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Social benefits – videoseminars  
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# Maternity and paternity benefits

**What are [maternity benefits](#)?**

- Benefits from sickness insurance for economically active people – employees or self-employed
- They are paid by [Czech Social Security Administration \(CSSA\)](#)

**What is sickness insurance?**

- Insurance by the law, which protects economically active people through sickness insurance benefits during a short-term loss of income
- For employees or self-employed
- Contributions to the Sickness insurance are paid automatically from employees' salary
- While for self-employed it is on the voluntary basis

**How long and in which amount are the maternity benefits being paid?**

- Its possible to start 8 up to 6 weeks before the due date (delivery)
- In total it is paid during 28 weeks (37 weeks in case of twins or triplets etc)
- 70% reduces daily assessment basis (DSA) for a day (70% of income) from the average income in the last 12 months (for example 15 000Czk – Maternity benefits = 10 400czk) – [calculator of maternity benefit](#)
- Father of the child can start getting maternity benefits for 22 weeks after the 7th week from birth (max. 31 weeks for twins or triplets)

**What is DSA?**

- daily assessment basis for calculation of maternity or paternity benefit monthly rate
- it is calculated from the average income in the last 12 months

**Who is eligible for maternity benefits?**

- A person, who is included in the sickness insurance at the time when applying for maternity benefits
- Or who was within the protection period
- And was under sickness insurance (employed) minimally 270 days in the past 2 years before the maternity benefits application
- Mother 8-6 weeks before the due date, father from 7th week after the day of birth

**Conditions of eligibility for self-employed**

- Voluntarily contribute to the sickness insurance system for 180 days at least in the past year before maternity benefits application
- And also, being part of sickness insurance for at least 270 days in the last two years before applying for maternity benefits

**Conditions of eligibility for employees**

- Contribute to the sickness insurance (being employed) for at least 270 days in the past 2 years before the application for maternity benefit

- HPP - Main employment contract, DPP – agreement to complete a job with income over 10.000czk/month, DPČ - agreement to perform work with income over 3500czk/month.
- Even though you worked for different employees you should make sure that you worked for 270 days.

#### **What is the protection period?**

- For pregnant women, it's 180 days from the last day of work (the last day of contribution to the sickness insurance system)
- Or length according to the employment contract length
- Otherwise 7 calendar days.
- Its possibility to apply for maternity benefits from the protection period as well

#### **Where can I apply for maternity benefits?**

- Employees should give the form filled out by their gynaecologist to their employer before starting their maternity leave
- The self-employed should give the filled form to the Czech Social Security Administration Office also before starting their maternity leave

#### **What if I am not eligible for maternity benefits?**

- You can apply for nemocenské – sickness insurance benefit if you worked
- You can apply for the parental allowance at Úřad Práce/ Labour office
- Fathers can also apply for maternity benefits from the 7th week after birth, but they are taking maternity leave at work, so they don't work

#### **What is a sickness insurance benefit?**

- It means the inability to work
- It is only for employees, who are contributing to the sickness insurance
- During pregnancy the gynaecologist can send the pregnant woman on the sick leave
- max 6 weeks prior and 6 weeks after the due date (60% reduced daily allowance)
- **Risky pregnancy** – only a doctor can send pregnant women for sick leave anytime during pregnancy
- [Calculator of sickness benefit](#)
- Is paid by [Czech Social Security Administration](#) - from the 15th day of sickness
- First 14 days are paid by the employer

#### **What is the parental allowance?**

- Benefit from the state social security package of State Social Support
- Paid by the Labour Office
- Its possible to get parental allowance maximum up to the age of 4 of the child
- Total amount paid is 300.000czk for the youngest child in the family (450.000czk for twins, triplets or multiple new-borns)
- Condition of 365 days of legal stay in the Czech Republic before application of parental allowance, for EU at least 3 months stay within the Czech Republic
- The maximum monthly allowance according to the maternity daily assessment basis (DSA), otherwise if maternity benefits are not applicable, the maximum monthly allowance is only 10.000czk
- [Calculator of parental benefit](#)

#### **Paternity benefits**

- Benefits from sickness insurance for economically active fathers – employees or self-employed in connection to taking care of newborn child/children
  - They are paid by [Czech Social Security Administration \(CSSA\)](#)
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- For self-employed its voluntarily to contribute to the sickness insurance at least 3 months before application for paternity benefits
- Maximum length is 14 days within the first 6 weeks after birth for either father of the child or the caregiver
- Possible to request since the day of birth
- 70% reduces daily assessment basis (DSA) for a day (70% of income) from the average income in the last 12 months (for example 15 000Czk/month – Paternity benefit = 10 400czk/month)  
– [calculator of maternity benefits](#)
- Father of the child has to be written on the birth certificate
- Parents don't need to be married

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