

# Lithuania<sup>1</sup>

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For comparisons with other countries in this review on leave provision and early childhood education and care services, please see the [cross-country tables](#) at the front of the review (also available individually on the [Leave Network website](#)). To contact authors of country notes, see the [members](#) page on the Leave Network 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)*

- Eighteen weeks: 70 calendar days before the birth and 56 calendar days afterwards.
- It is not obligatory to take Maternity leave.

*Payment and funding*

- 77.58 per cent of net earnings, based on the individual's earnings in the last 12 months, with no upper limit on payment. The minimum benefit cannot be less than €294 per month.
- Payments are taxed.
- 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. Women taking Maternity leave receive pension credits to maintain their pension rights.

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### *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 under the same conditions as employees.

### *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 a person other than the mother*

- In the case of multiple or premature births or complicated deliveries, 14 extra paid days are provided.

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

### *Length of leave (before and after birth)*

- One month (28 calendar days).

### *Payment and funding*

- 77.58 per cent of previous net earnings, with an upper limit of the country's average wage as calculated quarterly. The minimum benefit cannot be smaller than €294 per month.
- Payments are taxed.

### *Flexibility in use*

- Leave can be taken within the three months immediately following childbirth.

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

- Fathers who have paid at least 12 months of social insurance during the last 24 months.
- Same-sex couples are not eligible.

*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 atostogas*) (responsibility of Ministry of Social Security and Labour)**

#### *Length of leave*

- Until the child is three years of age.
- Leave is mainly a family entitlement, but each parent has an individual, non-transferable entitlement of two months.

#### *Payment and funding*

- One hundred per cent for the two non-transferable months per parent.
- For part of the remaining period, parents can choose between two options:
- 77.34 per cent of net earnings until the child is 18 months of age, with an upper limit of the country's average wage as calculated quarterly (€2,929.11 per month, 2nd quarter 2023). The minimum benefit cannot be smaller than €294 per month. Two non-transferable months per each parent are paid 100 per cent net earnings.
- 58 per cent of net earnings until the child is 12 months of age, with an upper limit of €2,050.53; and then 38,67 per cent of net earnings until the child is 24 months of age, with an upper limit of €1,171.57.
- The remaining period of leave until the child is three years of age is unpaid.
- Payments are considered as earnings and taxed accordingly.

#### *Flexibility in use*

- Non-transferable months of Parental leave can be taken in one block of time or in several blocks, alternating with the other parent.
- Parents can work whilst on leave/collecting parental benefit. But, if parents choose to receive 77.34 per cent of net earnings until the child is 18 months of age and start to work, the benefit is reduced by the amount of income they have received. If parents choose to receive 58 per cent of net earnings until the child is 12 months of age and 38,67 per cent of net earnings until the child is 24 months of age and they start to work during the first year, the benefit is reduced by the amount of income they have received; during the second year, the benefit is not reduced.
- Parents cannot take leave at the same time.

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

- Parents are eligible for the parental benefit if they have paid social insurance taxes for at least 12 months during the last 24 months; as social insurance is compulsory for all workers, self-employed workers are eligible.
- Grandparents are eligible for the parental benefit if they have paid social insurance taxes for at least 12 months during the last 24 months (grandparents cannot use two non-transferable months)
- Same-sex couples are not eligible.
- Unemployed parents are not eligible.

*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 a person other than the mother*

- In the case of multiple births, parental benefit increases according to the number of children, but it cannot exceed a ceiling of two average wages in the national economy.

#### **d. Childcare leave or career breaks**

- No statutory entitlement.

#### **e. Other types of leave and flexible working**

*Adoption leave and pay*

- If a person adopts or takes a new-born baby into foster care, they are entitled to Maternity leave from the moment of adoption up to the child reaching 70 days of age. Maternity benefit is paid on the same grounds as it is to biological mothers. 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.

*Specific provision for (breast)feeding*

- According to the Law on Safety and Health at Work, in addition to the general breaks to rest and eat at least every three hours, breastfeeding employees can be given a half-hour break for breastfeeding. Under the mother's request, the breaks for breastfeeding may be joined together and used to shorten the working day. Breaks for breastfeeding are covered by the worker's average wage.

## Flexible working

- The labour code describes different flexible working time arrangements, e.g., flexibility in employment contracts (project-based, job-sharing, seasonal, apprenticeship, and employment contracts for several employers), salaries, employment termination, etc. Concerning working time flexibility, individual arrangements can be requested (though there is no obligation for an employer to agree: e.g., flexible working schedule, individual working regime, overtime, and summary working time).
- Parents can choose to work part-time. The right is granted to employees raising children up to 8 years of age. There are also opportunities to work part-time for an employee caring for a family member, as well as for an employee caring for a relative living with him.
- Parents can choose to work remotely and have flexible working hours. If the employer does not prove that this would cause excessive costs due to production necessity or the peculiarities of the work organization, he must comply with the employee's request to work remotely at the request of a pregnant, giving birth or breastfeeding employee, an employee raising a child under the age of eight, and for an employee raising a child up to 14 years of age or a disabled child up to 18 years of age alone, after the employee submits a request based on a health care institution's conclusion about his health condition or the need to take care of a family member or a person living with them. These listed employees will also be given the opportunity to work in their preferred working hours<sup>2</sup>.
- Mother's Day (*mamadienis*) and Father's Day (*tėvadienis*): mothers and fathers raising one child under the age of 12 are entitled to additional rest time ('Mother's Day and Father's Day') once every three months, and those raising two children under the age of 12, when one or both children have a disability, 2 days per a month.
- Parents raising children under 3 years of age have the right to a reduced working time of 32 hours per week. This is relevant for employees of budgetary institutions, e.g., employees of state and municipal institutions that are supported by the state or municipality budget, Social Insurance Fund Board (*SODRA*), state and municipal enterprises, public institutions whose owner is the state or municipality, and the Bank of Lithuania. For part of the working time they are not working, the fixed salary is retained. This reduced working time will be applied to one of the parents (including adoptive parents) or guardians based on their choice until the child reaches the age of 3 years. The shortening of the working hours of employees of budgetary institutions will not only apply only to those who work full time (e.g., 40 hours per week), but also to employees with a lower rate of working hours and employees who work longer due to an agreement on additional work. The reduced working hours of 32 hours per week can be applied to employees who are currently subject to a reduced working hours: teachers, lecturers, healthcare professionals, etc.

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<sup>2</sup> State Labour Inspectorate. Available at: [https://www.vdi.lt/Forms/Tekstas1.aspx?Tekstai\\_ID=3729&lang=lt](https://www.vdi.lt/Forms/Tekstas1.aspx?Tekstai_ID=3729&lang=lt)

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

The maximum period of post-natal leave is three years, but only the first year is paid at a high rate; if the option for the 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.

For ECEC attendance levels, see 'relationship between leave and ECEC entitlements' on [cross-country comparisons](#) page.

## **3. Changes in policy since April 2022 (including proposals currently under discussion)**

Since January 2023 there are changes in Parental leave. Two non-transferable months of leave were introduced, that is, both the father and mother, adoptive parents or guardians have to take at least 2 months (60 calendar days) of Parental leave, and the rest can be shared according to the family's needs. Non-transferable months of Parental leave can be taken in one piece or in blocks, alternating with the other parent. Parental benefit for non-transferable months is higher (100 per cent of previous earnings). Non-transferable leave (or part of the leave) for the same child cannot be taken by both parents at the same time. Parental leave benefit changed: 77.34 per cent of net earnings until the child turns 18 months of age or 58 per cent of net earnings until the child turns 12 months of age, and then 38.67 per cent of net earnings until the child turns 24 months of age.

## **4. Uptake of leave**

### **a. Maternity leave**

- According to the information provided by the Social Insurance Fund Board (SODRA), 100 per cent of employed women take their full entitlement to Maternity leave.

### **b. Paternity leave**

- No information is available.

### **c. Parental leave**

According to the information provided by the Social Insurance Fund Board (*SODRA*) 2022, in 2022, mothers accounted for 75.6 per cent of all users of Parental leave benefit, and fathers 24.4 per cent.

### **d. Other types of leave and flexible working**

- No information is available.