

Maternity leave compensation I - who is entitled and under what conditions?

The Czech Social Security Administration (ČSSZ) provides information about the financial support conditions for individuals who are unable to work due to pregnancy and subsequent newborn care. The benefit, officially called maternity financial aid (PPM), often referred to as "maternity allowance," covers the period of maternity leave in employment and thus lasts a maximum of 28 weeks (or 37 weeks in the case of twins and multiple births) before and after the child's birth.

❖ Who can apply?

The benefit can be requested by mothers, fathers, mothers' spouses, or individuals who have taken a child into their care based on the decision of the competent authority, such as adoption or foster care. The mother submits the application 6–8 weeks before delivery. After the postpartum period, another caregiver (spouse, father, foster parent) can take over the care, but the duration of the benefit is adjusted by the time the mother has already taken for the newborn.

❖ Basic conditions:

Participation in health insurance:

- Employees, male or female, who have a work contract or an agreement on work activities with a gross monthly income of at least CZK 4,000, or an agreement on job performance with income over CZK 10,000, are eligible for the benefit. Self-employed persons have voluntary health insurance.

Required duration of health insurance:

- The applicant must have at least 270 calendar days of health insurance within two years before starting the benefit (entrepreneurs at least 180 days in the year before starting).
- Days of health insurance are cumulative. Women who were pregnant at the end of their employment have an extended protection period of 180 days.
- Female students are not eligible for PPM but can apply for a parental allowance from the Employment Office after childbirth.



Date of commencement of maternity leave:

- The woman chooses the start date 6–8 weeks before the expected day of delivery, determined by a doctor. If she does not specify the date, it is the beginning of the sixth week before the expected delivery. In the case of premature birth, the start date is the day of delivery.

If the mother works until delivery, the start date does not change, and the benefit is not paid during work performance, as she has income from employment.

For further information, you can subscribe to the newsletter on the ČSSZ website:
<https://www.cssz.cz/web/cz/odber-novinek>.

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