

Lithuania¹

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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)

- 18 weeks (126 calendar days: 70 calendar days before the birth and 56 calendar days afterwards).

Payment and funding

- 77,58 per cent of previous net earnings (calculated based on the individual's earnings in the last 12 months), with no upper limit on payments. The minimum benefit cannot be smaller than €234 per month.
- 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 on 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 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)

- 1 month (28 calendar days) within the three months immediately following childbirth.

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 €234 per month.

Flexibility in use

- None.

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 a family entitlement and can be shared between parents. They cannot use the leave simultaneously.

Payment and funding

- Parents can choose between two options:
 - 77.58 per cent of net earnings until the child is 12 months of age, with an upper limit of the country's average wage as calculated quarterly. The minimum benefit cannot be smaller than €234 per month;
 - 54.31 per cent of net earnings until the child is 12 months of age, with an upper limit of €1,418.9;
 - 31.03 per cent of net earnings until the child is 24 months of age, with an upper limit of €810.69.
- The remaining period of leave until the child is three years of age is unpaid.

Flexibility in use

- Parents can work whilst on leave/collecting parental benefit. But, if parents choose to receive 77,58 per cent of net earnings until the child is 12 months of age and start to work, the benefit is reduced by the amount of income they have received. If parents choose to receive 54,31 per cent of net earnings until the child is 12 months of age and 31,03 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.

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

- Parents are eligible for 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.
- 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 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 (currently €1,982.94 - €2,2026.86).
- The grandparent or any actual caregiver of a child (if parents do not use the leave themselves) is eligible for Parental leave, but not for parental benefit.

d. Childcare leave or career breaks

No statutory entitlement.

e. Other employment-related measures

Adoption leave and pay

- If a person adopts or takes 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.

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 work schedule, individual working regime, overtime, and summary working time).

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 for shortening the working day. Breaks for breastfeeding are covered by the worker's average wage.

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

The maximum period of post-natal leave available in Lithuania is three years, 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 three years of age are below the average for OECD countries, but about the average for children over the age of three years. For actual attendance levels, see 'relationship between leave and ECEC entitlements' on [cross-country comparisons](#) page.

3. Changes in policy since April 2019 (including proposals currently under discussion)

Leave benefit replacement rate was reduced: 1) from 100 to 77.58 per cent of previous earnings in the case of Maternity leave and Paternity leave; 2) from 100 to 77.58 or 70 to 54.31 per cent of previous earnings for the first 12 months of Parental leave, depending on the option chosen and from the 40 to 31.03 per cent of previous earnings for the following 12 months. The minimum benefit level of €234 per month was introduced.

There has been a discussion around introducing shared Parental leave between mothers and fathers, of which some months (up to 2 months) must be taken only by fathers.

Policy response to the Covid-19 pandemic up to end June 2020

Childcare and schools

- All childcare institutions and schools were closed since 16 March 2020. Since 27 May 2020 pre-schools and pre-primary and non-formal education of children were allowed to re-open if health requirements are met. As regards primary and pre-secondary education in schools, the school manager and founder of each educational institution decide on the case-by-case basis whether to continue on the remote mode.

- All childcare institutions were closed from 16 March 2020 until 18 May 2020. Only some institutions continued to provide services for key workers, e.g. medical doctors, nurses, etc. Strict health requirements should be met. Limitations to the group size were introduced.

Parental leave

- There were no modifications to Parental leave.

Other measures for parents and other carers

- During the COVID-19 pandemic, all parents with children that attended childcare institutions, pre-primary and primary education have been entitled to up to 60 days of sickness benefit to care for children when educational institutions are closed due to quarantine, and parents cannot continue to work remotely. The benefit has been paid by the Social Insurance Fund Board SODRA at 65.94 per cent of the beneficiary's earnings. All parents have been entitled to the benefit, both employed and self-employed. No previous employment history has been needed.
- All parents that care for a disabled child under the age of 21 have been entitled to sickness benefit for 60 days, also receiving benefit at 65.94 per cent of earnings.
- During the lockdown from 16 March 2020 to 27 May 2020, it was advised to reduce working hours in those institutions that continued with their activity (grocery stores, pharmacy, etc.). In all the cases where it was possible, it was strongly recommended to work remotely. Flexible hours when schools/childcare/daycare centres/etc. were closed could be negotiated directly with the employer.

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 the Social Insurance Fund Board (SODRA) 2019, in 2019, mothers accounted for 75.98 per cent of all users of Parental leave, and fathers 24.02 per cent.

d. Other employment-related measures

No information.