performing work through digital labour platforms.

In this way, existing workers' representation mechanisms are adapted to new forms of work, while ensuring the possibility of representation and protection of the interests of persons performing work through digital labour platforms.