TYPES OF WORK CONTRACTS IN CROATIA

All the information you need regarding the legal obligations of employers and employees

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Content

CONTRACT OF EMPLOYMENT

The employment contract establishes the employment relationship between employer and employee and defines all rights and obligations. The employer specifically determines the place and method of work in the employment contract and is obliged to provide the worker with conditions for safe work in accordance with laws and regulations. The employment contract is the basis for the existence of an employment relationship, but many rights and obligations are also regulated by the Labor Law, the collective agreement, the agreement of the works council with the employer and the work regulations.

Read below who concludes an employment contract, in what form, which mandatory items the employment contract must contain and in which cases it ceases to be valid.

Who concludes the employment contract?

Contract of employment is concluded between the employer and the employee. An employer is considered to be a person who employs someone and who is obliged to give him a job and a salary for the work performed.

A worker is considered a person employed by the employer and who is obliged, according to the employer's instructions, to personally perform the assigned work for days in accordance with the nature and type of work. The Labor Act defines that a person under the age of fifteen may not be employed.

The employment contract is concluded in writing, and if the contract is not concluded in writing, the employer is obliged to issue a written confirmation of the concluded employment contract to the employee before starting work. In the event that the employer does not conclude a written employment contract with the worker before starting work or does not issue him a written confirmation of the concluded contract, he is considered to have concluded a work contract with the worker for an indefinite period.

Employment contract for an indefinite period

An employment contract is concluded for an indefinite period of time, unless otherwise provided by law, and such a contract binds the parties until it is terminated in one of the ways provided for by law. If the employment contract does not specify the time for which it was concluded, it is considered to have been concluded for an indefinite period.

Limited time contract

An employment contract can exceptionally be concluded for a certain period of time, to establish an employment relationship whose termination is determined in advance by a deadline, the execution of a certain job or the occurrence of a certain event.

The first fixed-term employment contract may be concluded for a period longer than three years, but then the employer cannot conclude a subsequent consecutive fixed-term employment contract with the same employee. If the employment contract was concluded for a duration of less than three years, the total duration of all contracts may not last longer than three years, except when it is a matter of replacing a temporarily absent worker or it is regulated by law or a collective agreement. The employer may enter into each subsequent consecutive fixed-term employment contract with the same employee, only if there is an objective reason for this, which must be stated in the contract.

During the period of three years, the worker will be considered to have entered into an employment contract for an indefinite period, provided that during the three-year period, there is no break in the employment relationship for a duration of two months or more.

Trial work

When concluding an employment contract, a probationary period of no more than six months can be agreed upon. Dissatisfaction with the probationary worker is a justified reason for the termination of the employment contract. In the case of contracted trial work, the notice period is at least seven days.

Content of the employment contract

According to the Labor Law, the employment contract must contain the following information:

- information about the contracting parties and their place of residence or headquarters the employer's company and headquarters, as well as the name, surname and place of residence of the worker are specified:
- information about the place of work, and if there is no permanent or main place ofwork, then a note that the work is performed in different places
- data on the name, nature or type of work for which the worker is employed, or a short list or description of jobs
- data on the date of commencement of work
- data on the expected duration of the contract, if it is about working for a fixed period of time
- information on the duration of paid annual leave to which the worker is entitled, and if such information cannot be provided at the time of concluding the contract or issuing the certificate, the contract should contain information on the method of determining the duration of that leave
- information on notice periods that must be adhered to by the employee or employer, and when such information cannot be provided at the time of concluding the contract or issuing the certificate, the contract should contain information on the method of determining notice periods
- data on workers' receipts - basic salary, salary supplements and salary payment periods
- data on the duration of a regular working day or week

Termination of the employment contract

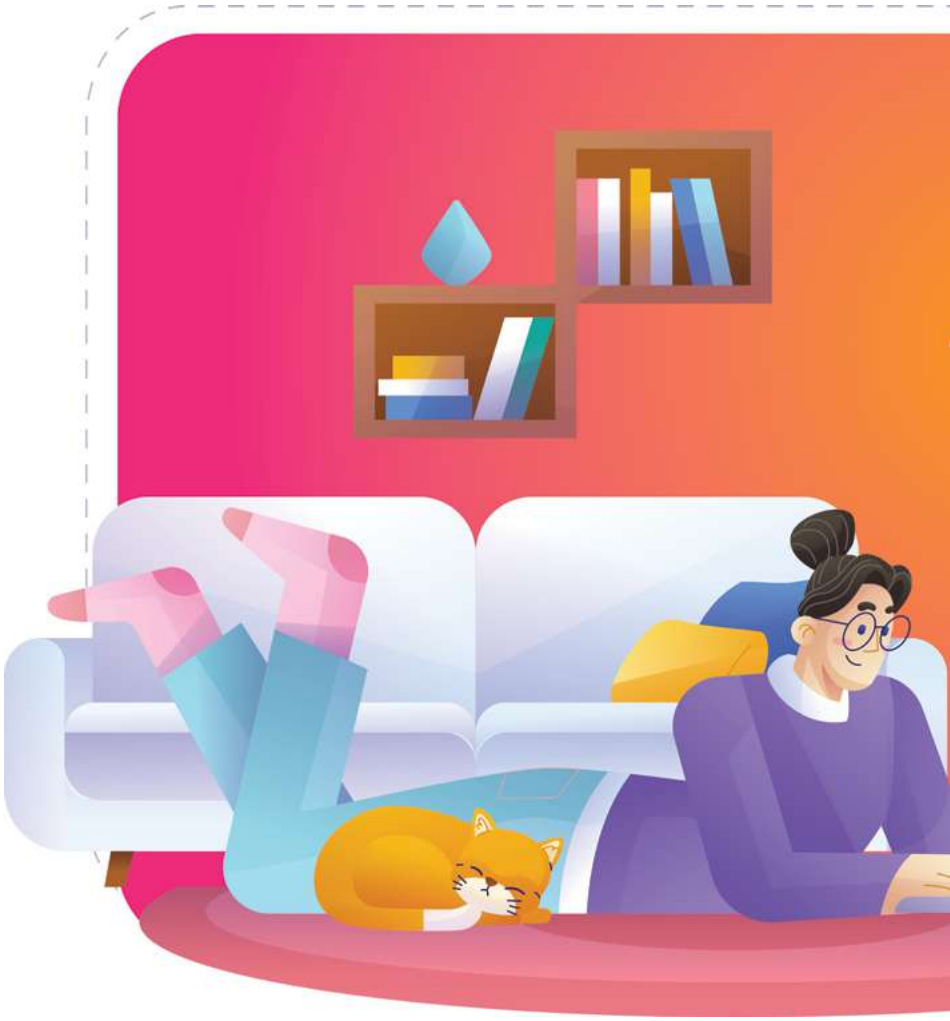
The employment contract ends:

- by the death of the worker
- by the death of the employer of a natural person or by the cessation of trade by force of law or by the deletion of an individual trader from the register in accordance with special regulations
- at the end of the period for which the fixed-term employment contract was concluded
- when the worker reaches sixty-five years of age and fifteen years of pensionable service, unless the employer and worker agree otherwise
- agreement between the employee and the employer
- by submitting a valid decision on the recognition of the right to a disabilitypension due to a complete loss of working capacity for work
- termination
- by decision of the competent court

SERVICE CONTRACT

Due to the occasionally increased need of the employer for a larger number of workers, doubts often arise in practice as to whether it can be concluded in that case service contract. Many employers are often faced with doubts on a daily basis as to whether a work contract can be concluded with a natural person for the execution of a job, or whether a work contract must be concluded for a fixed period of time (in cases where the duration of the increased need for a worker is known in advance, the completion date work, etc.). To eliminate doubts about the above question, it is necessary to take into account the features and peculiarities of these two contracts, which we will highlight below.

A service contract is a contract of civil, mandatory law regulated by the provisions of the Law on Obligatory Relations, and we can define it as a contract in which the contractor undertakes to perform a specific job, such as the production or repair of something, the performance of some kind of physical or mental work, etc., and the client undertakes to pay for the work done. In this sense, the essential items of the work contract are work and remuneration, and the subjects of the contract are the client and the contractor.



How does a work contract differ from an employment contract?

As a legally binding contract, the employment contract is regulated by the Law on Obligatory Relations, while the provisions regulating the employment contract and the consequences arising from it are found in the Labor Law.

As stated earlier, a work contract is defined as a contract in which the contractor undertakes to perform certain work, and the client undertakes to pay him a fee for this.

Calculation of compensation from the work contract

On the receipts based on the work contract, the following is paid:

- contribution for pension insurance at a rate of 10% (I. pillar 7.5 % and II. pillar 2.5 %),
- health insurance contribution at the rate of 7.5%,
- income tax at the rate of 20% and
- surcharge, if prescribed.

What is the object of the contractor's obligation?

The object of the contractor's obligation is the result of the work, eg the making of a certain piece of furniture, not the making process itself. Such a relationship is short-lived and characterized by the independence of the contractor. The contractor is obliged to perform the work as contracted and according to the rules of the profession, within the agreed or reasonable time. After the work has been completed, the contractor is obliged to hand over the result of the work, unless, due to reasons beyond the contractor's control, it is not possible to deliver it. The client is obliged to receive the work, inspect it and notify the contractor of defects, and the contractor is responsible for hidden defects if they appear within two years of receiving the work. It is the client's duty to pay the agreed or otherwise determined compensation after inspection and approval of the work.

A fundamental feature of the work contract

Already at first glance, we can notice the differences in terminology, and thus the rights and obligations arising from it. In the case of an employment contract, we have an employer and an employee, an employment relationship and a salary for the work performed, while in a work contract we have the client and the contractor, the work that needs to be performed and the compensation for its performance. The fundamental characteristic of the work contract is the independence of the contractor, which means that the contractor works for his own account and at his own risk and, as a rule, determines when, where and how he will work. Unless he has undertaken to do so or it does not result from the purpose of the contract, the contractor is not obliged to perform the work himself. However, the contractor is responsible to the client for the performance of the work even when he does not perform the work personally. Therefore, the contractor is responsible for the work of the collaborator as if he had performed it himself. The client has the right to supervise and give instructions, but only when it corresponds to the nature of the work.

For work under a work contract, it does not matter whether that person is employed, unemployed or retired, but that he performs work that has the characteristics of a work contract. It should be emphasized that the employment contract is not a substitute for a fixed-term employment contract. An employment contract can exceptionally be concluded for a certain period of time, to establish an employment relationship whose termination is determined in advance by a deadline, the execution of a certain job or the occurrence of a certain event. The work contract is not concluded for a certain period of time, but for the creation of a work or the result of work.

TRIAL WORK

Probationary work is regulated by Article 53 of the Labor Act, which stipulates that when concluding an employment contract, trial work can be agreed upon. Therefore, it is an institute that may or may not be contracted when concluding an employment contract, that is, contracting a probationary period is not an obligation but a possibility that depends on the will of the employer and the worker as contracting parties. Also, it follows from the aforementioned legal provision that trial work can be contracted both for fixed-term and indefinite-term employment contracts.

Purpose of trial work

Probationary work is a period of time during which the employer is given the opportunity to determine, over a certain period of time, whether the worker meets the criteria at the workplace to which he has been assigned, that is, to determine whether the worker meets the professional needs of the workplace for which he has entered into an employment contract.
Therefore, the purpose of the trial work is for the employer to check the professional, working and other abilities of the worker during the contracted duration of the trial work in order to determine whether the worker meets the requirements of the workplace. During the trial period, not only the worker's professional abilities, technical qualities and skill in work are checked, but also other abilities and qualities that indicate the attitude towards work, work tools, attitude towards other employees, towards users of services and the employer, and the employee's work discipline.
On the other hand, trial work enables the worker to become familiar with the conditions of work at a specific workplace and to evaluate his ability to perform the contracted work and to prove his work and professional abilities and to turn the limited duration of uncertainty into a certain result of the trial work.

Prevention of probation abuse

It is possible and permissible to contract trial work when concluding the first employment contract. In order to protect workers from the possible abuse of that institute, the new provisions of the Labor Law that entered into force on January 1, 2023 prescribe the impossibility of re-contracting trial work in the event of concluding an employment contract for performing the same tasks.
An employment contract concluded in writing, i.e. a certificate of concluded employment contract, must also contain information on the duration and conditions of the probationary period, if it has been agreed. This is the basis for the final evaluation of the results of the trial work and at the same time a reference to the worker at all times as to what exactly is expected of him.

How long does the trial run last and what happens after it ends?

ZOR limits the contracting of trial work to a maximum of six months, so trial work may not last longer than six months. In practice, the duration of probation usually depends on professional training, so it can last for example two or three months, but in any case no longer than six months.

The novelty in the organization of probationary institutes according to the new Labor Law represents the possibility of extending the probationary period. Namely, the period in which the probationary period is determined can last longer if during its duration the worker was temporarily absent, especially due to temporary incapacity for work, use of maternity and parental rights according to a special regulation and use of the right to paid leave. In this case, the duration of the probationary period may be extended in proportion to the length of the absence from the probationary period so that the total duration of the probationary period before and after its termination may not exceed six months.

If the employment contract is concluded for a certain period of time, the duration of the trial work must in that case be proportionate to the expected duration of the contract and the nature of the work the worker performs.

If the worker passes the probationary period, that is, the employer assesses that the worker meets the requirements of the workplace for which he signed the employment contract, the worker continues to work in accordance with the employment contract, i.e. as the worker and the employer agreed. However, if the employee is not satisfied during the trial period, the employment contract will be terminated due to dissatisfaction during the trial period.

In any case, it is important to emphasize that the employer must inform the employee about the result of the trial before the end of the trial. Regardless of the negative evaluation of the trial work, if the employer does not communicate it to the worker, it is assumed that the worker's trial work was successful, that is, that the worker was satisfied during the trial work.

Dismissal due to dissatisfaction with the probationary period

Dissatisfaction with the probationary employee is a particularly justified reason for the termination of the employment contract, which can be terminated by the employee during its duration, but no later than on the last day of the probationary period. The ZOR expressly stipulates that the provisions of the ZOR on the termination of employment contracts do not apply to the decision on dismissal due to dissatisfaction with the probationary period, except for the provisions of the ZOR that prescribe the form, explanation and delivery of the resignation, provisions on the notice period and judicial termination of the employment contract.

Accordingly, termination due to dissatisfaction with the probationary period must be in writing, explained by the employer, and must be delivered to the person being terminated. According to judicial practice, in case of termination of the employment contract with which the probationary period was agreed, it is sufficient for the employer to indicate in the termination that the employee during the probation period did not meet the needs of the workplace with his work, that is, that he does not have the professional and other abilities he needs. In doing so, the employer should not present all the facts that make him dissatisfied with the employee's work, but should indicate the unfavorable evaluation of the employee's trial work in the dismissal. The court does not have the authority to engage in such an employer's evaluation, unless it follows from the factual situation that the employer's evaluation is the result of discrimination.

Notice period - duration and conditions

The notice period for contracted trial work is at least one week, but it can be longer, if otherwise agreed or if some other legal source is applicable that prescribes a right more favorable for the worker (collective agreement, work regulations, agreement between the works council and the employer, contract about work). Therefore, the notice period cannot be shorter than seven days, but the employer and employee can agree on a different, longer period. The notice period begins on the day of delivery of the notice of termination of the employment contract.

In order to preserve the rights that the worker acquired during the employment relationship with the employer, the new provision of the Labor Law stipulates the right to a notice period and severance pay in the event that, during the employment relationship, the employer and the worker concluded a new employment contract or amended the existing contract in order to perform other tasks, for the performance of which a probationary period was also contracted, and the worker had that contract canceled due to dissatisfaction with the probationary period.

Cancellation of the employment contract before the expiration of the trial period

Considering the nature of trial work and contracting with the aim of checking whether the worker is suitable for the position for which he has entered into an employment contract, the question arises as to whether the employer can cancel the employment contract even before the expiration of the trial period if he realizes that the worker is not capable of performing the work that the employer trusted him, nor will he be able to perform the same in the future?

Namely, in practice, there have been frequent situations where the worker and the employer agree on a trial period of, for example, 6 months when concluding an employment contract, and the employer already after 3 months undoubtedly sees that the worker is not and will not be able to perform the work that his employer trusted him. In such cases, it was unreasonable to expect the employer to wait for the end of the trial period to terminate the employee's employment contract.

Jurisprudence has taken the position that contracting trial work is an instrument of protection for both the employer and the employee, the purpose of which, from the employer's point of view, is to enable him to check the worker's working abilities in a certain period of time from the beginning of the employment relationship, and from the worker's point of view to limit the time duration of uncertainty for the worker whether he is satisfied at work. In this sense, the courts consider that the legislator assessed a maximum period of six months as optimal for the duration and assessment of probationary work.

However, according to the opinion of the Supreme Court, this does not mean that the employer is bound by the contracted duration of the trial work, and it is for the purpose of assessing the worker's work ability. Therefore, it is considered that the employer can give notice of termination of the employment contract even before the end of the contracted probationary period, if even then the work of the employee is judged to be unsatisfactory, while of course respecting the duration of the notice period. In accordance with the above, the dissatisfaction of the employee on probation is a particularly justified reason for the termination of the employment contract, which can be terminated by the employee during its duration, but no later than on the last day of the probationary period.

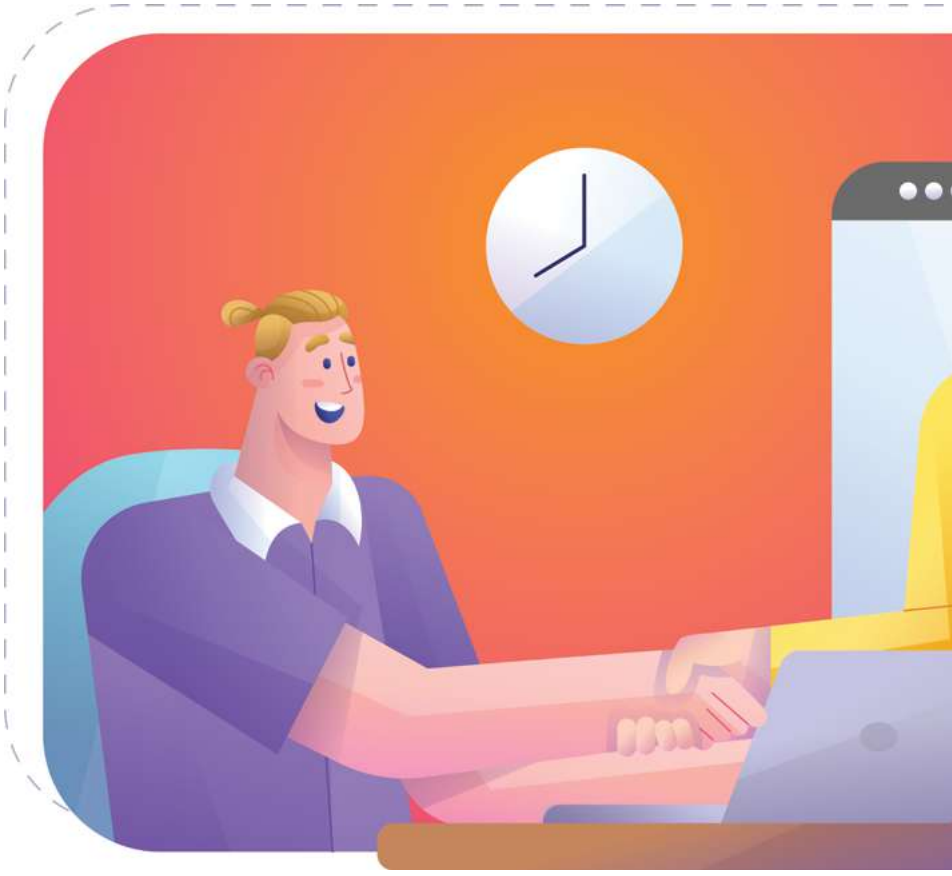
COPYRIGHT AGREEMENT

What additional conditions must be met for a work to be considered an author's work?

According to Law on copyright and related rights, the author of the work is the natural person who created the author's work. The author owns the copyright to his author's work by the act of creating the author's work.
According to the interpretation of the State Institute for Intellectual Property, it is important for the term author's work that it is an original, intellectual creation, that this creation is from the literary, scientific or artistic field. It is also important that the creation has an individual character and that it is expressed in some way. At the same time, only the creation of the human intellectual mind, i.e. the creation of human spiritual creativity, can be considered an intellectual creation. This creation must represent something new, original (original) and at the same time have an individual character. The definition refers to the need to achieve the so-called subjective originality (originality), i.e. novelty in a subjective sense. A work is considered subjectively original if the author does not imitate another work known to him.

What is considered a copyrighted work?

***Authored work** is an original intellectual creation from the literary, scientific and artistic fields that has an individual character, regardless of the way and form of expression, type, value or purpose. The essential characteristics of an author's work are originality, creativity and subjectivity, which means novelty in the subjective sense. The author can give another legal or natural person the right to use in a specific way or in any way by signing a copyright contract with them.*



Author's work, according to the Act on Copyright and Related Rights, the following are particularly considered:

- linguistic works (written works, spoken works, computer programs);
- musical works, with or without words;
- dramatic and dramatic
- musical works;
- choreographic and pantomime works;
- works of fine art (from painting, sculpture and graphics), regardless of the material from which they are made, and other works of fine arts; - works of architecture;
- works of applied arts and industrial design;
- photographic works and works produced by a process similar to photography;
- audiovisual works (cinematic works and works created in a manner similar to cinematographic creation);
- cartographic works,
- representations of a scientific or technical nature such as drawings, plans sketches, tables, etc.

Translations, adaptations, musical arrangements and other processing of the author's work, which are original intellectual creations of an individual character, are considered and protected as independent works of authorship. Translations of official texts in the field of legislation, administration and judiciary are also considered copyrighted work, unless they are made for the purpose of officially informing the public and published as such.

Does the copyright contract have a prescribed content and how is it taxed?

The content of the contract is prescribedBy the Law on Copyright and Related Rights, according to which the contract on the author's work must be concluded in writing. In addition, this contract should contain at least the name of the work to which it refers, the method of use and the person authorized to use the copyrighted work (user).
A contract can also be concluded for a work that has not yet been created, but which is expected to be created. The use of a right based on a work that has not yet been created is void.
According to the Income Tax Act, the income tax rate that taxes the tax base based on other income (royalty) is 20%.
What if the annual receipts based on royalties together with salary and/or income from self-employment exceed the tax base of HRK 360,000.00? Then receipts that exceed the annual basis of HRK 360,000.00 will be taxed at a rate of 30%. This is done in a special procedure that will be carried out by the Tax Administration for taxpayers.

When can an additional 25% of flat-rate expenses be calculated on royalties?

In harmony with By the Act on the Rights of Independent Artists and the Encouragement of Cultural and Artistic Creativity, natural persons who receive royalties for a work of art are granted an additional 25% flat-rate expenses. Lump-sum expenditures are recognized on the basis of a certificate issued by the competent association. List of artistic professional associations, on the basis of whose certificates tax reliefs are obtained.

When it comes to royalties for the delivered artwork, a total of 55% flat-rate expenses are recognized. They are, respectively, based on the prescribed expenditure for copyright works in the amount of 30%, while the sum of the non-taxable part of the copyright fee for the delivered artwork is calculated in the amount of 25%.

What is included in the 30% of expenses when calculating the royalties?

30% of the expenditure includes all possible costs that could arise during the creation of the author's work. It can also be the costs of an official trip and all other possible expenses related to that author's work. This means that the payer of the author's fee cannot cover the expenses of official travel for the author without taxation.

In order for the payer of receipts to be able to apply a flat-rate expenditure of 30%, a copyright contract (in written form) must be concluded with the author, which acquires the right to exploit the copyright in accordance with the Law on Copyright and Related Rights.

When it comes to the receipt for the delivery of an author's work for which it is not mandatory to conclude a contract in written form in accordance with, the payer of the receipt is obliged to provide data on the type of delivery and evidence that it is a delivery and paid compensation for the exploitation of copyright in its records.

Do contributions count towards royalties?

The following contributions must be calculated on the author's fees:

- for pension insurance based on generational solidarity for (for pensioners and other insured persons only of the Ist pillar) - 10% or arrears of liable insured persons (IIst pillar) - 7.5%;
- contribution for pension insurance based on individual capitalized savings (pillar II) – 2.5%;
- contribution for mandatory health insurance – 7.5%.

On royalties artists whose contributions are paid by the competent ministry, the payer does not need to calculate contributions, but only income tax and surcharge. According to the Law on Contributions, upon receipt on the basis of royalties, pensioners need to calculate contribution obligations.

Why can't travel expenses be additionally paid tax-free when calculating royalties?

Travel expenses according to Act and Rulebook, tax-free can only be paid by the employer for his employees. In addition, the author's possible expenses are already included in the recognized amount of expenses of 30% of his author's fee, that is, they are tax-recognized as an author's expense. That is why they cannot be recognized once again as a non-taxable expense of the payer.

If the payer nevertheless pays the cost of the official trip to the author, it will be considered as a receipt in kind of the author, on which income tax and surtax must be paid and contributions calculated. According to the above, if the creation of an author's work requires, for example, a business trip, the costs of the business trip are the author's expense, which he should cover independently from his author's fee. This, of course, can increase the price of the fee.

STUDENT CONTRACT

Student jobs can be performed by full-time and part-time students attending undergraduate university studies, integrated undergraduate and graduate university studies, graduate university studies, short professional studies, undergraduate professional studies and specialist graduate professional studies at universities in the Republic of Croatia and who are citizens of the Republic of Croatia.

The student must have earned at least 1 ECTS credit in the previous academic year. Exceptions are students who have just enrolled in their studies or who had a justified interruption of their studies.

Student jobs can also be performed by citizens of the European Union, the European Economic Area and the Swiss Confederation residing in the Republic of Croatia who are studying at a university outside the Republic of Croatia. Student affairs can also be performed by an exchange student while studying in the Republic of Croatia.

Student jobs may only be performed by students who are not employed. In addition, they are not allowed to carry out independent trades, freelance activities and/or agriculture and forestry.

What is the payment term for a student job?

The client of the work is obliged to pay the fees for the completed work to the intermediary on behalf of the student no later than 15 days after the completion of the work. The intermediary is obliged to pay the student compensation for the completed student work no later than three days after the client's payment.

The intermediary has the obligation and the right to represent the student in claiming compensation and to take all legal actions to collect the invoice from the client and pay the compensation to the student.

If the client of the work does not pay the compensation to the student for the completed student work within the deadline, the intermediary (student center/ service) is responsible for the obligations of the client of the work towards the student and is obliged to pay him the compensation from his own funds.

What if the client does not deliver the certified contract within the expected completion date?

When the client does not submit a certified contract, the mediator sends a reminder to the client no later than 15 days after the expected completion of the student work.

At the request of the mediator, the client will submit the contract with all the necessary information for payment of compensation, determination of obligations in connection with the contract in question.

The client of the work is obliged to submit proof of payment of the compensation within 15 days after receiving the reminder. If the client does not make the payment after receiving the warning, the intermediary is obliged to start the forced collection procedure within 15 days.

Can student work be performed by persons who are in the process of enrolling in a course of study or who have completed it?

Student work can be performed by persons in the process of enrolling in studies or persons who have completed their studies at a university in the Republic of Croatia, and do not have an established employment relationship. Student work can also be performed by a citizen of the European Union with a residence in the Republic of Croatia who has completed his studies at a university outside the Republic of Croatia and does not have an established employment relationship.

A person who is in the process of enrolling in a course can do student work for a maximum of three months from the end of the school year in which he completed his secondary education.

A student who has completed his studies can work as a student until the end of the academic year in which he completed his studies or until the expiration of a period of three months from the end of his studies. If you want to hire a new graduate after three months, check the opportunities they offer employment centers.

Any legal person or a natural person who is registered to carry out activities (crafts, freelance professions) can order and enter into contracts on the performance of student work with a student.

What documentation must the client of the work keep and for what period is the student contract concluded?

Records on contractors (students) in the way it is arranged for students in terms of general labor regulations. The client of student affairs should keep documentation on the concluded contract and documents related to the payment of fees.
The intermediary through whom the student's job is contracted is obliged to insure the student in case of an injury at work. If an injury occurs at work, the client is obliged to inform the mediator immediately.
The contract is concluded for each calendar month and is a condition for starting student work. Exceptionally, the contract can be concluded for a period longer than one month. The longest it can be is up to 45 days, with reasons for the duration of the job being longer than a month.

What must be included in the contract on performing student affairs?

Actual Law on the performance of student affairs states that the contract on the performance of student affairs must contain:

- the number of the resolution, or decision by which the license or approval for mediation was issued;
- name, surname and ID number of the student;
- student ID number, where applicable;
- full name, headquarters and OIB of the client and intermediary;
- data on the type of work and place of work;
- data on the start and expected duration of work;
- data on the net price of an hour of work or the amount of work;
- data on contributions according to special regulations;
- information on the increase in compensation and the amount of the compensation.

The minimum net fee for performing student work per hour is calculated so that the amount minimum gross wage of the Republic of Croatia is divide by 160. This subminimum (hourly rate) adjusts once a year.
The student has the right to compensation for travel expenses and compensation for a hot meal.

TRAINEE EMPLOYMENT CONTRACT

Gaining first work experience/apprenticeship

The acquisition of the first work experience is understood as the first employment in the acquired educational level, and in jobs related to the jobs of the acquired title. Support for the employment of these groups is currently in effect for this form of employment:

- unemployed persons registered in the unemployment register
- without insurance experience
- with insurance experience, but without insurance experience in the profession at their educational level, who was not employed with a regular salary during the previous 6 months
- a person between the ages of 15 and 24 with insurance experience, but without insurance experience in the profession at their educational level
- unemployed persons who have left the system of alternative care registered in the unemployment register for more than 12 months
- between 15 and 24 years of age
- without completed high school education

Encouraging the employment of people by co-financing the cost of wages to employers (up to 50% of the annual cost of the gross salary of workers or 75% for people with disabilities).

VOLUNTEERING AGREEMENT

Volunteering

Volunteering is considered a voluntary investment of personal time, effort, knowledge and skills by which services or activities are performed for the benefit of another person or for the general benefit, and they are performed by persons without the condition of payment of a monetary reward or claim of other material benefits for volunteering.
The period of professional training for work can last a maximum of one year according to the Labor Act, and according to the Employment Promotion Act it can last up to 12 months for persons who have completed undergraduate, graduate or integrated undergraduate and graduate university studies, or undergraduate or specialist graduate professional studies or 36 months for persons in trades in related trades and occupations in which the performance of work is conditioned by membership in professional associations established in accordance with a special regulation.

Agreement on volunteering

The volunteering contract is concluded by the volunteer and the volunteering organizer, in order to regulate mutual rights and obligations and other important aspects of their relationship, and is concluded at the beginning of the volunteer engagement. Before signing the contract, the volunteer organizer is recommended to familiarize the volunteer with all the elements of the contract in order to fully clarify the conditions of volunteering.

Circumstances are prescribed in which a written form of contract is necessary, and these are the following situations:

- volunteering associated with increased risks to the life and health of volunteers
- volunteering of foreign citizens in the Republic of Croatia,
- volunteering of citizens of the Republic of Croatia abroad if they are organized or co-organized by volunteering organizers based in the Republic of Croatia,
- long-term volunteering (one that the volunteer performs at least 20 hours a week, for at least three months without interruption),
- when the organizers of volunteering are a religious community, a public institution, a tourist association, state bodies and bodies of local and regional self-government units,
- volunteering that includes work with vulnerable groups (with children, disabled people, people with developmental disabilities, old and infirm people, sick people or people who are completely or partially deprived of business capacity),
- when the volunteer requests it,
- in other cases determined by the Law on Volunteering

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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.

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