

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 €252 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.

Flexibility in use

- None.

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

Length of leave (before and after birth)

- One 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 €252 per month.
- Payments are taxed.

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 atostogos*) (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 (€2,026.86 per month, 1st quarter 2022). The minimum benefit cannot be smaller than €252 per month;
 - 54.31 per cent of net earnings until the child is 12 months of age, with an upper limit of €1,722.71; and then 31.03 per cent of net earnings until the child is 24 months of age, with an upper limit of €984.27.
- 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

- 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 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.
- 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 (currently €1,087.4 - €3,459.8).
- 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 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.

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 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 the [cross-country comparisons](#) page.

3. Changes in policy since April 2021 (including proposals currently under discussion)

In order to transpose EU Directive 2019/1158 on the work-life balance for parents and carers, the Lithuanian government approved the proposal of the Ministry of Social Security on new Parental leave provisions. Under this proposal, parents will be able to choose whether they want to receive Parental benefit until the child is 18 or 24 months old. Of these, two months are non-transferable. If, for example, the father does not want to claim two non-transferable months of Parental benefit, then the total duration of the Parental benefit will be reduced to 16 or 22 months. If parents choose to receive Parental benefit until the child is 18 months old, the amount of the benefit will be 60 per cent of previous earnings. If parents choose to receive Parental benefit until the child is 24 months old, the amount of the benefit will be 45 per cent of previous earnings until the child is 12 months old and then (from 12 to 24 months) 25 per cent of previous earnings. The new order has to be approved by the Lithuanian Parliament (Seimas). After the Lithuanian Parliament approves, these provisions will enter into force from 1 January 2023.

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) 2021, in 2021, mothers accounted for 75.6 per cent of all users of Parental leave, and fathers 24.4 per cent.

d. Other employment-related measures

No information is available.