

Who is eligible for parental leave in Croatia?

Parental leave is granted to parents, usually after maternity and paternity leave, allowing mothers and fathers to take care of their young children without losing their jobs. Such a policy exists in all EU Member States and in Croatia it is called **Roditeljski dopust**. The policy design and eligibility rules vary across the EU, including in Croatia, and not all women and men in the EU are eligible for parental leave.

Parental leave in Croatia is:



Paid.
Compensation depends on previous earnings with a ceiling up to 40% of average salary



8 months



Leave is an individual right, each parent has 4 months of leave. Only two months of total leave can be transferred from one parent to another

All women and men in employment are eligible for parental leave.

This factsheet is based on an eligibility study of how many women and men (aged 20-49) would be eligible for parental leave if they had a child in 2017 and the reasons behind their non-eligibility ⁽¹⁾. For Croatia, it is not possible to simulate all the conditions that apply due to data restrictions.

Parental leave in Croatia is available for all parents irrespective of their employment status or history. The access to parental leave benefits is restricted to parents' contribution to health insurance, and permanent residency for 5 years.

All parents living in Croatia, with the exception of asylum seekers, are eligible for parental leave.

To have access to parental leave benefit, parents must have at least 12 months of conditional insurance or 18 months of insurance with interruptions in the last two years. The benefit is based on the average earnings on which health care contributions were paid during the six months prior to the leave. A parent who does not meet these criteria receives the benefit as unemployed: 70 % of the 'budgetary base rate' of HRK3,326 [€450,45] per month.

Who is eligible for parental leave in Croatia?

✓ **Employees**

✓ **Self-employed**

✓ **Same-sex parents**

✓ **Non-citizens ⁽²⁾**
(except asylum seekers)

In the EU-28 ⁽³⁾:

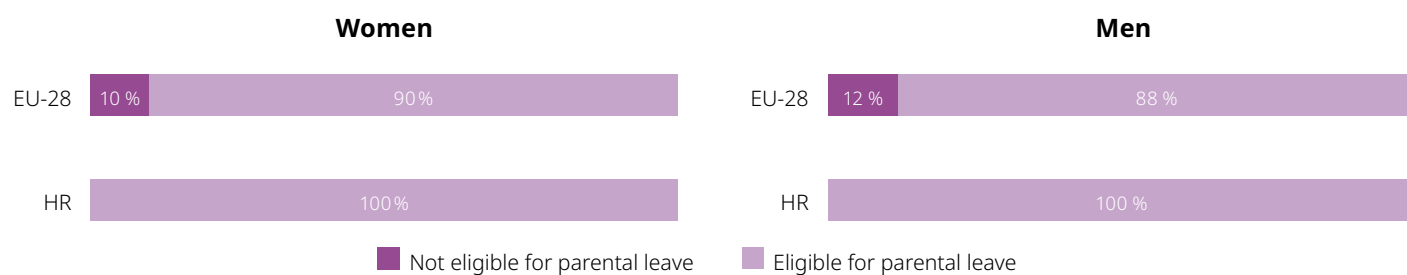
- **15** countries restrict access to employees with short working duration before birth (not Croatia)
- The self-employed are not eligible in 10 countries (not Croatia)
- **11** countries do not allow access for same-sex parents (not Croatia)
- **19** limit access to refugees or asylum seekers (including no access for asylum seekers in Croatia)

⁽¹⁾ Restrictions for same-sex couples, refugees and asylum seekers where they apply are not included in the simulations, so underestimates non-eligibility.

⁽²⁾ The non-citizens category is multidimensional and cover other EU-28 citizens, 3rd country nationals, refugees and asylum seekers.

⁽³⁾ The data was collected before the UK left the European Union.

All women and men in employment living in Croatia are eligible for parental leave.



Source: Eurostat – EU LFS, EU-SILC, 2017. EIGE's calculations based on annual reviews on leave policies by the International Network on Leave Policies and Research.
Note: EU-28, weighted average (population age 20-49, EU LFS 2017, (lfsa_pganws)).

European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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This factsheet is based on the work of Matthew Aldrich, Sara Connolly, Margaret O'Brien, and Merve Uzunalioglu; in collaboration with Ivana Dobrotic and www.leavenetwork.org

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