

Lithuania¹

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For comparisons with other countries in this review – on demographic, economic, employment and gender equality indicators and on leave provision and early childhood education and care services - go to [cross-country comparisons](#) page on website. To contact authors of country notes, go to [membership-list of members](#) page on website.

1. Current leave and other employment-related policies to support parents

a. Maternity leave (*nėštumo ir gimdymo, motinystės atostogos*) (responsibility of the Ministry of Social Security and Labour)

Length of leave (before and after birth)

- The duration of maternity leave is 18 weeks (126 calendar days; 70 calendar days before child birth and 56 afterwards).

Payment and funding

- 100 per cent of previous net earnings, up to a ceiling of 3.2 times average insured monthly income, currently LT4,761.6 (€1,379²).
- Funded from the Social Insurance Fund, which is funded by contributions from employers and employees. Self-employed people are obliged to pay social insurance contributions.

Flexibility in use

- None

Eligibility (e.g. related to employment or family circumstances)

- All employed mothers who have paid at least 12 months of social insurance contributions during the last 24 months are eligible for Maternity leave. Self-employed women qualify for maternity benefit on the same conditions as workers.

¹ Please cite as: Brazienė, R. and Purvaneckiene, G. (2013) 'Lithuania country note', in: P. Moss (ed.) *International Review of Leave Policies and Research 2013*. Available at: http://www.leavenetwork.org/lp_and_r_reports/

² Conversion of local currency into Euros undertaken on 31 May 2013, using <http://finance.yahoo.com/currency-converter/>

Variation in leave due to child or family reasons (e.g. multiple or premature births; poor health or disability of child or mother; lone parent); or delegation of leave to person other than the mother

- In case of multiple or premature births or complicated baby delivery, 14 extra days are provided.

b. Paternity leave (*tėvystės atostogos*) (responsibility of Ministry of Social Security and Labour)

Length of leave (before and after birth)

- One month after childbirth.

Payment and funding

- As for Maternity leave.

Flexibility in use

- None.

Eligibility (e.g. related to employment or family circumstances)

- Fathers who have at least 12 months of social insurance during the last 24 months.

Variation in leave due to child or family reasons (e.g. multiple or premature births; poor health or disability of child or mother; lone parent); or delegation of leave to person other than the mother

- None.

c. Parental leave (*vaiko priežiūros atostogos*) (responsibility of Ministry of Social Security and Labour)

Length of leave

- From the end of the maternity leave until the child is three years of age.

Payment and funding

- Parents can choose between two options:
 - 100 per cent of net earnings until the child is 12 months;
 - 70 per cent of net earnings until the child is 24 months
- The last period of leave until the child is three years of age is unpaid.
- Payment for either option is made up to a ceiling of 3.2 times average insured monthly income, currently LT4,761.6 (€1,379).
- Funded as for Maternity leave.

Flexibility in use

- None.

Eligibility (e.g. related to employment or family circumstances)

- Parents are eligible for parental benefit if they have paid social insurance taxes at least for 12 months during the last 24 months.

Variation in leave due to child or family reasons (e.g. multiple or premature births; poor health or disability of child or mother; lone parent); or delegation of leave to person other than the mother

- In the case of multiple births, the parental benefit increases according to the number of children, but not exceeding a ceiling of 3.2 times average insured monthly income, currently LT4,761.6 (€1,379).
- Grandfather, grandmother or any actual caregiver of a child (if parents do not use leave themselves) is eligible for Parental leave, but not for parental benefit.

d. Childcare leave or career breaks

There is no statutory entitlement.

e. Other employment-related measures

Adoption leave and pay

- If a person adopts or fosters a newborn baby, she/he is entitled to Maternity leave from the moment of adoption up to the child is seventy days of age. Maternity benefit is paid on the same grounds as to biological mother. Adoptive parents or foster caregivers have the same rights to parental leave and benefit as biological parents.

Time off for the care of dependants

- An employee with a child under 14 years of age can take two weeks of unpaid leave per year per child.

Flexible working

- No statutory entitlement.

2. Relationship between leave policy and early childhood education and care policy

The maximum period of paid post-natal leave available in Lithuania is 24 months, but only the first year is paid at a high earnings-related rate; if the option for a second year of paid leave is taken, the second year is paid at a low earnings-related rate. There is no entitlement to ECEC at any age. Levels of attendance at formal services for children under 3 years are well below the average for the countries included in this review and for OECD countries; and below average for children over 3 years. For actual attendance levels, see 'relationship between leave and ECEC entitlements' on [cross-country comparisons](#) page.

3. Changes in policy since April 2012 (including proposals currently under discussion)

Seimus (the Lithuanian Parliament) has approved amendments to the Sickness and Maternity Social Insurance Act, after a ruling from the Constitutional Court. The amendments provide that if working parents with children under one year receive income from employment that is not insured (for example, revenues from the European Union or from work in a foreign country, from individual activities, a business license), and therefore free from social security contributions, then benefit payments will be reduced proportionately.

4. Take-up of leave

a. Maternity leave

One hundred per cent of employed women take up Maternity leave.

b. Paternity leave

No information.

c. Parental leave

No information for mothers; for fathers, the only information is that 4.5 per cent take up some Parental leave.

d. Other employment-related measures

No information.

5. Research and publications on leave and other employment-related policies since April 2012

a. General overview

The low fertility rate in Lithuania is regarded as a threat to the national security. Therefore demographical research was included among the tasks of the National Research Programme *Social Challenges to the National Security* by the Research Council of Lithuania. In the framework of this programme in 2010-2013 several research projects were completed or are being implemented, for example, *Gender inequality, public policy and the future of fertility in Lithuania* and *Fertility and family changes: factors, consequences, and possibilities to increase fertility*.

b. Selected publications since April 2012

Bucaite-Vilke, J. (2012) 'labor division at home and pro-creational intentions: the case of Lithuanian families', *Culture and Society: Journal of Social Research*, Vol. 3, No.1: 69-87.

Bucaite-Vilke, J., Purvaneckiene, G., Vaitkevicius, R. and Tereskinas, A. (2012) *Gender Policy and the Future of Fertility*. Kaunas: Vytautas Magnus University.

Tereskinas, A. and Purvaneckiene, G. (2012) 'The influence of reconciliation of work and family on the Lithuanian population's childbearing intentions', *Culture and Society: Journal of Social Research*, Vol. 3, No.1: 51-69.

c. Ongoing research

Research in the framework of the project *Fertility and Family Changes, Factors, Consequences, and Possibilities to Increase Fertility* is ongoing. The relationship between work-life reconciliation and the intentions of women and men to have children is examined, including analysis of the specific division of housework as one of the main predictors of the intentions of Lithuanians to have children and the dominant gender ideology in the country.