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WEB-MOB

**Development of researchers mobility policy guidelines for the  
region of  
Western Balkans**

## **D6.2 Mobility Guidelines for Croatia**

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Zagreb**

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# 1. OVERVIEW - GENERAL AND SPECIAL CHARACTERISTICS FOR CROATIA

## 1.1. *General characteristics of Croatia that a foreigner should know*

### 1.1.1. Geography: Which are the closest neighbours of your country?

Croatia shares land borders with Slovenia and Hungary on the north, Serbia on the east, Bosnia and Herzegovina on the south and east, and Montenegro on the south, as well as a sea border with Italy to the west.

<http://en.wikipedia.org/wiki/Croatia>

### 1.1.2. Population

#### 1.1.2.1. How many people live in Croatia?

4,494,749 (July 2006 est.)

<https://www.cia.gov/cia/publications/factbook/geos/hr.html>

#### 1.1.2.2. In which countries, if any, inhabitants immigrate most often?

Traditionally: USA, Canada and Australia but nowadays Europe is becoming more and more a popular destination.

#### 1.1.2.3. From which countries immigrants come to your country?

There are about 25.000 of foreign immigrants in Croatia and they are almost equally distributed among continents.

#### 1.1.2.4. How much in percentage is unemployment in your country?

[http://www.hnb.hr/statistika/e-ekonomski\\_indikatori.htm](http://www.hnb.hr/statistika/e-ekonomski_indikatori.htm)

Unemployment rate (ILO, persons above 15 years of age) <sup>a</sup>							
1998	1999	2000	2001	2002	2003	2004	2005
11,4	13,6	16,1	15,8	14,8	14,3	13,8	12,7
Employment rate (ILO, persons above 15 years of age) <sup>a</sup>							
1998	1999	2000	2001	2002	2003	2004	2005
47,0	44,8	42,6	41,8	43,3	43,1	43,5	43,3
<sup>a</sup> Employment and unemployment rates as at November 1996 and as at June 1997.							

### 1.1.3. Religion affiliations (in alphabetical order, 2001 census)

Atheist 5.2%

Roman Catholic 87.8%

Christian orthodox 4.4%

Christian protestant 0.4%

Moslem 1.3%

Other 0.9%

<https://www.cia.gov/cia/publications/factbook/geos/hr.html>

### 1.1.4. Currency

1.1.4.1. Which is the official currency?

Official currency: kn - kuna (HRK)

1.1.4.2. Which was the inflation rate last year?

Inflation rate: 3.3% (2005 est.)

<https://www.cia.gov/cia/publications/factbook/geos/hr.html>

### 1.1.5. Districts of the country with different legislation

Croatia has 21 Counties and all have the same legislative framework.

### **1.1.6. Languages**

1.1.6.1. How many are the official languages of your country?

Official language is Croatian.

Distribution of languages is:

Croatian 96.1%

Serbian 1%

Other and undesignated 2.9% (including Italian, Hungarian, Czech, Slovak, and German) (2001 census)

Serbian, Italian, Hungarian, Czech and Slovak are somewhere used in educational system (part of the teaching in minority languages) but they do not have a character of official languages.

<https://www.cia.gov/cia/publications/factbook/geos/hr.html>

1.1.6.2. Do certain districts of Croatia have a different official language and which are they?

No.

### **1.1.7. Weather and Climate conditions**

Mediterranean and continental; continental climate predominant with hot summers and cold winters; mild winters, dry summers along coast. The coastal region enjoys a Mediterranean climate with hot dry summers and mild winters (minimum winter temperatures are around 4°C/39°F and summers average around 26°C/79°F). Inland a continental climate is predominant with hot summers and cold winters.

<http://www.climate-zone.com/climate/croatia/>

1.1.8. Which is the **political system in Croatia now**? E.g. Parliamentary democracy or Presidential democracy? Which party/ies govern(s) now (Conservative, socialist, communist etc.)?

Croatian political system is parliamentary democracy. Governing party in the Parliament is Croatian Democratic Union or HDZ.

<https://www.cia.gov/cia/publications/factbook/geos/hr.html>

## **1.2. *Specific characteristics of Croatia concerning S&T***

### **1.2.1. Public research system**

1.2.1.1. Is there a specific political organ that develops S& T policy in your country? A minister or a Science and Research Council or a Foundation?

The Ministry of Science, Education and Sports is a political organ that develops S& T policy.

<http://public.mzos.hr/default.asp?ru=4&gl=200610270000007&sid=&jezik=2>

### **Science and Technology Policy 2006-2010**

<http://public.mzos.hr/lgs.axd?t=16&id=11958>

Introduction to the "Science and Technology Policy 2006-2010"

The main goals of the Science and Technology policy are increased investment into science, research and development based on the principle of excellence, their greater impact, realignment of the science sector, fostering of scientific partnerships and the support system for outstanding young researchers, support and strong connection of science and industry, establishment of a motivating framework for their joint development, support of all measures leading to development of technology and innovations, with a more intensive participation of Croatian scientists in the European Union Framework Programmes. It is especially significant that the Science and Technology Policy of the Government of the Republic of Croatia received support from the World Bank through a loan in the amount of €31

million, which is currently under implementation, with participation of the Republic of Croatia with an additional €5.7 million.

**The National Foundation for Science, Higher Education and Technological Development**, founded in 2001, plays an important role in transforming the science and technology system, by promoting the sectors, ensuring industrial growth and stimulating employment. Since then, the Foundation has launched numerous programmes aimed at reaching these goals, like programmes for strengthening international cooperation, educating scientists, “brain gain” and reforming higher education.

1.2.1.2. Who defines when and how a research centre or a university will be established?

The **National Council for Science** and the **National Council for Education** upon a request from the respective institution issue admittance for scientific and educational institutions.

[www.cepes.ro/hed/policy/legislation/pdf/Croatia.pdf](http://www.cepes.ro/hed/policy/legislation/pdf/Croatia.pdf)

Establishment of public and private institutions are pursuant to the general law for Higher Education and Science area in Croatia is the Act on Scientific Activity and Higher Education.

<http://www.bologna-bergen2005.no/Docs/Croatia/CROATIA.PDF>

More info on the register of scientists and scientific organisations can be found at: <http://public.mzos.hr/Default.aspx?sec=2491>

1.2.1.3. Is there a general law that defines the principles according to which research centres or universities function?

A general law for Higher Education and Science area in Croatia is the Act on Scientific Activity and Higher Education.

<http://www.bologna-bergen2005.no/Docs/Croatia/CROATIA.PDF>

1.2.1.4. Which are the research areas which are better known in your country, according to your opinion?

**Prioritised research areas in Croatia** (*Short- and long-term research priorities in Croatian Science and Technology Policy adopted by the National Science Council*)

<http://www.cmj.hr/2006/47/6/17167853.htm>

- Short-term (2006-2008):
  - environment;
  - health;
  - energy and materials;
  - Croatian identity.
  
- Long-term (2006-2010):
  - environmental protection and economic development of the underdeveloped regions, Adriatic coast, sea and islands;
  - agriculture, biotechnology, and food;
  - health,
  - information and communication technologies,
  - nanotechnology, new materials, construction, and new production processes;
  - energy, sources of alternative and renewable energy, transport, and security;
  - social and human sciences and Croatian identity;
  - social integration, learning and education, lifelong learning.

1.2.1.5. Do research institutes and universities have international cooperation, according to your opinion? Of which kind?

### **Cooperation with EU**

Modes of international cooperation in S&T encompass following programmes:

- TEMPUS
- CARDS
- INTERREG
- FP6
- FP7

- COST
- SEE-ERA.NET

There are also many agreements between Croatian and foreign universities

<http://public.mzos.hr/default.asp?ru=959&akcija=>

<http://www.unizg.hr/257.0.html>

### **1.2.2. Private research system**

1.2.2.1. Is there a legal framework which provides incentives for firms to make research?

Currently, there is no legal framework which provides incentives for firms to make research.

1.2.2.2. Is there a law that provides a link between firms and university and research institutes in order to exploit research results? Intersectorial mobility.

Currently, there is no law that provides a link between firms and university and research institutes in order to exploit research results.



## 2. MOVING TO THE NEW COUNTRY

### *2.1. Travelling to the new country*

#### **2.1.1. Visa formalities**

2.1.1.1. Which is the procedure for obtaining visa for a foreigner to come to Croatia? Which law provides for that?

A foreign citizen is required to get a visa before entering the Republic of Croatia, in accordance with the visa system prescribed by the Croatian government. Visas are normally issued by the diplomatic mission or the consular office of the Republic of Croatia. Visa cannot be used as a work permit.

Along with the application form, a foreigner needs to include:

- travel document
- colour photo 30x35 mm
- documents that prove:
  - the purpose of visiting the Republic of Croatia,
  - ensured accommodation and covered expenses of staying in the Republic of Croatia
  - the intention of returning to homeland, i.e. the capacity to enter a third country
  - means of travel

The Government of the Republic of Croatia has adopted the Regulation on Visa System, which has been in force since 1<sup>st</sup> December 2005. This Regulation defines the visa system of the Republic of Croatia and the amount of means of subsistence that an alien shall have while staying in the Republic of Croatia and for their return to the country they came from or for travelling to the third country.

The Regulation provides a list of countries whose nationals need a visa to enter the Republic of Croatia and stay there for the period of 90 days, or to cross the territory of the Republic of Croatia, as well as a list of countries whose nationals, holders of valid travel documents, can enter the Republic of

Croatia without a visa (web pages of the Ministry of Foreign Affairs and European Integration).

2.1.1.2. What kind of visas can a researcher of foreign nationality obtain in order to visit your institution for a congress or seminar, a project or work for 3 months to 1 year?

Researcher of foreign nationality in order to visit Croatian institution for a congress or seminar, a project or work for 3 months to 1 year can apply for a travel visa and temporary residence.

2.1.1.2. Is there any interview of the foreigner with the authorities or the Consul?

Visas are generally issued by diplomatic missions or consular offices of the Republic of Croatia abroad, where an interview is included. In exceptional circumstances, such as humanitarian, professional or personal reasons (specified by *the Rules on aliens' travel documents, visas, border passes and treatment of aliens*), visas can be issued by the authorities competent for state border control.

2.1.1.3. Is any proof required for the foreigner's income, property or social security?

Yes, a proof for the foreigner's income, property or social security is required.

2.1.1.4. Is an invitation by the host institution or the employer (physical or legal person) enough?

Yes. If a foreigner is coming to Croatia on a business visit, when applying for visa, they have to submit a legal person's invitation letter for foreigners as a proof of the purpose of their visit, filled out by the inviting legal person from Croatia. The content of the invitation letter is regulated by the stipulations from Article 70 of the Rule on Travel Documents for Foreigners, Visas, Border Passes and Treatment of Foreigners (Official Gazette - hereinafter referred to as OG No. 202/03, 10/05, 19/05) and Article 9 of the Rule on Issuing Travel Certificates, Visas and Special IDs for Foreigners (OG No.

82/05). The legal person's invitation letter has to be validated with an official stamp and the signature of an authorised representative. The diplomatic mission/consular office of the Republic of Croatia at which the foreigner is applying for a business visit visa, retains the original copy of the invitation letter. The applicant is given the copy of the invitation letter so that they could produce it as a proof of the purpose of their visit if requested by a border control body.

2.1.1.5. Is it necessary to show to the authorities a work contract already signed?

It is not necessary to show the work contract in order to obtain a visa.

2.1.1.6. How easy is to obtain a visa for the members of their family?

Members of foreigner's family Croatia can submit the request for a temporary stay due to family joining, according to article 37, paragraph 1 of the Aliens Act.

2.1.1.7. Is visa not granted if there is unemployment on the specific sector?

Croatian visa regime does not prohibit the visa issue in case of unemployment in specific sector.

2.1.1.8. How long is the visa procedure from the moment that the foreigner applies to your authorities until his/her visa is granted? Does the law provide the maximum length of the procedure?

The maximum length is two months according to the General administrative procedure act (OG No. 53/91); under condition the foreigner has attached all the necessary documents.

2.1.1.9. Are there any international treaties for scientific cooperation that provide another procedure for certain countries? Russia, US etc.

There are no international treaties for scientific cooperation that provide another procedure for certain countries. The abovementioned Regulation on Visa System determines which nationals, holders of valid travel documents,

shall be exempt from visa requirements for a stay of up to 90 days in the Republic of Croatia and for transit through its territory.

#### 2.1.1.10. Who is responsible for the visa policy of Croatia?

Government of the Republic of Croatia the visa system and the central body is the Ministry of Foreign Affairs and European Integration.

<http://www.vlada.hr/default.asp?ru=2>

<http://www.mfa.hr/MVP.asp?pcpid=1612>

#### 2.1.2. Duration of the visa for a foreigner

##### 2.1.2.1. Duration of the visa

Duration depends on the type of visa:

- TRAVEL VISA

Issued for one, two or more visits to the Republic of Croatia, for tourist, business, personal or other purposes. Travel visa is valid for a one-year period only. Continuous stay or the overall duration of repeated entries should not exceed 90 days, during a 6-month period starting from the day of entry.

- TRANSIT VISA

Issued to foreign citizens for one, two or in some cases repeated travels across the Croatian territory, and is valid for a 6-month period. With a transit visa, a foreign citizen can stay in Croatia for up to 5 days maximum. Transit visa is issued to foreign citizens who have a permission to enter the country they are travelling to.

- AIRPORT TRANSIT VISA

In principle, a foreign citizen who during the transit landing at a Croatian airport does not leave the airplane or the international transit area does not require a visa. However, in some cases the Croatian government may require of the citizens of certain countries or passengers travelling to certain destinations to have an airport transit visa. It is issued for one or more transits through the airport international transit area not exceeding the 24-hour period.

- GROUP VISA

Issued to a group of 5 to 50 persons based on a group travel document (in case of organised tourist groups who are visiting Croatia based on interstate agreements, visa can be issued to a group larger than 50) for one entry or transit through Croatian territory not exceeding the 30-day period.

- DIPLOMATIC VISA

Issued to holders of diplomatic passport.

- OFFICIAL VISA

Issued to holders of official passport.

2.1.2.2. Is continuous stay of the overall duration of repeated entries not to exceed 90 days in a travel visa?

*See answer to 2.1.2.1.*

2.1.2.3. Is a prolongation possible? Which is the administrative practice - Are there unjustified delays? What the foreigner has to prove?

Generally, an alien staying in the Republic of Croatia on the basis of a visa cannot extend the visa. Only a travel visa can exceptionally be extended due to *force majeure*, humanitarian, professional or personal reasons.

Note: Even in cases of visa extension, an alien CANNOT stay in the Republic of Croatia longer than 90 days in the period of six months, counting from the day of his/her first entry.

An application for the travel visa extension is submitted to the competent authority: local police administration / station, and it is the subject of the Ministry of the Interior's decision. The application for the visa extension shall be submitted before the current visa expires.

2.1.2.3. Can a foreigner obtain a visa in order to attend a seminar / congress? How difficult is it?

A foreigner can obtain a visa in order to attend a seminar / congress; it is necessary to get an invitation letter from the institution organising the event.

<http://www.mfa.hr/MVP.asp?pcpid=1615>

2.1.2.4. Can a foreigner obtain a visa in order to participate in certain projects in your country?

A foreigner can obtain a visa in order to participate in certain projects in Croatia.

2.1.2.5. Can a foreigner obtain visa to work as an employee in a research institution? How easy is it?

An alien can work in the Republic of Croatia on the basis of a WORK or BUSINESS permit. In cases laid down by the Aliens Act (OG No. 109/03), an alien can work without a work permit.

### 2.1.3. Facilitation measures

2.1.3.1. Has your state taken measures to facilitate the visa procedure for certain categories of people e.g. researchers (and University professors)?

The researchers are in the same category as other migrant workers and the amount is governed by quotas.

The total annual quota of work permits for the employment of aliens in the Republic of Croatia is **1,837**, and the quota for the extension of already authorised work permits is 800.

The annual work permit quota for **newly employed** aliens is **1,037**:

1. TOURISM - **516** work permits
2. SHIPBUILDING - **110** work permits
3. CONSTRUCTION - **336** work permits
4. SCIENCE AND EDUCATION - **10** work permits
5. HEALTH-CARE - **16** work permits
6. CULTURE- **45** work permits
7. TRAFFIC - **4** work permits

However, some categories of aliens shall be granted **work permits that are NOT included in the quota**. These work permits are granted for:

- alien workers -commuters who have entered into employment contracts in the Republic of Croatia for an unlimited period of time on condition of reciprocity;
- alien workers and their family members, whose status is regulated by *the*

*Stabilisation and Association Agreement* between the European Communities and their Member States and the Republic of Croatia;

- aliens performing indispensable tasks in companies and foreign company agencies, and who are not the aliens laid down in Article 95 of the Act (the ones working without a work permit);
- aliens who have been seconded within the framework of the internal secondment of staff within companies, as laid down by *the Law on Ratification of the Protocol on Accession of the Republic of Croatia to the Marrakesh Agreement on Establishing the World Trade Organisation*;
- school teachers teaching in the national minorities language and script;
- the cases of an international agreement arrangements;
- professional athletes or sports workers, working in the Republic of Croatia on the basis of a valid contract;
- alien's spouses and children with authorised permanent residence in the Republic of Croatia.

2.1.3.2. Is there a special admission procedure and the adoption of conditions of entry and residence applicable to third country nationals for stays of more than three months in Croatia for the purposes of conducting a research project under a hosting agreement with a research organisation?

No.

2.1.3.3. Does the law provide that visa is not required for short stays or for nationals of certain countries?

According to the Regulation on the visa regime, nationals of the following States, holders of valid travel documents, shall be exempt from visa requirements for a stay of up to 90 days in the Republic of Croatia and for transit through its territory:

- Principality of Andorra, Argentine Republic, Australia, Republic of Austria, Kingdom of Belgium, Republic of Bolivia, Bosnia and Herzegovina, Federative Republic of Brazil, Brunei Darussalam, Republic of Bulgaria, Canada, Republic of Chile, Republic of Costa Rica, Republic of Cyprus, Czech Republic, Kingdom of Denmark, Republic of Estonia, Republic of Finland, French Republic, Federal Republic of Germany, Republic of Guatemala, Hellenic Republic, Republic of Honduras, Republic of Hungary, Republic of Iceland, Ireland, State of

Israel, Italian Republic, Japan, Republic of Korea, Republic of Latvia, Principality of Liechtenstein, Republic of Lithuania, Grand Duchy of Luxembourg, Republic of Macedonia, Malaysia, Republic of Malta, United Mexican States, Principality of Monaco, Republic of Nicaragua, Kingdom of the Netherlands, New Zealand, Kingdom of Norway, Republic of Panama, Republic of Paraguay, Republic of Poland, Portuguese Republic, Romania, Republic of El Salvador, Republic of San Marino, Republic of Singapore, Slovak Republic, Republic of Slovenia, Kingdom of Spain, Kingdom of Sweden, Swiss Confederation, Republic of Turkey, United Kingdom of Great Britain and Northern Ireland, Eastern Republic of Uruguay, United States of America, Vatican City State, Bolivarian Republic of Venezuela.

Exemption from visa requirements shall also apply to the holders of valid travel documents issued in the Hong Kong Special Administrative Region of the People's Republic of China and the Macao Special Administrative Region of the People's Republic of China.

In addition to a valid travel document, nationals of the following States may enter the Republic of Croatia with a valid identity card or a document confirming their identity and nationality issued by competent bodies of their respective States:

- European Union Member States, States Signatories to the Schengen Agreement, Principality of Andorra, Principality of Liechtenstein, Principality of Monaco, Republic of San Marino, Swiss Confederation, Vatican City State.

More can be found on: <http://www.mfa.hr/MVP.asp?pcpid=1615>

## ***2.2. General formalities at the border***

2.2.1. What is the **procedure at the airport gate** or at the borders - how long does it take?

Procedure at the airport gate entering Croatia is more or less the same as in all other European countries.



2.2.2. Is the passport of the foreigner **stamped** when he/she enters the country? Is the purpose of the visit also stamped?

Upon showing the passport to the officials and getting it stamped, you can proceed to get your baggage. In case you have something to declare for customs duties you can do it just before leaving transition lounge of the airport.

2.2.3. Is there a certain **limit of foreign or domestic currency** that the foreigner is allowed to import or export?

According to the Custom act (OG No. 47/03) there is no limit to the foreign or domestic currency a foreigner is allowed to import. Nevertheless, a foreigner can export up to the amount he declared at the custom while entering the Republic of Croatia.

<http://www.carina.hr/engindex.htm>

2.2.4. Can the foreigner bring his/her **car** along without the additional payment of any taxes or customs duties? Must he/she have any proofs of purchase?

Aliens who have been granted temporary stay in the Republic of Croatia and in possession of a vehicle registered abroad (with valid registration documents and insurance), may use their car **not longer than three months** following the day of entry into the Republic of Croatia, after which period the vehicle should be re-registered in the Republic of Croatia.

Under Article 225 of the Road Traffic Safety Act (OG No. 105/04), an alien staying in the Republic of Croatia may drive a motor vehicle in the territory of the Republic of Croatia if he/she has a valid driver's license issued by a competent authority of a foreign state. Under Article 226 of said Act, aliens who have been granted a temporary stay or permanent residence in the Republic of Croatia, as well as employees of foreign commercial, traffic, cultural and other agencies, may drive a motor vehicle if they have a valid foreign driver's license for a period of one year following the day of entry into the Republic of Croatia.

2.2.5. Can he/she bring his/her belongings without the additional payment of any taxes or customs duties?

If the foreigner has a temporary stay up to one year in the Republic of Croatia, he/she can bring his/her belongings without the additional payment of any taxes or customs duties.

### ***2.3. Facing the new culture***

2.3.1. Are nationals of Croatia friendly to foreigners? Are they friendlier to foreigners of a certain origin?

People in Croatia are considered to be very hospitable and friendly to all foreigners. Since Croatia is a small country and many Croatians also travel and work abroad, most people have an understanding for cultural differences in habits and attitudes.

2.3.2. Are there any reception points for foreigner researchers?

At the moment there are no formal reception points for foreigner researchers.

2.3.3. Are nationals of your country hostile to foreigners of a certain religion? Which one?

Even though, just as in any other country, certain individuals may hold extreme and hateful views, acts of hostility are extremely rare and are condemned by a vast majority of people.

2.3.4. Can a foreigner actually practice his/her religious affiliation (e.g. church?)

Yes. Freedom of religion and free public profession of religious conviction is guaranteed by the Constitution and respected in practice.

The Zagreb Tourist Board provides a list of religious communities in Zagreb. These can be contacted to find out information about communities meeting elsewhere in Croatia.

<http://www.zagreb-touristinfo.hr/?id=47&l=e&nav=nav3>

For finding other communities, going through the community's own contact network might be the simplest solution.

2.3.5. Are there any foreign cultural centres or festivals in your country?

The Zagreb Tourist Board has a list of cultural centres in Zagreb. At least one of them (Institut Français) also has a network of centres in other towns in Croatia.

<http://www.zagreb-touristinfo.hr/?id=156&l=e&nav=nav3>

For other centres or groups, we suggest contacting foreign diplomatic missions in Croatia.

Croatian Ministry of Foreign Affairs list:

<http://www.mvpei.hr/MVP.asp?pcpid=1614>

Embassyworld.com lists:

<http://www.embassyworld.com/embassy/Croatia/Croatia2.html>

<http://www.embassyworld.com/embassy/Croatia/Croatia4.html>

## ***2.4. Learning the Host Language***

2.4.1. How many languages must a State employee speak in Croatia?

A certain level of familiarity in at least one foreign language is required. Unfortunately, this means that in practice competence levels vary widely.

For help dealing with administrative procedures upon arrival, bringing a native guide is highly recommended.

#### 2.4.2. Do State employees speak foreign languages?

Some State employees speak foreign languages, mostly English, German and Italian. However, it is not required by law.

#### 2.4.3. What is the language used in Universities or research centres? Is English or French used in certain subjects?

Croatian is the by far the most widely used language of instruction in Universities and for communication in research centres.

Lectures given by visiting foreign instructors are most likely to be in English. Likewise, it is safe to assume that English would be the language of choice for communication between local and foreign researchers.

#### 2.4.5. Is it obligatory for a foreigner researcher to speak one particular language?

There are no formal language requirements for those involved in research. Arrangements may be freely made within a particular research group, with English probably being the first choice.

Knowledge of Croatian is required for certain professions, for example doctors who run a medical practice, pharmacists, and medical and biochemical diagnostics professionals.

#### 2.4.6. Do inhabitants learn to speak foreign languages in school? Which are they?

Yes, education in foreign languages starts in elementary school and continues all through university level. Taught languages include English, German, Italian, and French.

#### 2.4.7. Which is the foreign language which is most preferred and spoken by the people of your State?

Younger people everywhere are more likely to know and speak English. People speaking German are more likely to be found in the north of Croatia, those speaking Italian on the coast.

2.4.8. Where a foreigner may learn the language/s of your country?

A number of private language schools offer “Croatian for foreigners” courses. Unfortunately, they all seem to be located only in Zagreb.

University of Zagreb also organizes a month long summer language school:  
<http://rektorat.unizg.hr/259.0.html>

## ***2.5. Moving with Children***

2.5.1. Can a foreigner researcher enrol his children to a public school for a year or for 3 months? Does he/she have to pay any fees or any additional fees?

Children of foreign researchers may be enrolled in local public schools. However, as proper placement depends on the administratively involved procedure of validation of foreign elementary and secondary school qualifications (See 2.5.5), it may not be the most practical option for a short term stay.

2.5.2. Can a foreigner researcher’s children obtain scholarships or other privileges at an equal basis with the children that have the nationality of your country?

Eligibility criteria will depend on the scholarship in question.

2.5.3. Are there any private schools where a foreign language (English, French, German, Italian, and Spanish) is the main language in which teaching is conducted?

There are several international schools in Zagreb (listing is for informational purposes only and does not signify endorsement):

American International School of Zagreb - (International Baccalaureate Diploma)

[www.aisz.hr](http://www.aisz.hr)

Deutsche Internationale Schule Eurocampus

[www.deutscheschule.hr](http://www.deutscheschule.hr)

Ecole Francaise Eurocampus

<http://ecole.zagreb.free.fr>

Montessori School "Srčeko"

[www.srceko.com](http://www.srceko.com)

XV Gimnasium - (International Baccalaureate Diploma)

[www.mioc.hr](http://www.mioc.hr)

2.5.4. Are there any organised places for baby-sitting pre-school children (below 5 years old)?

There exist a large number of public and private preschool institutions in Croatia.

See Ministry of Science Education and Sport website for the numbers:

<http://public.mzos.hr/Default.aspx?sec=2498>

Majority of the public preschool institutions have lengthy waiting lists, inquiries about placement should be made directly and as soon as possible.

Several private international kindergarten and playrooms (all located in Zagreb) are listed here: <http://daily.tportal.hr/article.aspx?kID=17&aID=187>

Some of the international schools listed above also have preschool programs.

2.5.5. Is there validation of foreign elementary and secondary school qualifications?

Foreign education qualifications of primary or secondary education are recognized by the Ministry of Science, Education and Sport of Republic of Croatia, and there exists a formal procedure of validation. Details can be found on the Ministry website:

<http://public.mzos.hr/Default.aspx?sec=2531>

## ***2.6. Adjustment to the Spouse Concerns***

2.6.1. Can a spouse of a foreigner researcher be employed in your country? Under which requirements?

Foreigners can be employed in Croatia if their prospective employer has submitted an application and they have been granted a work permit.

Such work permits are granted according to a quota system. However, certain categories of foreign workers are granted work permits that are not included in the quota.

See Ministry of Interior web site for the list of quotas, categories, and full description of application procedure:

[http://www.mup.hr/main.aspx?id=1266#\\_Radna\\_dozvola](http://www.mup.hr/main.aspx?id=1266#_Radna_dozvola)

There also exist categories of workers permitted to work in Croatia without the work permit. These include visiting professors and scientists.

See Ministry of Interior web site for the full list of categories:

[http://www.mup.hr/main.aspx?id=1266#\\_Rad\\_BEZ\\_radne\\_dozvole](http://www.mup.hr/main.aspx?id=1266#_Rad_BEZ_radne_dozvole)

Additionally, foreigners who wish to engage in a freelance profession or have registered a small business may apply for the business permit:

See Ministry of Interior web site for the full description of eligibility for this category: [http://www.mup.hr/main.aspx?id=1266#\\_Poslovna\\_dozvola](http://www.mup.hr/main.aspx?id=1266#_Poslovna_dozvola)

2.6.2. Are there any privileges for being a spouse of a foreigner researcher?

No.

2.6.3. Are the answers given above different depending on the nationality of the spouse (EU Citizen, Russian Citizen, Etc.)?

The spouse of an EU citizen falls into a category of workers who require work permits but are not subject to the quota system, under the category:

“alien workers and their family members, whose status is regulated by *the Stabilisation and Association Agreement* between the European Communities and their Member States and the Republic of Croatia;”

[http://www.mup.hr/main.aspx?id=1266#\\_Radna\\_dozvola](http://www.mup.hr/main.aspx?id=1266#_Radna_dozvola)



## **3. OVERVIEW OF THE EDUCATION SYSTEM**

### ***3.1. General***

3.1.1. Is education obligatory for all nationals in Croatia and up to what level?

Elementary education, which lasts for 8 years, is obligatory for all nationals in Croatia.

3.1.2. Are there public and private schools and Universities?

The legal system in Croatia allows for private educational institutions in the primary, secondary and tertiary level.

3.1.3. Are there any education fees at public schools or Universities?

There are no fees at public schools of primary and secondary education – the cost of education is covered by the state through the authority of the Ministry of Science, Education and Sport (MSES). There are however variable tuition fees at the tertiary level public institutions in Croatia. The Croatian Rectors' Conference sets the level of tuition fees for undergraduate study and this is subsequently confirmed by the MSES. According to the latest figures, tuition for undergraduate study ranges depending on the discipline. Regarding tuition fees for postgraduate studies, there is much more variety since for these studies the academic institutions are free to decide the level of fees themselves. There is great variation in the size of the fee as well as an overall trend of constant growth in prices.

### ***3.2. All levels***

3.1.1. **Primary level:**

3.1.1.1. Which age of children does it cover?

8-year long elementary education is compulsory and free of charge for all children in Croatia from the age of 6 to the age of 15.

3.1.1.2. Is it accessible for children of foreign nationality?

The regulation presented under 3.1.1.1. is valid for all children in Croatia irrespective of their nationality. For persons older than 15 that for various reasons have not completed compulsory education there are also programmes of elementary education for adults.

### **3.1.2. Secondary level**

3.1.1.2. Which age of children/adolescents does it cover?

Typically children aged 15 to 17 or 18 attend secondary education. All 'gymnasium' type secondary school programs last 4 years, most technical education schools programmes also last 4 years while vocational programmes last for 3 years. Legislation regulating secondary schooling in Croatia is available in Croatian at:

<http://www.nn.hr/clanci/sluzbeno/2003/0820.htm>

3.1.1.2. Is it accessible for children of foreign nationality?

Secondary education is available to all children in Croatia irrespective of their nationality. Apart from that, specific rights of nationals that have minority status in Croatia are regulated through a specific Law on the status of minorities:

[http://www.vlada.hr/Download/2005/05/30/51\\_19\\_5\\_2000\\_Zakon\\_o\\_odgoju\\_i\\_obrazovanju\\_na\\_jeziku\\_i\\_pismu\\_nacionalnih\\_manjina.htm](http://www.vlada.hr/Download/2005/05/30/51_19_5_2000_Zakon_o_odgoju_i_obrazovanju_na_jeziku_i_pismu_nacionalnih_manjina.htm)

According to this Law, as well as rights granted by the Croatian Constitution, minorities in Croatia are guaranteed educational provision in their own language.

Finally, there are 4 international baccalaureate World Schools in Croatia which offer one or more of the three IB programmes. 2 schools offer the Middle Years Programme and 3 schools offer the Diploma Programme. For

more information on education in Croatia available in English:  
<http://www.ibo.org/country/HR/index.cfm>

3.1.1.3. At what age do adolescents make the decision for their inclination /profession?

Adolescents can first make the choice of their future profession when they finish compulsory education, at the age of 14/15. This is when they decide on whether to go on to secondary school, and if they do, whether they choose 4-year 'gymnasium' programme, 4-year technical vocational programme or a 3-year vocational programme. Any of these choices do not prevent them from later on deciding to go to university, but switching from a 3-year secondary school programme is more difficult because additional qualification must be obtained before one can take entrance exams at the universities. The second time adolescents make decisions about their professions is typically at the age of 18, when they make decisions on whether to go on to tertiary education, and what degree to choose.

### **3.1.3. Higher education**

3.1.3.1. Are there any entrance exams to Universities - Are there any exceptions to such entrance exams (if any)? - Can foreigners enter Universities without entrance exams (if any)?

Typically tertiary education institutions in Croatia hold entrance exams for entry into their programmes. They weigh these results with the candidates' prior educational performance in secondary school.

Foreigners are enrolled in tertiary education under the same conditions as home students, except that they do not qualify for financial assistance by the MSES and they pay a higher tuition fee (determined by the Croatian Rectors' Conference). The legislation regulating tertiary education in Croatia is the Act on Science and Higher Education, available in Croatian:

<http://www.nn.hr/clanci/sluzbeno/2003/1742.htm>

3.1.3.2. Which is the obligatory duration of Higher education studies?

The Croatian system of tertiary education is undergoing extensive reform following the Bologna process. Until recently a typical first degree took 5 to 6

years to complete. Now programmes have been redesigned either according to the 3+2 model or the 4+1 model. However students studying under the new regime have only reached the second year of their studies – until the first generation graduates it will not be known whether the proscribed duration of 3 or 4 years is going to actually happen. More on the Bologna process reform in Croatia is available in English at:

<http://public.mzos.hr/Default.aspx?sec=2519>

3.1.3.3. Is it obligatory to prepare a dissertation/Thesis in order to obtain a diploma from a University Faculty of your country?

Again, up to the recent redesign of programmes it was an integral part of the first university degree to prepare a final dissertation that needed to be defended. Now with the reform these requirements have become more varied and it is no longer always a part of the first degree.

3.1.3.4. How are postgraduate studies organised?

Postgraduate studies now refer to the third cycle of university studies in Croatia. The undergraduate degree typically lasts for 3 or 4 years, followed by a graduate degree that typically lasts 1 or 2 years. Due to the specific moment in the reform, the first generation of students to enter the second cycle of studies will be in the fall of 2008. The third cycle, of postgraduate studies now represents PhD studies and a variety of specialist masters courses which fall under the track of professional, not academic education.

3.1.3.5. How is a PhD programme organised?

PhD programmes are being reformed at the time of writing. They are envisaged to be turned into full time programmes typically lasting for 3 years. Currently higher education institutions are running some 'unreformed' PhD programmes as well as starting some reformed programmes. PhD programmes are all pending evaluation and certification by the National Council for Higher Education.

### 3.3. Vocational Education and Training

3.3.1. Are there more than one branches of education (general - technical) at the secondary level after a certain age?

In secondary school education system, depending on the type of curriculum, we have the following types of schools:

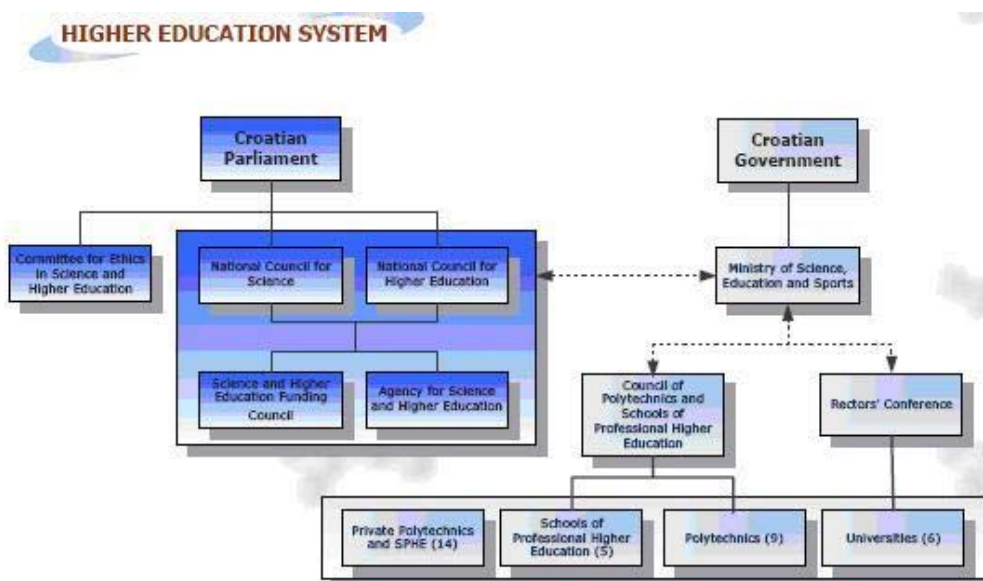
1. Grammar schools (general or specialized) with a four-year curriculum; upon their completion students acquire higher education.
2. Vocational schools (technical, industrial, trades and other, as defined by the curriculum); with one to five-year curriculum; upon their completion students acquire secondary vocational education, or in case of a one or two-year curriculum semi-skilled training.
3. Art schools (music, dance, fine arts, and other, as defined by the curriculum); with at least four-year curriculum; upon their completion students acquire higher education.

More information available in English at:

<http://public.mzos.hr/Default.aspx?sec=2504>

3.3.2. Are there more than one branches of higher education (or post-secondary non University education) besides University studies in your country, e.g. Polytechnics or Technical Higher Education etc?

This is the map of the higher education system in Croatia:



As can be seen from the map, in Croatia there are public universities, polytechnics, schools of professional higher education as well as private polytechnics. Croatia has decided to develop a binary system of tertiary education, a system in which professional studies are carried out at polytechnics or schools of professional higher education while university studies are carried out at universities. The transition period in which it will still be allowed to carry out professional studies at universities will last until 2010.

### ***3.4. Distance learning***

#### 3.4.1. Is distance learning recognised and organised by law in your country?

There has not been formal legal recognition of distance education, but however significant progress has been made in the fact that the University of Zagreb acknowledges online learning materials and textbooks as equally valid as the traditional ones. Apart from that, certain relatively declaratory and general formulations have been included in strategic documents such as the Education Sector Development plan 2005 - 2010. In this document 'developing the habit of lifelong learning, Increasing the use of information and communications technology, innovative approaches to the educational process and harmonization with EU programs on all levels' is emphasised as one of priority areas for development. This document is available at: <http://public.mzos.hr/Default.aspx?sec=2420>

#### 3.4.2. Is distance learning actually practiced in your country?

There are instances where distance learning is used, but it is not done in a systematic and organised way. Speaking more generally, it is mostly used in the private sector for employee training, while at educational institutions it is used sporadically and usually as a result of individual initiative. Most often classical teaching is supplemented with some teaching over the Internet. More recently some schools within the University of Zagreb - like the Faculty of Electrical Engineering and Computing, Faculty of Organisation and Information Sciences, and the Faculty of Philosophy - have started using systems for making courses and course materials available online. Apparently these systems are rather popular and frequently used by

students. Primary and secondary schools are far behind in the use of distance learning and e-learning. Some teachers individually encourage their students to use IT in learning and use online resources when doing homework and assignments. Regarding traditional distance learning, these institutions that enable sending in completed coursework and material via the post have never been very popular in Croatia. Outside the system of formal education there are some alternative programmes on offer which do use e-learning as a method and a topic of learning. One such instance is the Carnet E-learning academy ([www.carnet.hr/ela](http://www.carnet.hr/ela)). There have also been announcements that the Faculty of Organisation and Information Science will set up a postgraduate programme similar to the Carnet e-learning academy but this remains to be seen.

### 3.4.3. Does distance learning lead to an official degree or certificate?

So far distance learning does not lead to an official degree or certificate in Croatia. The topic has not yet been given due attention and therefore there is no official stance on recognition of distance learning.

## ***3.5. Degree recognition and professional qualifications***

3.5.1. Is it easy to recognise the equivalence of a foreign degree or most such requests are rejected in your country especially if the applicant is a foreigner?

Since 2002 a lot has been done to make the process of recognition of foreign degrees in Croatia faster, more transparent and efficient. The legislation that regulates this area is the *Act on foreign education qualification recognition* – available at: <http://www.nn.hr/clanci/sluzbeno/2003/2258.htm>. The Act has been amended in 2006, and the amendments are available at: <http://www.nn.hr/clanci/sluzbeno/2006/3114.htm>

The *Amended Act on foreign education qualification recognition* separated academic and professional recognition of higher education qualification. Under their autonomy higher education institutions are responsible for academic recognition of higher education qualification. Amended Act annulled the paragraph which demands foreign citizens to provide legal

interest for recognition of qualification while Croatian citizens are not obliged to do that: all citizens have rights for recognition of their qualification under the same conditions. The National ENIC NARIC office is still responsible for professional recognition procedure, both for regulated and non-regulated professions. Amended Act took effect from 28th of December 2006 and now Agency, Croatian ENIC/NARIC Office is no longer responsible for final decisions on academic recognition. That is responsibility of HEIs. Croatian ENIC/NARIC Office still performs the role as information centre responsible for recommendation regarding both, academic and professional recognition.

3.5.2. Is a procedure for recognition of equivalence provided for in your country?

- For a university degree - the authority is with the higher education institutions themselves and the ENIC NARIC office as described in 3.5.1.
- For a degree of higher education (received by the foreigner after he was 18 years old) - the authority is with the higher education institutions themselves and the ENIC NARIC office as described in 3.5.1.
- For a degree of technical education (received by the foreigner after he was 15 years old) - yes, with the difference that all recognition of foreign degrees of primary and secondary schooling lies with the Ministry of Science, Education and Sports. More information available at: <http://public.mzos.hr/Default.aspx?sec=2339>
- For general education (received by the foreigner up to the age of 18 years old) - same as above.
- For professional qualifications - the recognition is also under the authority of the MSES.

3.5.3. Which are the prerequisites?

Prerequisites differ with respect to the degree or qualification - it is necessary to consult the quoted websites and contacts for further information.



3.5.4. How long should the procedure of recognition take and how long does it actually take? Is there any penalty (sanction) for not keeping the minimum length?

With respect to the recognition of a higher education degree, the proscribed period is 3 months.

3.5.5. Which body is responsible for recognition of foreign higher education qualifications – how is it established – is it a state or scientific body?

National ENIC/NARIC Office is an information centre for academic mobility and recognition of foreign higher education qualifications. The office is a part of European Network of National Information Centres on recognition and mobility.

Scope of activities of National ENIC/NARIC Office:

- activities on recognition of foreign higher education qualification
- providing information on foreign education systems
- providing information on national education system

More information available at: <http://www.azvo.hr/Default.aspx?sec=110>

3.5.6. Are the prerequisites (Conditions) for the equivalence easier for EU or e.g. Russia, US etc.?

Not that we are aware of. The ENIC NARIC office is supposed to be able to deal with any foreign degree in the same manner.

3.5.7. Are there any bilateral agreements for automatic recognition of degrees?

No.

3.5.8. Is there a procedure to appeal against a negative decision on recognition?

We have not been able to find out the details of the appeal procedure, but legally one must be in place. For all additional information on recognition

procedure it is best to contact the ENIC NARIC office and follow their website for news:

ENIC Office - recognition of foreign qualifications

Tel: +385 1 6274-888

Fax: +385 1 6274-889

e-mail: [enic@azvo.hr](mailto:enic@azvo.hr)

<http://www.azvo.hr/Default.aspx?sec=110>

## 4. WORKING CONDITIONS

### 4.1. *Working permit*

4.1.1. Is a work permit necessary before a foreigner signs a contract? Or first a foreigner finds a job and signs a contract and then gets a work permit?

Firstly, a foreigner has to find a workplace and then an application for the issuing of an alien work permit is submitted by an employer (legal or natural person) at the competent police administration/police station according to their head office. Among the documents necessary for applying for the work permit, an employer should submit the data on an alien the employer intends to conclude a contract of employment or other relevant contract with.

4.1.2. Do the authorities issue a work permit and then a residence permit?

A work permit is issued to a foreigner under condition he/she obtained a temporary stay in Croatia. After that, the foreigner can apply for a residence permit.

4.1.3. Do the authorities issue a work permit only under the condition that no citizen of the host State with qualifications required by the employer is registered on the list of the Employment Agency?

There is a quota system of work permits in the Republic of Croatia. The Government of the Republic of Croatia brings the decision on the annual quota (number) of work permits that are to be extended or the ones for new employment. The Government of the Republic of Croatia has brought the Decision on establishing the annual quota of work permits for the employment of aliens for 2006 calendar year. (OG No. 153/05).

The total annual quota of work permits for the employment of aliens in the Republic of Croatia is 1,837, and the quota for the extension of already authorised work permits is 800.

The annual work permit quota for newly employed aliens is 1,037:

1. TOURISM – 516 work permits
2. SHIPBUILDING – 110 work permits

3. CONSTRUCTION – 336 work permits
4. SCIENCE AND EDUCATION – 10 work permits
5. HEALTH-CARE – 16 work permits
6. CULTURE– 45 work permits
7. TRAFFIC – 4 work permits

However, some categories of aliens shall be granted work permits that are NOT included in the quota. These work permits are granted for:

- alien workers –commuters who have entered into employment contracts in the Republic of Croatia for an unlimited period of time on condition of reciprocity;
- alien workers and their family members, whose status is regulated by *the Stabilisation and Association Agreement* between the European Communities and their Member States and the Republic of Croatia;
- aliens performing indispensable tasks in companies and foreign company agencies, and who are not the aliens laid down in Article 95 of the Act (the ones working without a work permit);
- aliens who have been seconded within the framework of the internal secondment of staff within companies, as laid down by *the Law on Ratification of the Protocol on Accession of the Republic of Croatia to the Marrakesh Agreement on Establishing the World Trade Organisation*;
- school teachers teaching in the national minorities language and script;
- the cases of an international agreement arrangements;
- professional athletes or sports workers, working in the Republic of Croatia on the basis of a valid contract;
- alien’s spouses and children with authorised permanent residence in the Republic of Croatia.

#### 4.1.4. Which is the duration of a work permit?

The duration of the work permit is one year. It is a regular praxis although the legislation allows for two years as well.

#### 4.1.5. Can the work permit be extended and under which requirements?

Yes. In cases of a work permit extension, along with the aforementioned, an employer shall submit a copy of the previously issued work permit, a copy of the previous contract of employment or other relevant contract and a copy of

an alien's employment record. An employer is bound to conclude a contract of employment or other relevant contract with an alien in a written form before the beginning of the work, and at the latest within 15 days following the issuing of the work permit.

4.1.6. Can the work permit be permanent and under which requirements?

For a foreign citizen the work permit can only be temporary.

4.1.7. Should the foreigner first recognise his/her academic degree as issued by a State of the EU or any other country an equivalent to an academic degree of the Host State and then ask for a work permit?

It is necessary for a foreigner first to recognise his/her academic degree as issued by a State of the EU or any other country an equivalent to an academic degree of Croatia and then ask for a work permit.

4.1.8. What nationality requirements, if any, apply to employment in the public sector?

For the employment in the public sector, only Croatian nationality is eligible.

4.1.9. What provisions exist on non discrimination on grounds of nationality or possession of a national diploma against foreigners in employment, pay and working conditions?

According to the Article 14 of the Constitution of the Republic of Croatia „members of all nations and minorities shall have equal rights in the Republic of Croatia“.

<http://www.constitution.org/cons/croatia.htm>

4.1.10. Do members of the family of a researcher need to have a work permit or can they work without one?

The legislation does not imply the members of the family of a researcher to work without the work permit; they have to consult the Aliens Act. As laid down by the Act, there are categories of persons who are permitted, under

certain conditions, to work in the Republic of Croatia without a work permit, which is defined by Article 95 of *the Aliens Act*. Pursuant to the provisions of this Act, the following categories of aliens do not need a work permit:

1. indispensable personnel of companies defined under the Stabilisation and Association Agreement between the European Communities and their Member States and the Republic of Croatia;
2. founders, proxies, members of boards of management and supervisory boards of companies, who perform tasks in the company, where the task performance does not have the character of employment and does not total more than three months a year;
3. professors invited as lecturers by Croatian universities, scientists doing scientific and professional further studies, scientific representatives of international organisations and scientists taking part in the execution of scientific research projects important for the Republic of Croatia;
4. administrative personnel, experts, teachers and lecturers of foreign cultural and educational institutions who do their work in the Republic of Croatia within the framework of a programme of cultural and educational cooperation;
5. civilian and military officials of other states who come to work in the Republic of Croatia pursuant to a cooperation agreement with the Government of the Republic of Croatia;
6. members of scientific international missions who carry out research work in the Republic of Croatia that has been approved by the Government of the Republic of Croatia;
7. foreign correspondents accredited to the Republic of Croatia or reporters of foreign media;
8. representatives of religious communities carrying out work exclusively related to religious service;
9. artists and technical staff taking part in opera, ballet, theatre, concert, art and other cultural events, if, for this purpose, they do not stay in the Republic of Croatia longer than 30 days, or three months a year discontinuously;
10. authors and performers in the art of music, music drama, dance and ballet, and also supplementary reporting, organisational and technical staff who are taking part in cultural workshops, meetings, colonies, if, for this reason, they do not stay in the Republic of Croatia longer than 30 days or three months a year discontinuously.

11. persons that, pursuant to a contract with the Government of the Republic of Croatia, the Ministry of Defence or the Ministry of the Interior, are carrying out tasks relating to defence and national security or who are undergoing further training in these areas;
12. Croatian nationals' spouses and children who reside in the Republic of Croatia;
13. persons who visit the Republic of Croatia for the purpose of taking part in sports and chess events;
14. experts in the conservation of the cultural heritage, librarianship or archive administration if, for this purpose, they do not stay in the Republic of Croatia longer than 30 days;
15. aliens sent by a foreign employer, who provide services of professional further training to persons employed with legal or natural persons in the Republic of Croatia for a period of up to three continuous months;
16. persons who have been granted temporary stay for the purpose of professional further training with a Croatian employer which is an organisational form of a foreign employer that has sent them for further training, if their further training does not last longer than three continuous months;
17. aliens who engage in activities related to delivery, assembly or servicing of machines or equipment, if their work does not last longer than 30 continuous days or a total of 3 months a year discontinuously;
18. aliens who take part in fairs and exhibitions where their employer is exhibiting;
19. aliens who take part in professional congresses and seminars;
20. aliens employed with circuses or amusement parks, if they do not stay in the Republic of Croatia more than three continuous months;
21. persons who have been granted asylum status;
22. aliens with permanent residence permits;
23. aliens who in the Republic of Croatia have the status of fulltime school or university student, when engaged in activities of a temporary nature, through authorised agents, and in line with the regulations governing engagement in such activities.

Aliens under Subparagraphs 9, 10, 14, 15, 17, 18 and 20 shall have a valid contract concluded with a natural or legal person that is registered in the Republic of Croatia for the engagement in these activities.

## ***4.2. Labour market agreements***

4.2.1. Do the labour market agreements apply also for the foreigner and in particular the researcher?

They apply to all persons formally employed in Croatia, regardless of occupation or citizenship. There exists a possibility however that researchers working on, for example, international projects are in fact not formally employed (have no work contract) by Croatian institutions during their stay (i.e. they are receiving a fellowship) in which case the agreements do not apply.

4.2.2. Must the foreigner already have a work permit in order to invoke labour market agreements?

The work permit is prerequisite in order to start employment and to invoke labour market agreements. However “professors invited as lecturers by Croatian universities, scientists doing scientific and professional further studies, scientific representatives of international organisations and scientists taking part in the execution of scientific research projects important for the Republic of Croatia” do not require a work permit to become employed, but this fact has no impact on the applicability of labour market agreements (which apply to all employed persons, as stated in 4.2.1.).

More on work permits at the Ministry of Interior web:

[http://www.mup.hr/main.aspx?id=1266#\\_Radna\\_dozvola](http://www.mup.hr/main.aspx?id=1266#_Radna_dozvola)

4.2.3. Are the labour market agreements applicable to researchers?

Yes, they are applicable to all employed persons.

## ***4.3. Contracts, types of the employees***

4.3.1. Is there a contract between a researcher and the research institution for which he/she works? If any, is it in a written form?



There exists a written work contract between a researcher and the research institution for which he/she works.

By law, the work contract does not have to be in written form, but this is certainly the norm for all research institutions.

4.3.2. If you answered no in the previous question, are researchers appointed? By whom and how?

4.3.3. What kind of an employee are researchers? Are there any levels in their career?

Researchers, starting at a level roughly equivalent to that of the assistant professor, enjoy full time permanent positions with their institutions provided that they meet advancement criteria (based on scientific output in a certain time period).

Some research assistants (predoctoral and postdoctoral level) are also employed by their institutions on a permanent basis, and can move into senior positions also provided that they meet advancement criteria.

Majority, however, while technically also considered employed by their institutions, are in fact funded by the Ministry of Science Education and Sport solely for the duration of predoctoral and postdoctoral training. Their continuing employment in academia depends on both the fulfilment of advancement criteria and the availability of (scarce) permanent positions at said institutions.

#### ***4.4. Professional Associations and Unions***

4.4.1. Can researchers participate in Professional Associations or Unions?

Yes.

4.4.2. Have the above Associations or Unions achieved a better treatment and more privileges because of the above participation?

It might be a case the above Associations or Unions achieve a better treatment and more privileges because of the above participation; this differs from a case to case.

4.4.3. May foreigners form a Union or participate in the existing ones for nationals?

Yes, the foreigners can form a Union and participate in the existing ones for nationals.

#### ***4.5. Labour Law***

4.5.1. Does labour law apply to researchers and to what extent?

The labour law with all extent applies to researchers.

4.5.2. If you answered no in the previous question, is the Code for Civil Servants applicable?

N/a

4.5.3. Is labour law applicable to foreigners without introducing any discrimination?

As stipulated in 4.1.9., the Constitution is the umbrella of all the legislation and it highlights the law is applicable to foreigners without introducing any discrimination.

#### ***4.6. Working environment and Sciences***

4.6.1. How significant is brain drain in your country?

Brain drain is a significant trend in Croatia. There currently exist no systematic monitoring of brain drain and labour migration market.

For more details on the trends:

<http://www.unizg.hr/unesco/braindrain/brain%20drain%20Croatia.ppt>

4.6.2. In case that a researcher discovers a “know how” or an “invention” in the framework of a project launched by his/her institution, who owns the relevant intellectual property rules and in what percentage? Which are the rights of the institution?

The right for owning a patent has either the inventor or his/her legal successor. According to the Patent law, legal successor is employer in case when does applicable law or working contract which states that own rights for granting a patent are belonging to the employer as long as the invention which was patented was invented while the inventor was working for the employer.

The State Intellectual Property Office of the Republic of Croatia is the State administration body with responsibilities in the field of protection of intellectual property rights.

<http://www.dziv.hr/en/default.aspx?pArtID=15&selection=1>

4.6.3. How is innovation policy promoted in your country? Does it support researchers?

Currently, no widely spread innovation policy promotion exists in Croatia.

4.6.4. Is there an Internal Code of Rules that regulates working environment in research centres and Universities?

Yes, universities and research organisations have their Internal Code of Rules that regulates working environment.

## 5. LIVING CONDITIONS

### 5.1. General

5.1.1. Is it easy for a foreigner to live in your city during winter? What must he know?

There are two climate zones: a moderate continental climate, locally also a mountainous climate, prevails in the interior, whereas a pleasant Mediterranean climate prevails along the Adriatic coast. Average temperature in the inland: January 0 to 2°C and at the seaside: January 6 to 11°C. Anyhow, if you are moving to Croatia, it is smart to take a thick winter jacket.

There are good opportunities for skiing during wintertime:

Bjelolasica: <http://www.bjelolasica.hr>

Sljeme: <http://www.sljeme.hr/index.php?l=en>

Platak: <http://www.platak.com>

5.1.2. Is it easy to rent an apartment? How expensive is it?

Renting an apartment is a process that needs to be started at least 1 month prior to your arrival to Croatia. Besides, it is necessary to consult a Croatian speaking person in order to translate the real estate advertisements. The main journal of advertising is “*Plavi oglasnik*” that can be bought all over Croatia or visit online: <http://www.oglasnik.hr>

The monthly rate for single-bed furnished apartment in cities vary from 100-300 € per month, depending on the quality and location. In most cases, it is necessary to pay a deposit in the amount of one month house rent, which is returned at the time of moving out.

5.1.3. Is it easy to rent a furnished apartment for 3 months or less?

The chances for a foreigner to rent a furnished apartment for 3 months or less are reasonable but it takes more time and effort: it is advisable to start 2-3 months earlier.

5.1.4. Are there any shortages in heat, water, medical supplies etc.?

No.

## ***5.2. Formalities entering the country***

5.2.1. Must the foreigner report his/her presence in your country in certain days after his arrival?

Croatian legal and natural persons who provide accommodation to foreign citizens, and persons who are visited by foreign citizens, shall report their stay at a police administration/police station within the period of 12 hours following the moment of their arrival.

Foreign citizens who do not use the above stated accommodation services shall report their stay at a police administration/police station within 24 hours following their entry into the Republic of Croatia or the change of their address within 24 hours following the change of their address in the place of their stay. Likewise, foreign citizens can report their up to 90 days stay at a tourist board of the municipality or town they are staying in.

For more details check: <http://www.mup.hr>

5.2.2. Must the foreigner prove (e.g. to the police) that he has found normal residence (a residence which is adequate enough) in your country?

Place of residence is an important part of an invitation letter that a foreign citizen needs to obtain in order to come to Croatia (in case of a tourist visit, he/she needs to inform the authorities about his residence upon his/her arrival):

- Foreigner is on a private visit, invited by a physical person

If a foreigner is coming to Croatia on a private visit, when applying for visa, they have to submit a physical person's invitation letter for foreigners as a proof of the purpose of their visit, filled out by the inviter from Croatia.

- Foreigner is on a business visit, invited by a legal person

If a foreigner is coming to Croatia on a business visit, when applying for a visa, they have to submit a legal person's invitation letter for foreigners as a proof of the purpose of their visit, filled out by the inviting legal person from Croatia.

### 5.2.3. How can a foreigner obtain a residence permit?

There are two types of residence permits: temporary and permanent.

- **Temporary residence**

Foreigners obliged to have a temporary stay permit are those who:

- 1) intend to stay in the Republic of Croatia for a longer period of time or for reasons other than those the visa was issued for;
- 2) are not required a visa to enter the country but intend to stay in the Republic of Croatia longer than 90 days or for the purposes stated in Article 37 of the Act (stay for the purposes of work, studying, education, family reunion and other justifiable reasons);
- 3) are engaged in the activities and jobs set out in Article 95 of the Act (categories of persons who can, under certain conditions, work without a work permit), and who intend to stay in the Republic of Croatia longer than 30 days.

- **Permanent residence**

An application for the issuing of a permanent residence permit (form 1a of the *Rules on the aliens status in the Republic of Croatia*) is submitted by a foreign citizen at a police administration/police station, and the application is subject to the Ministry of the Interior's decision.

Permanent residence shall be granted to a foreign citizen who:

- has been granted a temporary stay for at least five consecutive years prior to the day of his/her application for permanent residence, or
- has been granted a temporary stay in the Republic of Croatia, and has been married for three years to a Croatian national or an alien who has been granted permanent residence.

5.2.4. What documents must he submit and to which authorities (State or municipal)? How long does the procedure last?

The following should be submitted when applying for the temporary stay permit: two photographs (3x3.5 cm), a copy of a valid travel document, proof of sufficient means of subsistence, proof of provided accommodation and health insurance, and proof of justifiability of stay (e.g. marriage certificate, work permit or similar).

When applying for the **FIRST** temporary stay permit, a police clearance certificate, issued by the country an alien is a national of or has a permanent residence in, should also be submitted. The certificate shall not be older than six months. Aliens temporarily staying shall report their sojourn and change of address at the competent police administration/police station within three days following their entry into the Republic of Croatia, or the date they changed their address. Before leaving their sojourn, they shall give notice of their departure.

When applying for the permanent residence permit, an foreign citizen shall submit the following documents: 2 photographs, a copy of a valid travel document, a birth certificate (not older than six months), proof of sufficient means of subsistence, proof of provided accommodation and health insurance, a certificate of registered sojourn, a marriage certificate (not older than six months), proof of Croatian nationality, or a spouse's stay permit.

5.2.5. What fee is he/she charged for a residence permit?

Administrative fee for the approval of extended residence amounts to HRK 150.00 and the charge of HRK 900.00 for issuance of the decision on permanent settlement.

5.2.6. Can the authorities refuse and on which grounds?

Article 38 of the Aliens Act determines the foreigner can obtain a temporary stay in Croatia if: he has financial grounds, residence in Croatia, health insurance, and there are no obstacles from the Article 45 of the Act, and the foreigner has given all the proofs of the justifiability of his/her stay.

Permanent residence shall not be granted to a foreigner:

- who has been given a final non-suspended prison sentence;
- who has no means of subsistence;
- who has no provided accommodation;
- who has no health insurance;
- for reasons of the protection of the legal order, national security or public health.

5.2.7. In case of refusal can the foreigner appeal? How long does the procedure of appeal take? Can he/she ask for provisional protection?

In case of refusal, a foreigner can appeal within 8 days from the date of receiving a refusal, according to the Article 38 of the Aliens Act. He appeals to the administrative office (police) in case he/she does need a visa, and via consular office in case he/she needs a visa. The Ministry of Interior decides upon the appeal.

The decision on the appeal has to be delivered as finished; the maximum length is two months according to the General administrative procedure act (OG No. 53/91).

5.2.8. Which is the penalty in case that the foreigner does not possess a residence permit?

In case that the foreigner does not possess a residence permit and is staying in Croatia longer then allowed, he/she will receive a penalty of 500,00 - 5.000,00 HRK, according to the Aliens Act. He/she can furthermore be deported due to protection measures.

5.2.9. Can the foreigner's residence permit be withdrawn later (e.g. for grounds of unemployment, illness or accident)?

The residence will not be automatically terminated in case of unemployment which is not caused by the fault of worker, or in the case of illness or accident. The foreigner will continue residing in Croatia in the same status until the approval for residence expires on another ground.



5.2.10. May the foreigner ask his/her **family** to come? Under which conditions?

In accordance with the provisions of the Act on Movement and Residence of Foreigners, the approval for extended residence for the purpose of family reunification is issued for the period of validity of up to one year. The approval for extended residence may be extended on several occasions, and the foreigner is required to file an application for extension prior to the expiry of the validity of the approval for extended residence.

5.2.11. What is considered family?

According to legislation, the following persons are considered a family:

- a spouse,
- children under 18 years old, who still did not establish their family,
- parents he/she supports.

In some cases, other relatives adopted children or adoptive parent can be considered a family if there are humanitarian reasons for the family reunion in the Republic of Croatia.

### ***5.3. Social insurance***

5.3.1. Is the social insurance system public?

The social insurance system in Croatia is public.

5.3.2. Is an affiliation to the Host State social security system required in order to work as a researcher?

Yes, in order to work as a researcher with a permanent residence the affiliation to the Croatian social security system required.

5.3.3. Is there a special fund or special privileges for researchers?

No.

#### 5.3.4. What does the social insurance cover?

The social insurance covers: health insurance, pension or disability pension, unemployment insurance, and injuries at work.

#### 5.3.5. Is the time spent in another country aggregated for the benefit of the foreign researcher in order to establish his/her right for pension?

In order to establish his/her right for pension the time spent in another country is aggregated for the benefit of the foreign researcher.

#### 5.3.6. Is there cooperation of the Social fund(s) of your country with other states? Which states?

There is cooperation of Croatian Social funds with other countries. The list of 24 bilateral international agreements with European countries, Canada and Australia can be found at: <http://www.mirovinsko.hr/default.asp?ID=4>

#### 5.3.7. Are there any bilateral international agreements that provide for aggregation of periods with any states?

*See answer to 5.3.6.*

#### 5.3.8. Is there the possibility of exportation of social security benefits in another country (e.g. family allowances)?

There is the possibility of exportation of social security benefits to another country. Croatian citizens that are employed or are residing abroad, as well as their family members, fulfil their rights based on their work, or the insurance in a foreign country, and the adequate social security (pension, health, etc.).

#### 5.3.9. How is Social security fees paid by the researcher to the fund? Which is their rate?

The researcher pays from his gross salary 20% for the pension insurance. His employer pays 15% for health, 1.7% for unemployment and 0.5% for injuries at work from his gross salary.

5.3.10. Is there a social security number for each worker/researcher etc.?

Yes there is a social security number for each worker/researcher.

5.3.11. Is there a data base?

Croatian Institute for Health Insurance and Croatian Pension Insurance Institute have their own data bases.

5.3.12. Are there any penalties provided in case of non compliance with social security rules?

In case of non compliance with social security rules, the penalties for the employer are provided.

#### ***5.4. Health and Medical Care***

5.4.1. Which is the health and medical care system in your country? Are providers' public or private or both?

The Croatian Institute for Health Insurance implements the public health and medical care system in Croatia; it is consisted of the obligatory and the additional health insurance. The providers' are public and private.

Croatian Institute for Health Insurance: <http://www.hzzo-net.hr/>

5.4.2. Is it necessary for a foreigner to have a residence or a work permit in order to have health and medical care in your country? (in public or private hospitals or doctors)

According to the Act on medical Care of Foreign Citizens (OG No. 114/97) it is necessary for a foreigner to have a residence or a work permit in order to have health and medical care in Croatia.

5.4.3. Is it possible for a foreigner who has entered the country with a visa in order to attend a congress to receive health and medical care without having any residence permit or work permit?

It is not feasible for a foreigner to receive health and medical care in case he/she does not have a residence permit. He/she first has to sign-off in his country of origin.

More details at: <http://www.hzzo-net.hr/pocetna.html>

5.4.4. Is European Social Security Card accepted in your country?

Yes. The European Social Security Card is a priority due to Croatian accession to the European Union. Regarding the Card, Croatia has concluded bilateral agreements with Slovenia, Czech Republic and Hungary.

5.4.5. Is it obligatory for a researcher to pay an average sum each month or year for health and medical care? How is the system organised (briefly)? Does the researcher pay directly to the fund or is the sum deducted from the salary?

The researcher has to pay an average sum, but the frequency has to be communicated with his/her local office. In any case, he has to pay directly to the found. Data on organisation of the system can be found in 5.4.1.

## **5.5. Banks**

5.5.1. Are banks private or public?

Most Croatian banks are private. The list of Croatian banks can be found here: <http://www.hr/wwwhr/business/finance/banks/index.en.html>

5.5.2. Is it easy for a foreigner to open a savings account in a bank in your country or to withdraw money from a checking account? Which is the practice?

Foreigner can open a savings account based on passport and subsequently use all bank services i.e. withdraw money from a checking account, obtain foreign currency or get loans.

5.5.3. Is it easy for a foreigner to get loans, according to your opinion?

*See answer to 5.5.2.*

5.5.4. How easy is it to obtain foreign currency? Which is the practice?

*See answer to 5.5.2.*

5.5.5. How easy is to import or export foreign currency? Which is the practice?

It is easy is to import or export foreign currency, a foreigner only has to open an adequate bank account.

## **5.6. Taxation**

5.6.1. Is the foreigner charged with the revenue tax only for the income produced in your country?

The foreigner is charged with the revenue tax only for the income produced in Croatia.

5.6.2. Does the foreigner enjoy any tax privileges to the same extent as nationals? Are tax privileges connected to the place of permanent residence?

The foreigner enjoys the tax privileges to the same extent as nationals. The tax privileges are not linked to the place of permanent residence.

5.6.3. Are research activities taxed with Value Added Tax (e.g. in case of an independent project = independent personal services)?

Research activities within universities are not taxed with VAT or with the income tax.

5.6.4. Are there any measures for the avoidance of double taxation?

N/a

5.6.5. Are there any international treaties for the avoidance of double taxation?

N/a

## ***5.7. Retirement and Pension Rights***

5.7.1. At what age comes retirement?

According to legislation, a female can (but it does not have to) retire at the age of 54 and 30 working years, and male the age of 59 and 35 working years.

5.7.2. How many years must a researcher work in order to receive pension?

A researcher has to work also 30 or 35 years to receive pension.

5.7.2. Is the pension calculated according to the last wage received?

The pension is calculated according to the formula which encompasses all the wages received.

5.7.3. Does a researcher who has the nationality of your country lose pension rights because of mobility in another country? Are the periods during which he/she worked abroad (e.g. in Portugal) aggregated?

A researcher who has Croatian nationality will not lose pension rights due to mobility in another country, and the periods during which he/she worked abroad are aggregated.

## **5.8. Justice**

5.8.1. Do foreigners have access to the judicial system of your country on the same terms as nationals?

Foreigners have access to Croatian judicial system on the same terms as nationals.

5.8.2. Is the European Convention on Human rights respected by the judicial system of your country and in particular art. 6 on fair trial?

The European Convention on Human rights is an intrinsic part of Croatian legislative system. Furthermore, Croatian citizens have the possibility to appeal to the European court of human rights in Strasbourg. Most of the appeals to the abovementioned Court, against the Republic of Croatia, are connected to the art. 6 on fair trial.

5.8.3. Is a translator provided in case that a foreigner who is a party in a case does not speak the local language?

A foreigner who is a party in a case and does not speak Croatian has the right on a translator.

## 6. SOCIAL ISSUES

### *6.1. Personal and Family Life*

6.1.1. Is there any social reaction in case that a foreigner selects as spouse a national of your country?

Foreign researchers in some cases move to Croatia since they select as spouse a Croatian national. It is a common phenomenon and therefore causes no social reaction.

6.1.2. Are people in your country afraid of or hostile with foreigners? Against whom?

In general, Croatians are used to and hostile with foreigners and the number of foreign citizens visiting Croatia is increasing due to ever rising incoming tourism.

6.1.3. Which is the cost of living? If you do not have concrete data please explain which is a “normal wage” for someone who is first recruited to work in a private office – how expensive is to eat in a fast food restaurant and in an expensive restaurant?

For an illustration, a “normal wage” for someone who is first recruited to work in a private office varies between 600-1000 €.

A meal in a fast food restaurant is app. 2-5 € and a meal in an expensive restaurant are in the same price category as overall in the EU.

6.1.4. Can a foreigner buy and register a new car?

A foreigner can buy and register a new car, under condition he/she obtained Croatian residence permit.

6.1.5. Must he/she register his/her own used one imported from EU?

Aliens who have been granted temporary stay in the Republic of Croatia and in possession of a vehicle registered abroad (with valid registration



documents and insurance), may use their car **not longer than three months** following the day of entry into the Republic of Croatia, after which period the vehicle should be re-registered in the Republic of Croatia.

## ***6.2. Voting Regulations***

6.2.1. Is the foreigner entitled to vote or to be voted in municipal elections?

The Constitution of the Republic of Croatia prescribes that Croatian citizens who have reached 18 years of age have the right to vote. This means that Croatian regulations in force do not make it possible for persons who are not Croatian citizens to participate in the elections.

6.2.2. Is the foreigner entitled to vote or to be voted in parliament elections?

*See answer to 6.2.1.*

## ***6.3. Recreation and Free Time Affairs***

6.3.1. Are there festivals organised? Theatre, Opera, Cinema etc.

Yes, festivals are frequently organised in Croatia, as well as there are cinema, theatre and opera performances, etc.

For more details check:

- [Cultural events](#)
- [Croatian cultural institutions/subjects](#)
- [Panoramic view of Croatian arts and culture trough history](#)

Festivals:

- [Dubrovnik Summer Festival](#)
- [Eurokaz](#)
- [Ethnoambient Salona](#)
- [Fashion Week Zagreb](#)
- [International children's Festival Sibenik](#)
- [International Tenor competition](#)

- [Kastav summer festival](#)
- [Motovun Film Festival](#)
- [Zagreb International Folklore Festival](#)
- [Zagreb Open Air](#)
- [zgraf](#)

6.3.2. Are there parks in the cities?

There are many parks in Croatian cities.

6.3.3. Do municipalities or the state organise cultural events?

Yes. *See answer to 6.3.1.*

6.3.4. Which are the public means of transport in your country (bus, metro, and train) and which is their schedule?

The public means of transport in Croatia is by bus and train. Only the cities Zagreb and Osijek have trams.

Links to the tram providers:

- [Zagreb](#)
- [Osijek](#)

Links to the bus stations in the larger cities:

- [Zagreb](#)
- [Split](#)
- [Rijeka](#)
- [Osijek](#)
- [Dubrovnik](#)

### [Croatian Railways](#)

6.3.5. Which are the means of private transportation? Is buying a car cheap enough? Can it be safely parked in the city? Are taxis available and cheap enough to use?

Car is the most frequent means of private transportation. Lately in Croatia there are many new highways, and you can travel fast and easy to the seacoast.

If you wish to check traffic conditions in Croatia:

- [Croatian Auto Club](#)
- [Croatian Freeways](#)
- [Prices of fuels sold at INA petrol stations throughout Croatia](#)

Buying a car in Croatia cannot be declared cheap. The prices are similar to the ones in the EU. It is feasible to park in the big Croatian cities, nevertheless during the summer season it is not so easy to park in the bigger coastal cities.

Taxis are available but are generally considered not cheap enough.

### **Taxis**

[Taxi Zagreb](#)

[Dubrovnik River](#)

[Dubrovnik Transfers Service](#)

[Taxi and Transportation Service Dubrovnik](#)

[Taxi Transfers Croatia](#)

[Taxi transportation in Dubrovnik](#)

[Split Taxi - Fast transfers in Croatia](#)

[Split Transfers](#)

## **7. ISSUES REGARDING THE RESEARCHERS**

### ***7.1. General***

7.1.1. Is a researcher (or University professor) a civil servant (state employee)?

A researcher (or University professor) is not a civil servant (state employee).

7.1.2. Does the law on Civil servants (State employees) apply for them? To what extent?

The law on Civil servants (State employees) does not apply for them.

7.1.3. Are there any incompatibilities: e.g. the researcher cannot work in a profit earning company or practice the profession of an engineer?

The researcher can work in a profit earning company or practice the profession of an engineer in case the contract between him/her and the employer does not prohibit it.

7.1.4. Is there a body overseeing the conduct of the researchers or any association of researchers or any association constituted for women researchers?

Among other activities, [The Ministry of Science, Education and Sport](#) performs administrative and other activities relating to the following: system and design of curricula for higher education in the country and abroad, and securing financial and material conditions for work, professional education and permanent education of teachers, accommodation, food and other issues relating to student standard, and inspection in higher education.

### ***7.2. Career Opportunities***

#### **7.2.1. Role and nature of research training**

7.2.1.1. Is there a probation period in order to become researcher?

The need for a propagation period depends on research and academic the institution.

7.2.1.2. Are multiple careers for researchers permissible? Is it permissible a researcher to work for an institution in your country and another institution abroad at the same time?

Multiple careers are permissible for researchers. There are cases a researcher works for a Croatian institution and another institution abroad at the same time.

### 7.2.2. **Incoming and outcoming mobility**

7.2.2.1. Are there any specific provisions for inviting a foreign researcher in your country? Which are they? If they don't exist, which would you wish for?

Only the letter of invitation (in a case a foreigner needs a visa) is necessary for inviting a foreign researcher to Croatia.

7.2.1.1.1. Are there any specific provisions/incentives for sending one of your researchers/academics in a foreign country? Which are they? If they don't exist, which would you wish for?

7.2.1.2. Are there scholarships or grants to support incoming and/or outcoming mobility?

There are scholarships and grants to support mostly outcoming mobility, such as:

- <http://public.mzos.hr/Default.aspx>
- <http://www.stipendije.info/index.php?lang=hr>
- <http://rektorat.unizg.hr/medjunarodna/stipendije/>

7.2.1.3. Are there any exchange programmes provided for by law or bilateral agreement?

Bilateral cooperation of the Ministry of Science, education and Sport can be found at:

<http://public.mzos.hr/Default.aspx?sec=2026>

Bilateral co-operation of the University of Zagreb can be found at:

<http://www.unizg.hr/257.0.html>

7.2.1.4. Are foreign publications considered necessary for a researcher/academic career?

Foreign publications is considered necessary for a researcher/ academic career since the number of published papers is crucial for obtaining academic/research titles.

7.2.1.5. Are there any obstacles to incoming or outcoming mobility specifically for researchers or academics?

There are many obstacles to incoming as well as to the outcoming mobility.

Obstacles to incoming mobility:

- Regarding visa policy, there is no distinction among researchers and economic migrants,
- Acquiring residence and work permits is a time consuming process,
- General lack of experience of the institutions in charge,
- Financial weaknesses (high taxation of student fellowships, high overheads on funds for fellowships, etc.)
- Undeveloped health and social security system for foreign researchers, dispersed and uncertain information,
- Obligatory use of local languages; especially for thesis
- Weak formal rental market,
- Low level knowledge transfer between academia and industry, etc.

The biggest obstacles to outcoming mobility are visas since Croatian nationals need a visa for many countries.

7.2.1.6. If researchers of your country go abroad for research purposes, do they lose their position or seniority in your institutions?

In general, if researchers from Croatia go abroad for research purposes, they do not lose their position or seniority in your institutions. In fact, the experience gained abroad contributes to the researchers' career.

## 7.2.2. Recruitment methods

7.2.2.1. Is a vacancy published in newspapers or in the web site?

In most cases, vacancies are published in newspapers.

7.2.2.2 Is the selection process the same as for civil servants?

The selection process among researchers and civil servants is different since it is governed by different legislation.

7.2.2.3 What does the selection process include?

Selection process differs among the research institutions in Croatia. In most cases it is consisted of an interview. Some institutions have the probation period or they practice written exams, some do not.

7.2.2.4. Is the job of a researcher permanent? This means, is the researcher afraid that he/she will lose his/her job anytime - is his/her contract only for a determined time and needs renewal?

The contract among the researcher and his employer defines the duration of his/her job; it can be for a certain period of time or it can be permanent.

7.2.2.5. Are there any facilitation measures or any quota in order to assist women become researchers?

Currently no facilitation measures or quota assist women to become researchers.

7.2.2.6. Is it permissible to offer a contract a specific researcher of your choice to work on a project or permanently without any publication in the press? On which conditions?

It depends on the type of institution. For private institution it is permissible to offer a contract a specific researcher, and the public institutions have to go through the engagement process.

### **7.2.3. Contractual and budgetary dimension**

7.2.3.1. Which is the salary of a researcher who starts working in the lowest grade – Which is the salary of a researcher of the highest grade who is ready for retirement?

The salary and the fees are dependable on the contract among the researcher and employer. No specific data could be provided.

7.2.3.2. Which are the fees of a researcher that works only on a certain national or European project? Minimum – Maximum?

*See answer to 7.2.3.1.*

7.2.3.3. Does the law allow a permanent researcher to be assigned to work overtime on a certain project by the same research centre or the University in which he/she works and to receive payment for the extra work? How is this payment regulated? Should this payment not exceed a maximum percentage e.g. 30% or 100 % of his/her salary?

Article 41 of the [Labour Act](#) (OG No. 30/04) allows weekly 10 hours overtime. Salary is regulated by the work contract.

### **7.2.4. Evaluation mechanisms and the progress perspectives within the career**

7.2.4.1. How is evaluation of progress of each researcher made? Are there any reports made by committees or is it just the director that decides?

Public research organisations have their formal evaluation process. In case of public organisations, this process is individually established.

7.2.4.2. Are there levels of researchers' e.g. first grade, second grade etc... according to experience?



There are different levels of researchers': junior researchers, senior researchers and senior advisors.

7.2.4.3. Which are the criteria for progress?

The criteria for progress depend on the research area and it is determined by the [Rulebook on the Criteria for the Research Position Election](#) (OG No. 84/05). In most of areas, published papers in magazines with international review is a crucial factor for the election.

### ***7.3. Research Funding***

7.3.1. How is public research funding organised?

The public research is mainly funded by the Republic budget of the Republic of Croatia. In addition, there is co financing by national programmes, EU and international programmes.

7.3.2. Is there private research funding and by whom?

There is private research funding by private companies interested in a specific research area. Still, intersectorial cooperation needs develop in order to comply with the EU progress.

7.3.3 Are international donors involved in research funding? Who are they?

There are numerous international donors involved in research funding, such as the European Union, World Bank, etc.

7.3.4. Which is the R& D budget break down?

N/a

### ***7.4. Code of Conduct of Research***

7.4.1. Does any such code exist?

No such code currently exists in Croatia. The University of Zagreb launched [Code of Ethical Conduct](#) which is at the moment in the adoption phase.

7.4.2. If it does exist, is it a general one, provided for by the law or various legal provisions or is it a specific one for each research centre or university?

N/a

7.4.3. Which are its provisions? Does it protect intellectual property rights and/or the researchers that invent an innovation?

N/a

7.4.4. Is it compatible with the European Code of Conduct of research?

N/a

## 8. INFORMATION RESOURCES

### *8.1. Databanks and Databases*

8.1.1. Have your institution developed any databanks and databases useful for researchers?

- [Croatian Information Documentation Referral Agency - HIDRA](#) is a professional service of the Government of the Republic of Croatia, established to perform information, documentation and referral work. HIDRA promotes the use of public official data, information, and documentation of the Republic of Croatia and assures the use of official documentation of foreign countries, international organizations and institutions, as well as other information, data, and documentation relevant to state bodies and institutions. HIDRA takes part in developing the information infrastructure of the Government and state bodies of the Republic of Croatia based on new technologies. The aim is to obtain Croatian and foreign information from official sources, assure its prompt processing according to international standards and full access for all users.
- The project [Who is Who in Croatian Science](#) is the attempt to collect, at one place, the information about Croatian scientists. This e-project of the Ministry of Science, Education and Sport intends to promote Croatian scientists in Croatia and abroad, and to foster the communication and information exchange among the scientists themselves.
- [R&D organizations in Croatia](#)
- [Ministry of science, education and sports database of scientific and high educational institutions](#)

8.1.2. Which databanks and databases in your country do you consider important for researchers mobility?

- [International Student Guide](#)

- [The National Foundation for Science, Higher Education and Technological Development of the Republic of Croatia](#). The NFS will promote science, higher education and technological development in the Republic of Croatia, in order to enhance development and employment opportunities. The NFS gives support to scientific, higher education and technological programmes and projects, and also promotes mobility in the field of higher education. Vision: Transformation of Croatian society in society of knowledge
- Task of the [Agency for Science and Higher Education](#) is to work together with the academic community on the improvement of the quality of science and higher education and to be the centre of help and information provision for the entire higher education domain. We strive to be a prominent service for quality assurance, so that our academic community might enjoy trust from the society and are even more appreciated world wide. The Agency acts as a third “party” and operates independently, impartially and justly! It evaluates, but also monitors the quality of performance, in accordance with the world standards.
- Basic facts about Croatia, website of the [Croatian Ministry of Foreign Affairs](#)

## **8.2. Useful links**

8.2.1. Does your institution have an updated website? Please provide electronic address.

Faculty of Mechanical Engineering and Naval Architecture, University of Zagreb has an updated website: <http://www.fsb.hr/>

8.2.2. Does your institution provide for vacancies in the Internet?

Faculty of Mechanical Engineering and Naval Architecture, University of Zagreb does not provide own vacancies in the Internet. Still on the [portal](#) a

list of relevant and interesting job vacancies for students is frequently updated.

### **8.3. Consulates and Ministries**

#### **Diplomatic Missions and Consular Offices to Croatia**

*Basic information concerning diplomatic-consular missions located in the Republic of Croatia. The Missions are listed by country name in alphabetical order.*

#### **Croatian Ministries:**

- [Ministry of Agriculture, Forestry and Water Management](#)
- [Ministry of Culture](#)
- [Ministry of Defence](#)
- [Ministry of Environmental Protection, Physical Planning and Construction](#)
- [Ministry of the Economy, Labour and Entrepreneurship](#)
- [Ministry of the Family, Veterans' Affairs and Intergenerational Solidarity](#)
- [Ministry of Finance](#)
- [Ministry of Foreign Affairs and European Integration](#)
- [Ministry of Health and Social Welfare](#)
- [Ministry of the Interior](#)
- [Ministry of Justice](#)
- [Ministry of Science, Education and Sports](#)
- [Ministry of the Sea, Tourism, Transport and Development](#)

### **8.4. Bibliography**

[Croatian Scientific Bibliography \(CROSBI\)](#)

[Croatian Academic and Research Network - CARNet](#)

The project [Who is Who in Croatian Science](#)

[National and University Library](#)