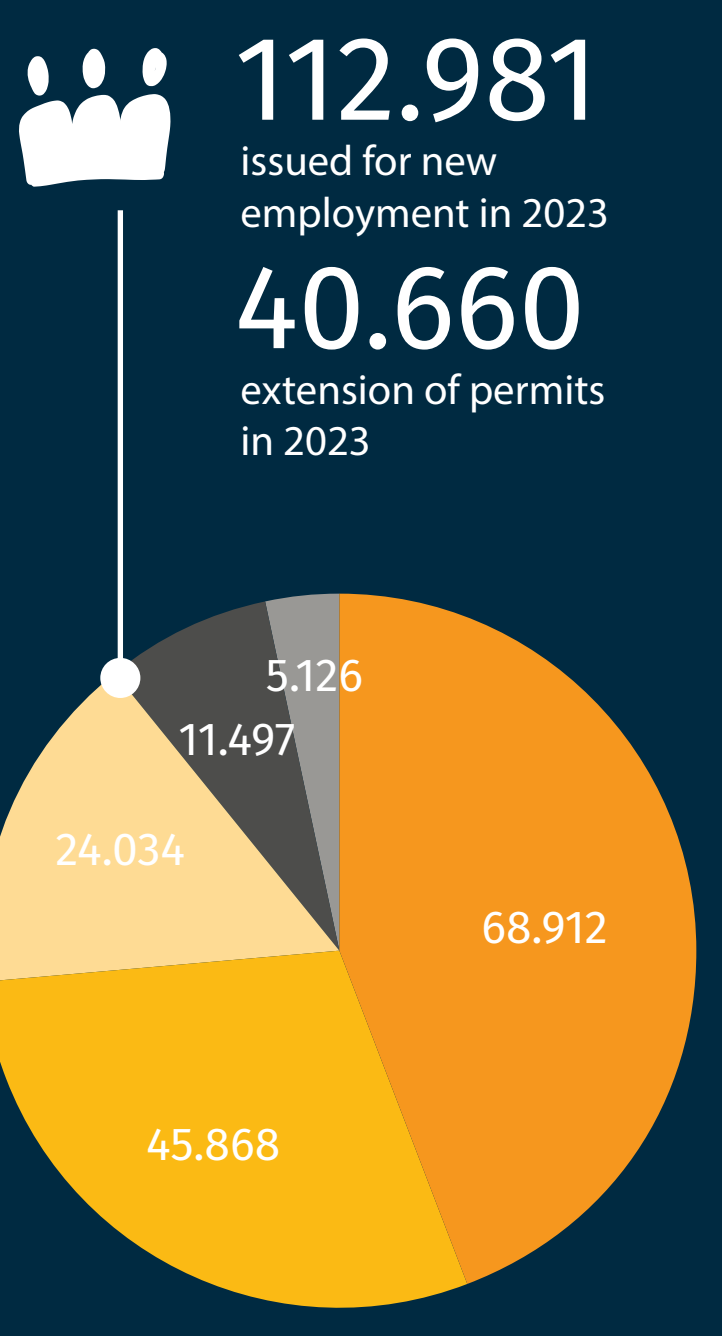


LABOUR MIGRATION & MOBILITY PATHWAYS TOWARDS...

Work permit

- TCNs* need to have a work contract and proof of educational and professional qualifications
- Employers must engage the Croatian Employment Service (CES) to conduct a labour market test to verify the unavailability of qualified domestic job seekers meeting their criteria (with exceptions for sectors with labour shortages and for certain categories of workers exempted through Art. 110 of the Aliens Act)
- Stay and work permits for TCNs* are issued for the duration of employment or the contract's validity, not exceeding 1 year
- The permit is employer-specific, meaning it becomes invalid if the employment ends, necessitating departure from Croatia
- Employers hiring TCNs* need to have employed at least one citizen of Croatia, EEA or Switzerland in the last 6 months

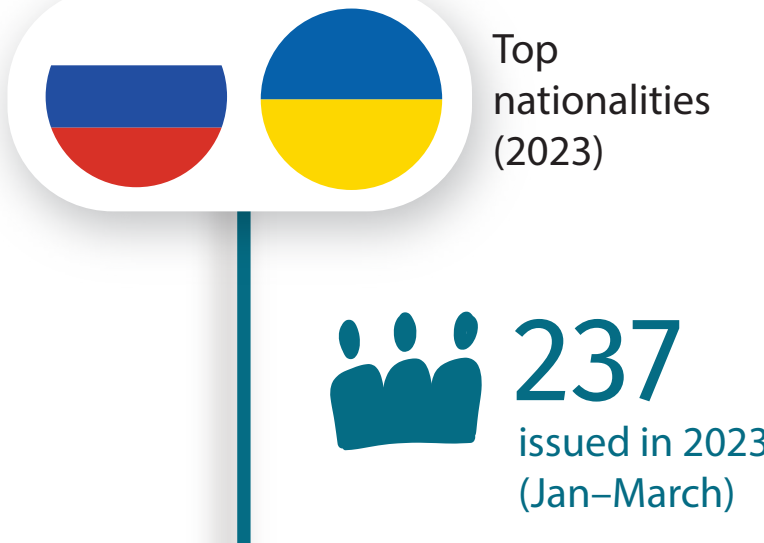


- Construction
- Tourism & hospitality
- Industry
- Transport & communication
- Retail



Digital nomad

- 1 year residence permit for remote workers of a company registered abroad
- Applicant needs to have secured housing, health insurance
- Minimum income of €2.200 per month
- Close family members can join



EU Blue Card

- Exempt from labour market test
- Valid employment contract for highly qualified positions is pre-requisite
- Salary requirement of at least 1,5 times average gross annual salary (for 2023 €2.070,47 per month)
- Education and security requirements apply

Key Personnel in Companies

- TCNs* holding senior positions, managers, supervisors or those with highly qualified and specialised knowledge
- Valid employment contract and relevant qualifications
- No labour market test
- Requirements on the company: minimum share capital of HRK 200.000; employing at least 3 Croatian citizens permanently and full-time for each Key Personnel TCN*
- Gross salary at least 1,5 times the average gross salary paid in Croatia in the previous year

Scientific Researchers

- TCNs* need to have a hosting agreement with a legal entity accredited for hosting researchers
- They need to meet general conditions for temporary stay
- Validity is for up to 1 year (2 years if covered by EU Programmes)
- Possible to engage in teaching activities



This pathway is not commonly utilised due to the relative ease of obtaining 1-year permits for occupations facing shortages.



- Valid employment contract
- Proof of relevant qualifications and experience (for trainees a higher education institution diploma)
- Salary cannot be lower than salary received by employees in Croatia with equivalent positions
- Managers and experts will need to have been employed within same company for an uninterrupted period of at least 9 months; trainee will need to have been employed for at least 6 months prior to transfer
- Maximum validity period for managers and experts is 3 years; 1 year for trainees (possibility to re-apply after 6 months wait period)

Intra Corporate Transfer

- Agreement with the host entity registered in the Republic of Croatia
- Resources available to cover subsistence and accommodation costs
- Host organisation needs to proof third-party insurance of act within the framework of the European Voluntary Service
- Permit is valid for up to 1 year and can be exceptionally extended for another 12 months (if under EU scheme) and 6 months (other voluntary schemes)

Volunteers



*TCN = third-country national

- Exempt from labour market test
- Work for up to 90 days
- Sectors: Agriculture, Forestry, Hospitality industry, Tourism
- Employers can submit application online
- TCN* applicants need to have proof of appropriate accommodation and proof of clean criminal record

Seasonal workers (90 days)

- TCN* applicants must follow general rules on issuance of stay and work permit under the Alien's Act (Art. 97)
- Labour market test is required (with exception of high demand professions)
- Croatian Employment Service provides opinion on planned recruitment
- Valid employment contract
- Appropriate accommodation needs to have been provided by employer
- Proof of clean criminal record

Seasonal workers (6 months)

- Training agreement with host entity in Croatia providing for practical and theoretical training
- Higher education degree obtained within 2 years preceding the application or current enrolment in course of study leading to higher education degree
- Validity period is 6 months with the possibility to extend for another 6 months

Trainees

