



Croatia

How benefits work

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
Working Hours	Max 50 hours weekly	40 hours weekly (beyond triggers overtime)	Flexible working hours
Overtime Compensation	No stipulated overtime pay	1.5 times the employee's salary	
Paid Time Off	20 days paid time off	24-26 days paid time off	Unlimited time off
Public Holidays	13 national holidays	+ Independence Day (June 25th)	

General Benefits

Pension	Public pension financed through social security contributions*	Up to €67 monthly contribution to the pension fund's third pillar	€67+ contribution to the pension fund
Healthcare	Healthcare financed through social security contributions**	Private health insurance, including vision, dental and dependents	Higher and better private health insurance coverage
Flexible Working	Parents on maternal, paternal, parental, and adoption leave have the right to request work flexibility to care for their children	Flexible working hours and hybrid models including option to WFH 2-3 times a week	Option for full-time WFH
Home Office Budget	Equipment, including an ergonomic workstation***	Additional stipend for equipment beyond the required	€67 allowance and ability to request additional equipment
Education & Training		Training, conferences or development allowance	Stipend for books and online subscriptions
Transportation		Tax-free public transport scheme	Public transportation allowance
Wellness Program		Employee Assistance Programme, gym membership and yoga lessons	Additional wellness benefits such as meditation lessons and massages
Profit Sharing			Stock options, often around 0.005% to 0.02%

Leave

Sick Leave	18 months**** paid sick leave covered at 70% of salary	Pay is 100% of salary	
Maternity Leave	28-45 days before the child's birth + 70 days after birth at full pay		
Paternity Leave	10 working days for one child 15 working days in the case of the birth of twins, triples, or simultaneous birth of several children	2-4 weeks paid leave	4-8 weeks paid leave
Adoption Leave	Same entitlements as maternity and parental leave and pay	2-4 weeks paid leave for the adoptive father	4-8 weeks paid leave for the adoptive father
Parental Leave	8 months per child for the first two and 30 months for any subsequent children or twins		
Education & Training Leave	Paid time off for educational or vocational training for the workers' council or trade union work		
Childcare Leave	Part or full time leave (depending on the severity of the disability)***** and a cash benefit paid by Social Security	Top up to full wage	Additional time off
Special Event Leave	7 days off for marriage, childbirth, serious illness or funeral of a family member. 1 day for blood donation	Additional time off for other life events, such as moving houses, child's graduation, charity work	
Travel Insurance		Travel health insurance provided by the company	