# Official Gazette 85/2022 (22 July 2022), Law on Amendments to the Law on Maternity and Parental Support

## **CROATIAN PARLIAMENT**

1289

On the basis of Article 89 of the Constitution of the Republic of Croatia, I adopt

## **DECISION**

## ON THE PROCLAMATION OF THE LAW ON AMENDMENTS TO THE LAW ON MATERNITY AND PARENTAL BENEFITS

I am promulgating the Law on Amendments to the Law on Maternity and Parental Support, which was adopted by the Croatian Parliament at its session on July 15, 2022.

Class: 011-02/22-02/70 Reg. No.: 71-10-01/1-22-2 Zagreb, July 19, 2022.

> President of the Republic of Croatia **Zoran Milanović,** vr

### **LAW**

#### ON AMENDMENTS TO THE LAW ON MATERNITY AND PARENTAL BENEFITS

Article 1.

Article 1.a of the Act on Maternity and Parental Allowances ("Official Gazette", No. 85/08, 110/08 - amendment, 34/11, 54/13, 152/14, 59/17 and 37/20) is amended to read:

- \*(1) This Act incorporates the following acts of the European Union into the Croatian legislation:
- 1. Council Directive 92/85/EEC of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding (tenth individual Directive within the meaning of Article 16(1) of Directive 89/391/EEC) (OJ L 348, 28.11.1992),
- 2. Directive 2010/41/EU of the European Parliament and of the Council of July 7, 2010 on the application of the principle of equal treatment to men and women who are self-employed and repealing Council Directive 86/613/EEC (OJ L 180, 15/07/2010),
- 3. Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on the work-life balance of parents and carers and repealing Council Directive 2010/18/EU (OJ L 188, 12/07/2019).
- (2) The state administration body responsible for demography submits to the European Commission all information related to the implementation of this Act, which includes available summary data on the use of different types of leave by men and women in accordance with this Act."

#### Article 2.

Article 2, paragraph 3 is amended to read:

"(3) Support from paragraphs 1 and 2 of this article is provided by the child's mother and father and other persons who, based on the decision of the competent authority, exercise parental care, the child's adoptive parent, guardian, foster parent or other natural person to whom a minor child is entrusted with day-to-day care by decision of the competent authority, under the conditions and in the manner established by this Law."

#### Article 3.

In Article 6, paragraph 1, at the end of point 12, the point is deleted and points 13, 14 and 15 are added, which read:

- »13. "total number of children born" includes stillborn and deceased children, adopted children, minor children for whom the user has been designated as a guardian, minor children for whom the user as a foster parent provides accommodation services, as well as children entrusted to the user for day-to-day care by the decision of the competent authority,
- 14. "Parental leave" in the sense of this Act is the leave of an employed or self-employed parent or a person equivalent to him who takes care of a child, based on the birth or adoption of a child, in order to provide care and raise that child,
- 15. "Paternity leave" in the sense of this Act is the leave of an employed or self-employed father or a person equivalent to him who takes care of a child, on the occasion of the birth of a child, for the purpose of providing care and raising that child.«.

#### Article 4.

Article 7, paragraph 4 is amended to read:

"(4) According to the provisions of this Act and under the conditions of this Act, the user is also the guardian of a minor child who has been entrusted with day-to-day care by the decision of the competent body, or another natural person to whom the minor child has been entrusted with day-to-day care by the decision of the competent body, or who, based on the decision of the competent body, provides parental care, according to his labor law status, provided that he has the status of an insured person in compulsory health insurance and if he lives with the child in a joint household."

#### Article 5.

Article 9 is amended to read:

- »(1) The user from Article 7, paragraph 1, points 1 and 2 and paragraph 2 of this Act has the right to:
  - 1. maternity leave,
  - 2. paternity leave,
  - 3. parental leave,
  - 4. half-time work.
  - 5. half-time work due to increased child care.
  - 6. break for breastfeeding the child,
- 7. leave of a pregnant worker or leave of a worker who has given birth or leave of a worker who is breastfeeding a child,
  - 8. free working day for prenatal examination,
  - 9. leave or half-time work to care for a child with severe developmental disabilities,
  - 10. suspension of employment until the third year of the child's life.
- (2) The beneficiary from Article 7, paragraph 1, points 3, 4 and 5 of this Act has the right to:
  - 1. maternity leave from work,
  - 2. parental leave from work.
- (3) Beneficiaries from Article 7, paragraph 1, points 1 to 5 and paragraph 2 of this Act, during the use of the prescribed rights, depending on their labor law status, are entitled to salary compensation or financial compensation according to the provisions of this Act.

- (4) The beneficiary referred to in Article 7, Paragraph 1, Point 6 of this Act upon the birth of a child has the right to financial assistance for maternity or parental care of a newborn child according to the provisions of this Act.
- (5) The beneficiary referred to in Article 7, paragraph 3 of this Act, on the basis of a valid decision on adoption, has the right, according to his labor law status, to adoptive leave or adoptive leave from work or adoptive care of a child and, during the exercise of one of these rights, the right to salary compensation or financial compensation or financial assistance according to the provisions of this Act.
- (6) The beneficiary referred to in Article 7, paragraph 4 of this Act, on the basis of a final decision on guardianship, i.e. a final decision of the competent body entrusting the child with daily care or exercising parental care, exercises rights under this Law, in accordance with his labor law status and on the condition that the child's parent has not exercised these rights.
- (7) The beneficiary from Article 7, Paragraph 5 of this Act, on the basis of a final decision of the competent authority, realizes the right to temporary allowances from this Act in accordance with his labor law status and on the condition that the child's parent has not exercised these rights.
- (8) The beneficiary referred to in Article 7, paragraph 5 of this Act shall not be entitled to financial support under this Act.
- (9) Beneficiaries from Article 7 of this Act, in addition to financial support from paragraphs 3, 4 and 5 of this Article, under the conditions of this Law, are also entitled to a one-time financial support for a newborn child.«.

Article 6.

Article 11 is amended to read:

"Rights from Article 9 of this Act cannot be used simultaneously by both parents for the same child, i.e. one parent cannot simultaneously exercise more than one right from Article 9, paragraphs 1 to 8 of this Act for one or more children, unless otherwise prescribed by this Act."

Article 7.

The title above Article 12 is changed to read: »Maternity and paternity leave«.

Article 8.

After Article 12, Article 12a is added, which reads:

»Article 12a

- (1) An employed or self-employed father has the right, after the birth of a child, to continuous paternity leave, depending on the number of children born:
  - of ten working days for one child,
- from 15 working days in case of birth of twins, triplets or simultaneous birth of several children.
- (2) An employed or self-employed father may use the right from paragraph 1 of this article until the child reaches six months of age, provided that he does not use one of the rights prescribed by this Act at the same time and for the same child.
- (3) An employed or self-employed father may use the right from paragraph 1 of this article regardless of the employment status of the mother.
  - (4) The right to paternity leave is non-transferable.«.

Article 9.

Article 13 is amended to read:

- »(1) An employed or self-employed parent, from the date of completion of six months of the child's life, i.e. after the time referred to in Article 15, paragraphs 1, 2 and 3 of this Act, has the right to parental leave.
- (2) An employed parent or a self-employed parent may use parental leave until the child is eight years old in the manner and for the duration prescribed by Article 14 of this Act
- (3) The right to parental leave is a personal right of every employed and self-employed mother and employed and self-employed father, provided that the child's mother is an employed or self-employed person at the time of the child's birth.
- (4) As an exception to paragraph 3 of this article, an employed or self-employed father has the right to parental leave if the child's mother is not an employed or self-employed person, provided that she did not use the right, i.e. did not meet the conditions for using the right to time and financial support established in Articles 28 and 31 of this Act.
- (5) Employed or self-employed parents acquire the right to parental leave on the day the child reaches the sixth month of life and use it, in equal parts, unless otherwise prescribed by this Act.«.

#### Article 10.

Article 14 is amended to read:

- »(1) An employed or self-employed parent has the right to parental leave for eight or 30 months, depending on the number of children born and the way it is used.
- (2) An employed or self-employed parent has the right to parental leave for the duration of:
  - eight months, for the first and second born child,
  - 30 months, for twins, third and every subsequent child.
- (3) If the child for whom the right to parental leave belongs to employed or self-employed parents is not the same in order of birth, each employed or self-employed parent uses parental leave for half of its prescribed duration according to the order of birth of the child in accordance with paragraph 2 of this article.
- (4) The right to parental leave from paragraph 2 of this article is generally used by both parents for a duration of four or 15 months each, with the proviso that each parent retains two months of parental leave that cannot be transferred to the other parent, and can be used individually, simultaneously or alternately, in accordance with a personal agreement.
- (5) In the case of transfer of a transferable part of parental leave between parents, the request for recognition of the right to parental leave of one parent must be accompanied by a joint statement on the agreed transfer of part of parental leave, signed by both parents.
- (6) If the parental leave referred to in paragraph 2 of this article, in accordance with the agreement, i.e. in the event that the other parent has not acquired this right in accordance with article 13, paragraph 3 of this Act, is used by only one parent, it is used for a duration of six months for the first and second born child, i.e. 28 months for twins born, the third and each subsequent child.
- (7) An employed parent or a self-employed parent may use the parental leave referred to in paragraph 2 of this Article in its entirety or in parts.
- (8) If an employed or self-employed parent uses the parental leave referred to in paragraph 2 of this article in parts, he can use it at most twice a year, each time for at least 30 days.«.

#### Article 11.

Article 17 is amended to read:

- »(1) If an employed or self-employed mother gives birth to a stillborn child before she started using maternity leave, i.e. if the child dies before the maternity or parental leave has expired, she has the right to maternity leave, i.e. she has the right to continue using the right to maternity or parental leave for another three months, counting from the day after the birth of the dead child, i.e. from the day of the child's death.
- (2) An employed or self-employed father who has not started using paternity leave in the event of the birth of a stillborn child, or if the child dies before paternity leave has expired, has the right to paternity leave, i.e. has the right to continue using the right to paternity leave for the remaining duration.

#### Article 12.

#### Article 24 is amended to read:

- »(1) While using the right to maternity leave from Article 12 of this Act or the right to work half-time from Article 15, paragraphs 1, 2 and 3 of this Act, the salary compensation amounts to 100% of the salary compensation base determined according to the regulations on mandatory health insurance.
- (2) During the exercise of the right to paternity leave from Article 12a of this Act, the salary compensation amounts to 100% of the salary compensation base determined according to the regulations on mandatory health insurance.
- (3) During the exercise of the right to parental leave from Article 14, paragraph 2 of this Act, the salary compensation for the first six months if one parent uses this right or the first eight months if both parents use this right amounts to 100% of the base for salary compensation determined in accordance with paragraph 1 of this Article, which cannot amount to more than 225.5% of the budget base per month for full-time work.
- (4) During the use of the right to parental leave in half of the full-time working time referred to in Article 15, paragraph 4 of this Act, the salary compensation amounts to 110% of the budget base per month.
- (5) During the exercise of the right from Article 16 of this Act, the monetary compensation amounts to 70% of the budget base per month.
- (6) During the use of leave in the event of the death of a child from Article 17 of this Act, the full-time salary compensation is 100% of the salary compensation base determined in accordance with paragraph 1 of this Article, which cannot amount to more than 225.5% of the budget base per month for full-time work.
- (7) As an exception to paragraph 6 of this article, in the case of a stillborn child or if the child dies while using the right to maternity leave or paternity leave, an employed or self-employed parent during the use of leave for the death of a child from Article 17 of this Act has the right to compensation, which for full-time work is 100% of the base for compensation determined in accordance with paragraph 1 of this article.
- (8) An employed or self-employed parent who, on the day preceding the date of commencement of the right, does not meet the condition of prior insurance for a period of at least nine months continuously or 12 months with interruptions in the last two years, is entitled to financial compensation in the amount of 70% of the budget base during the period of exercising the right under this Act.
- (9) For an employed or self-employed parent, the salary compensation, i.e. the monetary compensation determined by this article cannot amount to less than 70% of the budget base, regardless of whether he works full-time or part-time.
- (10) An employed parent, the beneficiary of the rights from Article 7, paragraph 2, subparagraphs 3, 4 and 5 of this Act, while using the right to maternity leave from Article 12 of this Act or the right to parental leave from Article 14, paragraph 2 of this Act or the right to work half-time from Article 15 of this Act or during the use of leave in the event of

the death of a child from Article 17 of this Act, has the right to monetary compensation in the amount of 70% budget bases.

(11) The right to monetary compensation in the amount of 70% of the budget base per month is available to an employed or self-employed parent during the exercise of the right to parental leave for twins, the third and each subsequent child from Article 14, paragraph 2, subparagraph 2 of this Act after the expiration of six months if that right is used by one parent, or eight months if that right is used by both parents, as well as during the leave for the death of a child from Article 17 of this Act if the child's death occurred during the exercise of that right."

#### Article 13.

Article 24.b is amended to read:

"Salary compensation, i.e. financial compensation from Articles 24 and 24a of this Act, is paid at the expense of the state budget, except for salary compensation during the use of the right to maternity leave, i.e. leave in the event of the death of a child from Article 24, paragraphs 1 and 7 of this Act, which is paid at the expense of the Institute."

#### Article 14.

Article 25 is amended to read:

"While using the rights from Articles 12, 12a, 14, 15, 16, 17, 19, 20, 23 and 24 of this Act, an employed parent or a self-employed parent has rights from mandatory pension insurance and the right to paid contributions according to the regulations governing pension insurance rights and the regulations governing mandatory contributions."

#### Article 15

In Article 37, the words: "paragraphs 2 to 8" are deleted.

#### Article 16

In Article 45, paragraph 5, the words: "care and upbringing" are replaced by the words: "daily care".

#### Article 17.

Article 47 is amended to read:

- »(1) An employed parent who intends to start using the right to parental leave according to this Act, who does not continue to use it immediately after using maternity leave or who intends to change the way of using the right during the exercise of the right according to this Act, is obliged to notify his employer in writing of this intention at least 30 days before the start of using the right, i.e. the occurrence of a change or before the reestablishment of the unused corresponding right, unless otherwise determined by this Act.
- (2) An employed father who intends to use the right to paternity leave from Article 12a of this Act is obliged to notify the employer in writing of this intention at least 15 days before the day of the expected birth, if he intends to use the right from the day of the child's birth, i.e. at least 15 days before the intention to use that right.
- (3) In response to the written notice from paragraph 1 of this article, the employer is obliged to issue a written consent on the expressed intention of the employed parent within eight days from the date of receipt of the notice.
- (4) If the employer does not act in accordance with paragraph 3 of this article, the Institute will issue a decision to the employed parent recognizing his right with a 30-day delay in the start of use compared to the day the employed parent indicated in the notification to the employer.
- (5) When determining the schedule of daily or weekly working hours of an employed parent of a beneficiary of the right to work half-time for the enhanced care of a child from

Article 16 of this Act or of an employed parent of a child with severe developmental disabilities who uses the right from Article 23, paragraph 2 of this Act as the right to work half-time, the employer must take into account the purpose of using the corresponding right in accordance with this Act, unless this is not possible due to the organization of work.

(6) In the notification to his employer from paragraph 1 of this article, the employed parent is obliged to state the expected start and expected duration of the use of the rights from articles 13 and 14 of this Act.«.

#### Article 18.

Article 48 is amended to read:

"An employed parent whose right under this Act is being decided upon for the reason prescribed in Article 47, paragraph 1 of this Act is obliged to submit to the competent organizational unit of the Institute, along with the request for a decision on the corresponding right, the written consent of the employer referred to in Article 47, paragraph 3 of this Act."

#### Article 19

After Article 53, Article 53a is added, which reads:

#### »Article 53a

The state administration body responsible for demography informs workers and employers about the right to parental leave and the right to paternity leave from this Act and the measures to promote the harmonization of business and family life.

#### Article 20.

Article 54 is amended to read:

»Funds for financing the rights and support established by this Law are provided in the state budget, except for the funds for rights from Articles 20 and 20a, Article 24 paragraphs 1 and 7 and Article 26 of this Law.«.

#### Article 21.

Article 58 is amended to read:

- "(1) The employer of the user of the rights from this Act shall be fined in the amount of HRK 10,000.00 to HRK 50,000.00 if:
- 1. prevents an employed pregnant woman or an employed mother from using the right to compulsory leave in accordance with Article 12, paragraphs 2 and 4 of this Act,
- 2. prevents an employed pregnant woman or an employed mother or father from using the right to additional maternity leave in accordance with Article 12, Paragraph 5 of this Act.
- 3. prevents an employed mother from using extended maternity leave from Article 12, Paragraph 6 of this Act,
  - 4. prevents an employed father from using paternity leave from Article 12a of this Act,
- 5. prevents an employed parent from using the right to parental leave in accordance with Article 13 of this Act,
- 6. prevents an employed parent from using the right to work half-time from Article 15 of this Act,
- 7. prevents an employed parent from using the right to work half-time for the purpose of enhanced child care from Article 16 of this Act,
- 8. prevents an employed parent from using the right to leave in the event of the death of a child in accordance with Article 17 of this Act,

- 9. prevents a worker who is breastfeeding a child from using the right to a breastfeeding break from Article 19 of this Act,
- 10. does not ensure or in any other way prevents the use of the right to leave of a pregnant worker, leave of a worker who has given birth or leave of a worker who is breastfeeding a child in accordance with Article 20, paragraphs 4 and 6 of this Act,
- 11. prevents an employed pregnant worker from using the right to a day off for a prenatal check-up in accordance with Article 20a of this Act,
- 12. prevents an employed parent from having the right to suspend employment until the third year of the child's life in accordance with Article 22, paragraphs 1 and 2 of this Act.
- 13. prevents an employed parent from using the right to leave for child care until the child reaches the age of eight from Article 23, paragraph 1 of this Act,
- 14. prevents an employed parent from using the right to leave for the care of a child with severe developmental disabilities as the right to work half-time from Article 23, paragraph 2 of this Act,
- 15. prevents an employed adoptive parent from using the right to adoptive leave in accordance with Article 35 and Article 36, paragraphs 1 and 2 of this Act,
- 16. prevents an employed adoptive parent from using the right to parental leave in accordance with Article 36, paragraph 3 of this Act and all other rights of an employed adoptive parent under this Act,
- 17. by withholding information and facts or in some other way preventing a worker, a beneficiary of the rights under this Act, from exercising his rights under this Act,
- 18. Prevent the institution from checking personal data, realized salary/income, fulfillment of legal and other conditions for exercising and using the right to maternity and parental support for beneficiaries, that is, prevent the procedure prescribed in Article 46 of this Act.
- (2) The responsible person of the employer for the case referred to in paragraph 1 of this article shall be fined for the misdemeanor in the amount of HRK 3,000.00 to HRK 10.000.00.
- (3) A responsible person of a competent state administration body or unit of local and regional (regional) self-government, a public institution, or other competent body or legal entity, who denies the Institute the delivery or making available of data pursuant to the request from Article 46 of this Act, shall be punished for the offense by a fine in the amount of 1,500.00 to 5,000.00 HRK.
- (4) A fine from paragraph 3 of this article shall also be imposed for a misdemeanor on the responsible person of the Institute if he fails to submit or make available the data from the electronic register, respecting the regulations on the protection of personal data from article 56, paragraph 2 of this Act.
- (5) The user from this Act will be fined for an offense in the amount of HRK 1,000.00 to 10,000.00 if he does not report within the prescribed period any change that affects the loss or change of the basis for exercising any right from this Act (Article 52, paragraph 1).«.

#### Article 22.

After Article 58, Articles 58a and 58b are added, which read:

#### »Article 58a

- (1) The employer of the beneficiary of the rights from this Act will be fined in the amount of 1,320.00 to 6,630.00 euros if:
- 1. prevents an employed pregnant woman or an employed mother from using the right to compulsory leave in accordance with Article 12, paragraphs 2 and 4 of this Act,

- 2. prevents an employed pregnant woman or an employed mother or father from using the right to additional maternity leave in accordance with Article 12, Paragraph 5 of this Act.
- 3. prevents an employed mother from using extended maternity leave from Article 12, Paragraph 6 of this Act,
  - 4. prevents an employed father from using paternity leave from Article 12a of this Act,
- 5. prevents an employed parent from using the right to parental leave in accordance with Article 13 of this Act,
- 6. prevents an employed parent from using the right to work half-time from Article 15 of this Act,
- 7. prevents an employed parent from using the right to work half-time for the purpose of enhanced child care from Article 16 of this Act,
- 8. prevents an employed parent from using the right to leave in the event of the death of a child in accordance with Article 17 of this Act,
- 9. prevents a worker who is breastfeeding a child from using the right to a breastfeeding break from Article 19 of this Act,
- 10. does not ensure or in any other way prevents the use of the right to leave of a pregnant worker, leave of a worker who has given birth or leave of a worker who is breastfeeding a child in accordance with Article 20, paragraphs 4 and 6 of this Act,
- 11. prevents an employed pregnant worker from using the right to a day off for a prenatal check-up in accordance with Article 20a of this Act,
- 12. prevents an employed parent from having the right to suspend employment until the third year of the child's life in accordance with Article 22, paragraphs 1 and 2 of this Act,
- 13. prevents an employed parent from using the right to leave for child care until the child reaches the age of eight from Article 23, paragraph 1 of this Act,
- 14. prevents an employed parent from using the right to leave for the care of a child with severe developmental disabilities as the right to work half-time from Article 23, paragraph 2 of this Act,
- 15. prevents an employed adoptive parent from using the right to adoptive leave in accordance with Article 35 and Article 36, paragraphs 1 and 2 of this Act,
- 16. prevents an employed adoptive parent from using the right to parental leave in accordance with Article 36, paragraph 3 of this Act and all other rights of an employed adoptive parent under this Act,
- 17. by withholding information and facts or in some other way preventing a worker, a beneficiary of the rights under this Act, from exercising his rights under this Act,
- 18. Prevent the institution from checking personal data, realized salary/income, fulfillment of legal and other conditions for exercising and using the right to maternity and parental support for beneficiaries, that is, prevent the procedure prescribed in Article 46 of this Act.
- (2) The responsible person of the employer, for the case referred to in paragraph 1 of this article, will be fined for the offense in the amount of 390.00 to 1,320.00 euros.
- (3) A responsible person of a competent state administration body or a unit of local and regional (regional) self-government, a public institution or other competent body or legal entity who denies the Institute the delivery or making available of data pursuant to the request from Article 46 of this Act shall be punished for the offense by a fine in the amount of 190.00 to 660.00 euros.

- (4) A fine from paragraph 3 of this article shall also be imposed for a misdemeanor on the responsible person of the Institute if he fails to submit or make available the data from the electronic register, respecting the regulations on the protection of personal data from article 56, paragraph 2 of this Act.
- (5) The user from this Act will be fined for an offense in the amount of 130.00 to 1,320.00 euros if he does not report within the prescribed period any change that affects the loss or change of the basis for using any right from this Act (Article 52, paragraph 1).

#### Article 58b

- (1) Inspectional supervision of the implementation of this Act and the regulations adopted on its basis, which regulate the exercise of the rights from this Act, in accordance with the provisions of this Act, are carried out by competent inspectors of state administration bodies who, according to special regulations, are authorized to supervise work and employment, each within their competence, in accordance with special regulations, except for the provisions relating to the application of the provisions from Article 58, paragraph 1, point 18 and paragraphs 3 and 5, respectively Article 58a, paragraph 1, point 18 and paragraphs 3 and 5 of this Act.
- (2) If the Institute establishes the existence of a well-founded suspicion that a misdemeanor from Article 58, paragraphs 1, 3, and 5, or Article 58a, paragraphs 1, 3, and 5 of this Act has been committed by violating the regulations, it is authorized to file an indictment for the initiation of misdemeanor proceedings.«.

#### Article 23.

- (1) In the entire text of the Act on Maternity and Parental Support ("Official Gazette", No. 85/08, 110/08 correction, 34/11, 54/13, 152/14, 59/17 and 37/20), the words: "ministry responsible for the family" and the words: "competent ministry for the family" are replaced by the words: "state administration body responsible for demography" in the appropriate case.
- (2) In the entire text of the Act on Maternity and Parental Support ("Official Gazette", No. 85/08, 110/08 correction, 34/11., 54/13., 152/14., 59/17. and 37/20.), the words: "minister responsible for the family" in certain cases are replaced by the words: "head of the state administration body responsible for demographics' in the appropriate case.

#### TRANSITIONAL AND FINAL PROVISIONS

#### Article 24.

The head of the state administration body responsible for demography, with the previously obtained opinion of the Director of the Institute, within 60 days from the date of entry into force of this Act, will bring the Ordinance on the content and manner of keeping the electronic register of beneficiaries of the right to maternity and parental benefits into line with the provisions of this Act (Official Gazette, No. 18/09).

#### Article 25.

- (1) Requests for exercising the right to maternity and parental benefits that have not been legally finalized by the date of entry into force of this Act will be dealt with according to the Maternity and Parental Benefits Act ("Narodne novine", no. 85/08, 110/08 -correction, 34/11, 54/13, 152/14, 59/17 and 37/20).
- (2) Persons who, on the date of entry into force of this Act, are found to be using their rights to maternity and parental benefits according to the Act on Maternity and Parental Benefits ("Narodne novine", No. 85/08, 110/08 correction, 34/11., 54/13., 152/14., 59/17. and 37/20.) continue to use the realized rights in in accordance with that Law until the right expires.

- (3) Beneficiaries who, on the date of entry into force of this Act, are found to be using the right to financial support in the amount determined by Article 24, paragraphs 2, 3 and 5 of the Act on Maternity and Parental Support ("Narodne novine", No. 85/08., 110/08. correction, 34/11., 54/13., 152/14., 59/17 and 37/20) from the date of entry into force of this Act, they receive financial support in the amount determined by this Act.
- (4) The Institute will, ex officio, calculate financial support in the amount determined by this Law to the beneficiaries referred to in paragraph 3 of this Article from the date of entry into force of this Act.
- (5) Requests for the exercise of rights for which financial support is regulated by this Act and which have been submitted but not resolved by the date of entry into force of this Act shall be resolved in accordance with the provisions of this Act, in the part relating to the amount of financial support.

#### Article 26

The state administration body responsible for demography will carry out a subsequent assessment of the effects of this Act within two years from the date of entry into force of this Act.

#### Article 27.

On the day of the introduction of the euro as the official currency in the Republic of Croatia, Article 58, amended by Article 21 of this Act, ceases to be valid.

#### Article 28.

This Law will be published in the "Narodne novine", and it will enter into force on August 1, 2022, except for Article 58.a added by Article 22 of this Law, which will enter into force on the day of the introduction of the euro as the official currency in the Republic of Croatia.

Class: 022-02/22-01/53 Zagreb, July 15, 2022.

#### **CROATIAN PARLIAMENT**

President of the Croatian Parliament **Gordan Jandroković,** vr