



European network of legal experts in gender equality and non-discrimination

FLASH REPORT

Country:	Croatia
Title:	Amendments to the Act on Maternity and Parental Benefits
Date:	03 July 2020
Expert:	Adrijana Martinović
Context	
Issue at stake:	Increase of parental benefits
Grounds of discrimination:	Sex
Field of application:	Family leave
Source:	National legislation
Applicable law:	Act on Amendments to the Act on Maternity and Parental Benefits (<i>Zakon o izmjenama i dopunama Zakona o roditeljskim i roditeljskim potporama</i>), Official Gazette <i>Narodne novine</i> No. 37/2020

Content

Law development: The Croatian Parliament has adopted the Act on Amendments to the Act on Maternity and Parental Benefits on 19 March 2020, increasing the amount of parental benefit payable to employed and self-employed parents during parental leave.¹ The amendments also shorten the duration of the prior qualifying period (duration of prior employment or self-employment) for eligibility for the higher amount of parental benefit. The amendments enter into force on 1 April 2020.

Key points of analysis: Parental benefits for employed and self-employed parents are paid as salary compensation during parental leave, at the expense of the state budget. The amount of parental benefit is set at 100 % of the last paid salary calculated in accordance with the rules on health insurance benefits, but it is limited to a certain percentage of the budget calculation base. A budget calculation base is the base for calculating various benefits and assistance. Its amount is set each year by the act regulating implementation of the state budget. In 2020, it amounts to HRK 3 326 (EUR 438). The latest amendments increase the upper limit of the parental benefit, from 120 % of the budget calculation base to 170 % of the budget calculation base (Article 24(2) of the Act on Maternity and Parental Benefits). The same increase is foreseen for salary compensation during a leave for a mother in case of a death of a child (Article 24(5) of the Act on Maternity and Parental Benefit). Another amendment concerns the shortening of the qualifying period for the payment of full parental benefits. So far, the qualifying period (required duration of prior employment or self-employment) was 12 months of consecutive insurance or 18 months of insurance with interruptions in the past two years. Under the amendments, the required period is 9 months of consecutive or 12 months of insurance with interruptions in the past two years. An employed or self-employed parent who does not fulfil the required qualifying

¹ Act on Amendments to the Act on Maternity and Parental Benefits (*Zakon o izmjenama i dopunama Zakona o roditeljskim i roditeljskim potporama*), Official Gazette *Narodne novine* No. 37/2020.

period is still entitled to parental benefit, but in a reduced amount of 70 % of the budget calculation base.

Internet link source:

Act on Amendments to the Act on Maternity and Parental Benefits (*Zakon o izmjenama i dopunama Zakona o roditeljskim potporama*), Official Gazette *Narodne novine* No. 37/2020.

Government of the Republic of Croatia, Legislative proposal with explanation, PZ No. 815, available at https://www.sabor.hr/sites/default/files/uploads/sabor/2019-12-12/175602/PZ_815.pdf.

Act on Maternity and Parental Benefits (*Zakon o roditeljskim potporama*) Official Gazette *Narodne novine* Nos. 85/2008, 110/2008, 34/2011, 54/2013, 152/2014, 59/2017 and 37/2020.