

Lithuania³⁶¹

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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 €392 per month.
- Payments are taxed.
- Funded from the Social Insurance Fund (SODRA), which is financed 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.

Flexibility in use

- None.

³⁶¹ Please cite as Braziene, R., Vysniauskiene, S. (2024) 'Lithuania country note', in Dobrotić, I., Blum, S., Dobrotić, I., Kaufman, G., Kosłowski, A., and Moss, P. and Valentova, M. (eds.) *International Review of Leave Policies and Research 2023*. Available at: <https://www.leavenetwork.org/annual-review-reports/>

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; single 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 (*térvystés atostogós*) (responsibility of Ministry of Social Security and Labour)

Length of leave (before and after birth)

- One month, i.e., 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 €392 per month.
- Taxed and funded as for Maternity leave.

Flexibility in use

- Leave can be taken within the 3 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; single 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

- Until the child is 3 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 2 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 quarterly³⁶². The minimum benefit cannot be smaller than €392 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 3 years of age is unpaid.
- Taxed and funded as for Maternity leave.

Flexibility in use

- Non-transferable months of Parental leave can be taken in one continuous period or several periods, 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.

³⁶² State Data Agency: <https://vda.lrv.lt/lt/naujienos/pristatyti-pagrindiniai-darbo-uzmokescio-rodikliai/>

- 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; single 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 2 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 2 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 3 hours, breastfeeding employees can be given a half-hour break for breastfeeding. At 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.
- 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.

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' in the [cross-country tables](#) at the front of the review.

3. Changes in policy since April 2023 (including proposals currently under discussion)

From 1 January 2024, new incentives for additional work during the Parental leave year came into force. They are intended for those receiving minimum childcare benefits and other income or benefits, as well as maximum ones. Parents who receive the minimum childcare benefit and other income or benefits can work. Their benefits will not be reduced if the childcare benefit and other income or benefits do not exceed the minimum monthly salary. From the same date, the maximum compensatory earnings, when a person receives the maximum childcare allowance and wages, cannot exceed her/his former earnings. Neither of these provisions apply to non-transferable Parental leave months.³⁶³

From 1 January 2024, one-time payment upon the birth of a child will increase from €539 to €605, the child allowance will increase to €96.25, and for large and poor families or families raising a disabled child, the child allowance will increase by €152.9.³⁶⁴

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 available.

c. Parental leave

According to the information provided by SODRA, in 2023 mothers accounted for 73.8 per cent of all users of Parental leave benefit and fathers 26.4 per cent.

d. Other types of leave and flexible working

No information available.

³⁶³ Ministry of Social Security and Labor: <https://socmin.lrv.lt/lt/naujienos/uginantiems-vaikus-naujos-paskatos-papildomai-dirbti-bunant-vaiko-prieziuros-atostogose/>

³⁶⁴ State Social Insurance Fund: <https://www.sodra.lt/lt/naujienos/nuo-liepos-keiciasi-kai-kuriu-sodros-ismoku-dydziai?lang=lt>