

Gender Inequalities in Paid Parental Leave in Lithuania: An Analysis of Structure and Choices of Beneficiaries

Who gets what, how much and why? Inclusion and exclusion in access to paid leave within and between countries

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Outline of the presentation

- Introduction and country context.
- Maternity, paternity and parental leave schemes in Lithuania
- Data and results
- Conclusions
- Discussion



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- **Lithuanian Social Research Centre, Institute for Labour and Social Research, Vilnius, Lithuania** Long term research programme: **The Impact of Social and Economic Changes on the Labour Market Participation of the Different Population Groups (2017-2021)**

Research questions:

- What leave policy system was chosen in Lithuania since 2011 and what are the changes in choices and the structure of the beneficiaries?
- How gender equality and paid parental leave are related in Lithuania?
- What are the scenarios for parental leave and return to paid employment during maternity / paternity/parental leave, and what are the options for women and men in this regard?
- What model of reconciliation of work and childcare is implied by current family leave and benefit policies?

Public support system for families in Lithuania

- Maternity, paternity and parental leave with income related benefit (100/70/40%) until child is 24 months;
- Unpaid childcare leave until child is 36 months;
- Public childcare/pre-primary education;
- Support for public childcare users (up to 100 EUR/month; mainly capital city/larger cities);
- Temporary care leave to take care of sick child until child is 14 years old.

Maternity, paternity and parental leave schemes in Lithuania

	Duration	Payment/ceiling	Eligibility
Maternity leave	Eighteen (18) weeks (126 calendar days; 70 calendar days before child birth and 56 calendar days afterwards).	One hundred (100) per cent of previous net earnings (calculated based on the earnings in the last 12 months). Since 2017, a ceiling is no longer applied.	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.
Paternity leave	One month (28 calendar days) within the three months immediately following childbirth.	One hundred (100) per cent of previous net earnings. A ceiling of €1,617.40 is applied.	Fathers who have at least 12 months of social insurance during the last 24 months.
Parental leave	Until the child is three years of age. Leave is a family entitlement and can be shared between parents.	Parents can choose between two options: One hundred (100) per cent of net earnings until the child is 12 months. A ceiling of €1,617.40 is applied; 70 per cent of net earnings until the child is 12 months, with a ceiling of €1,132.18; and 40 per cent of net earnings until the child is 24 months. With a ceiling of €646.98. The remaining period of leave until the child is three years of age is unpaid.	Parents are eligible for parental benefit if they have paid social insurance taxes at least for 12 months during the last 24 months; as social insurance is compulsory for all workers, self-employed workers are eligible.

Recent developments (2008-2019)

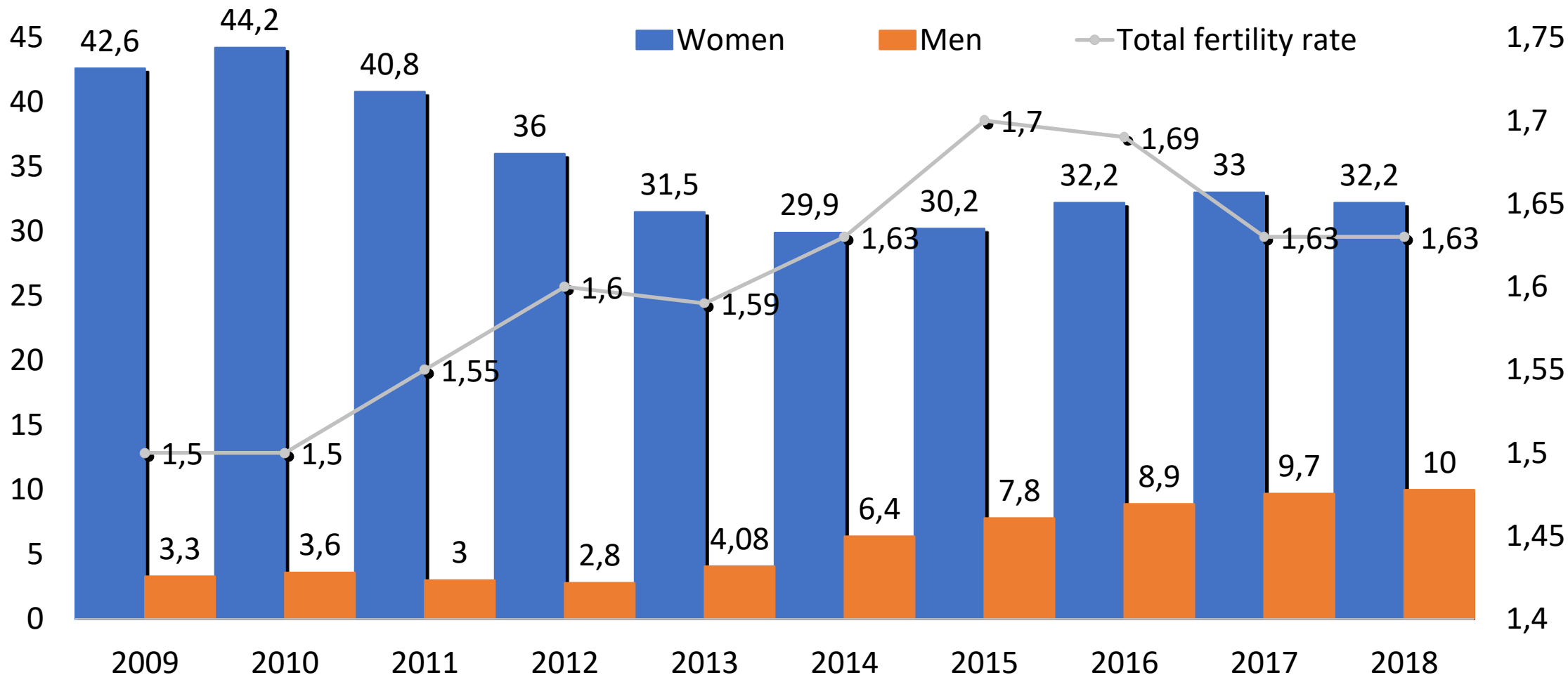
- 2008: 100% for 24 months
- 2009: 100% for 12 months and 85% until 24 months
- 2010: Ceiling introduced (1379,0 EUR)
 - 90% for 12 months + 75% 12-24 months
- 2011: 100% for 12 months OR 70% for 12 months and 40% until 24months
- **2017**: for maternity leave a ceiling is no longer applied
- **2017**: ceiling increased from **1379,0 EUR** to **1,617,4 EUR**
- **2019**: ongoing discussion about introduction of fathers quota

Data and methods

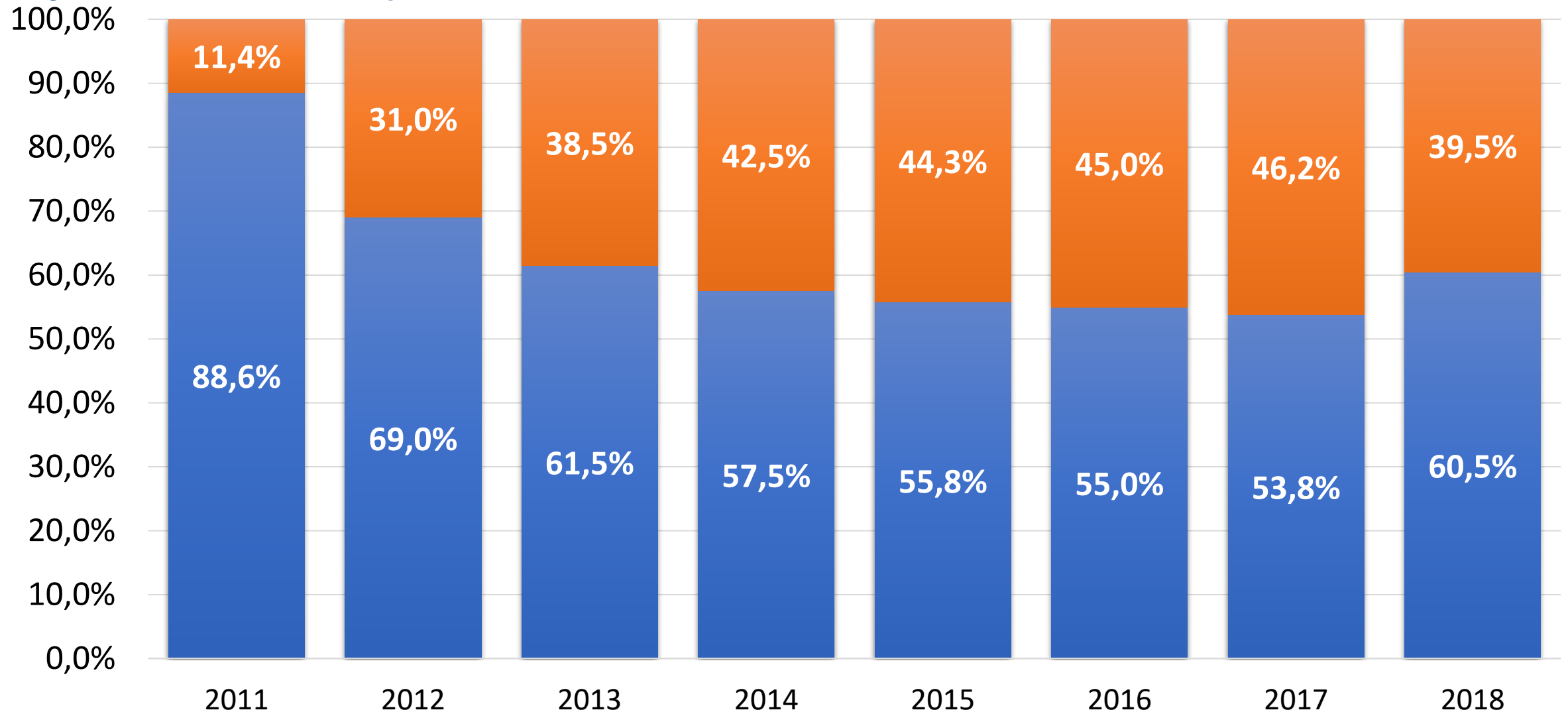
- **Administrative data** (Social Insurance Fund Board SODRA under the Ministry of Social Security and Labour:
- Sources: <http://atvira.sodra.lt/lt-eur/>; Timeline: 2009-2018
- **Pilot study** (of parents raising preteen children) carried out in Lithuania (April-May, 2019), N=170

The total number of parental leave benefits recipients by gender in Lithuania, 2009-2018, thousands

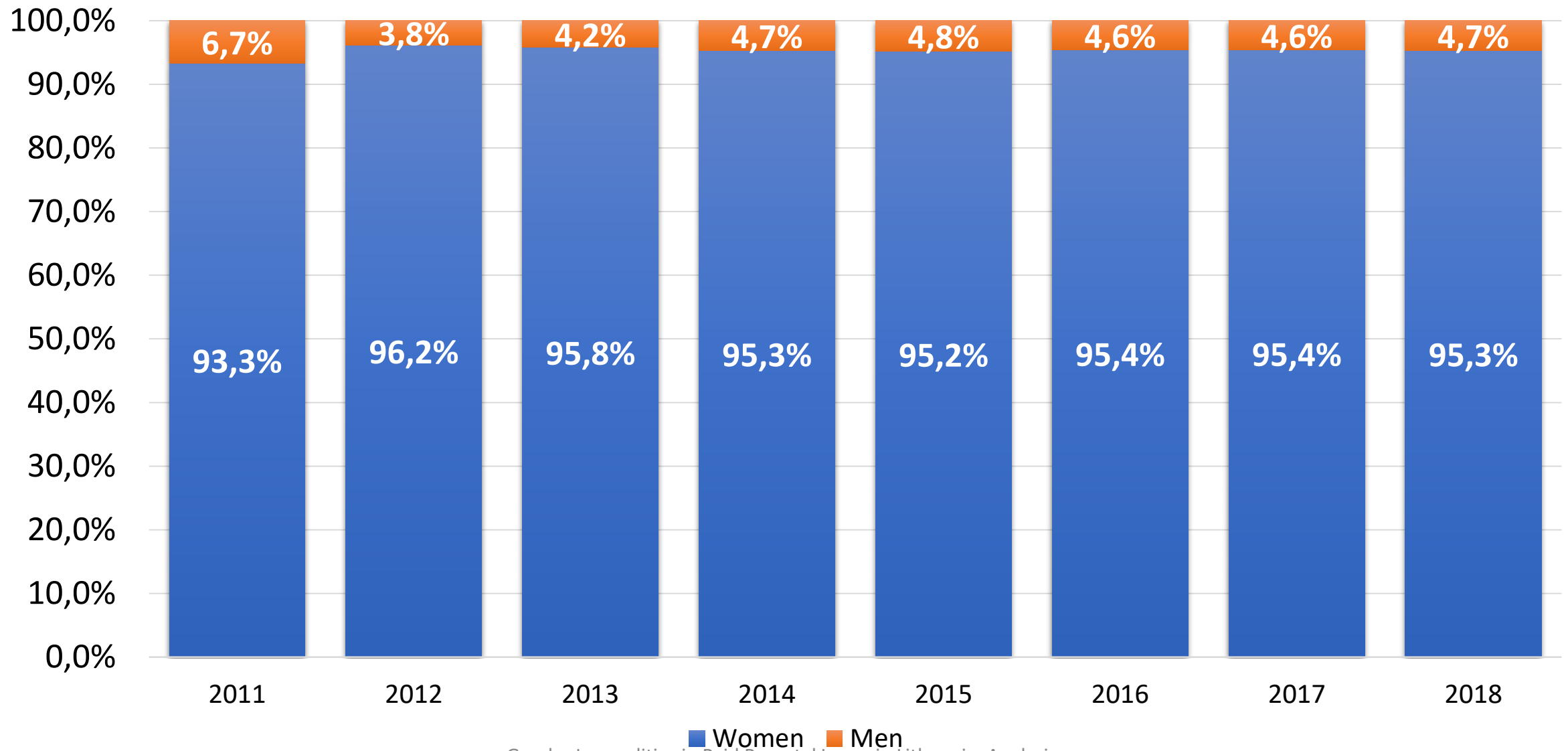
Sources: <http://atvira.sodra.lt/lt-eur/>



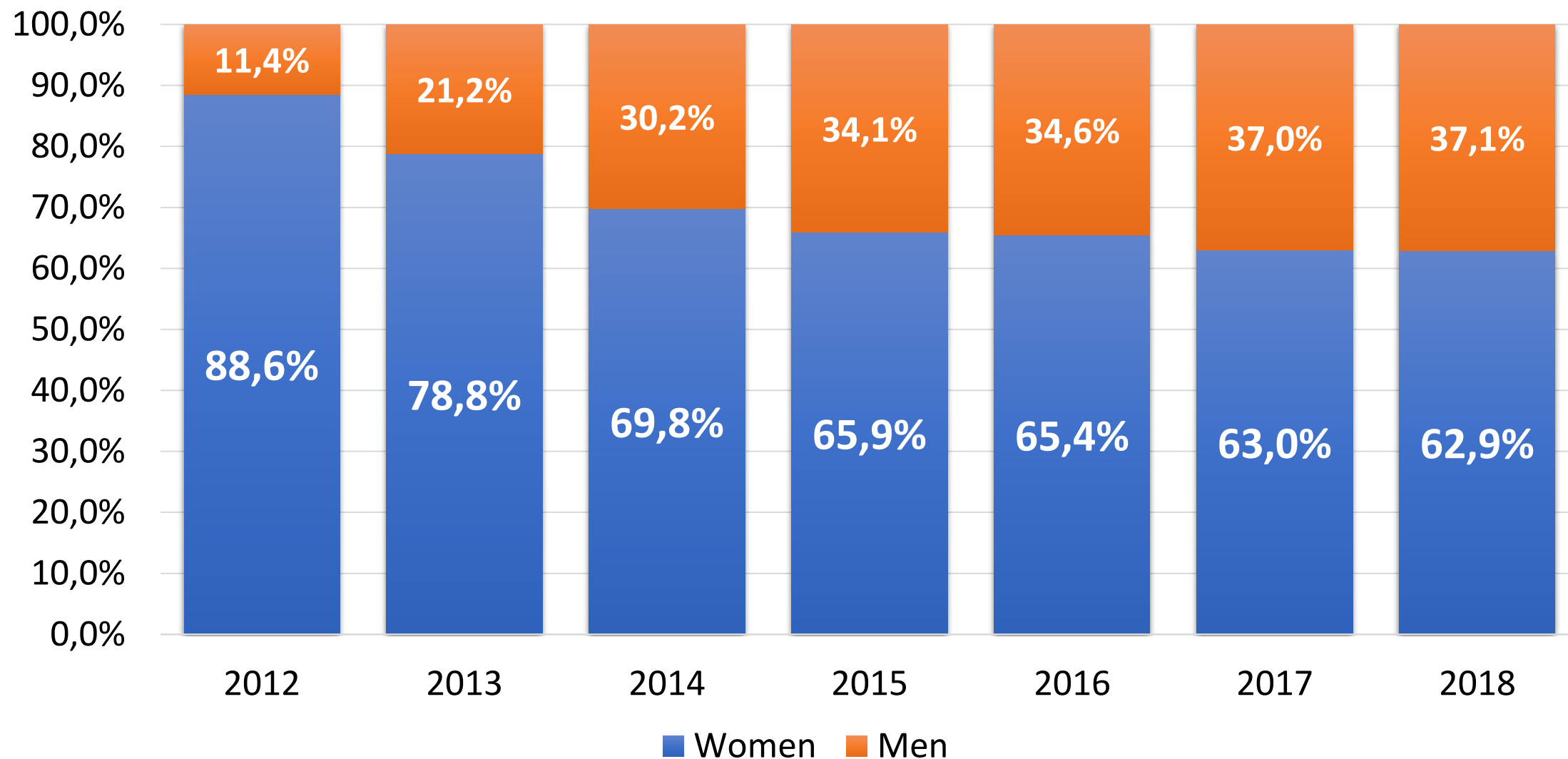
Parental leave benefit recipients by gender in the first year (100% of previous income)



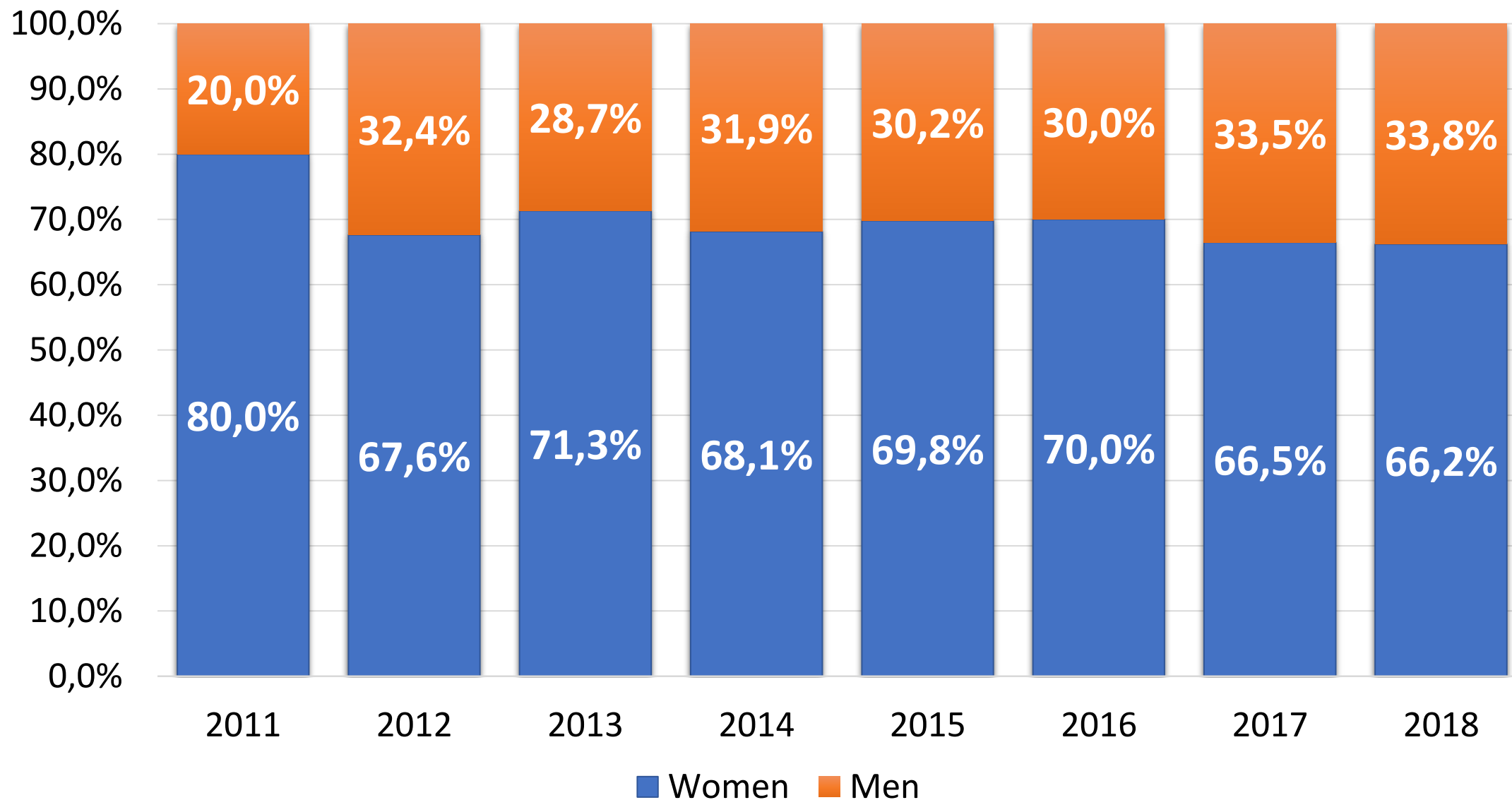
Parental leave benefit recipients by gender in the first year (70% of previous income)



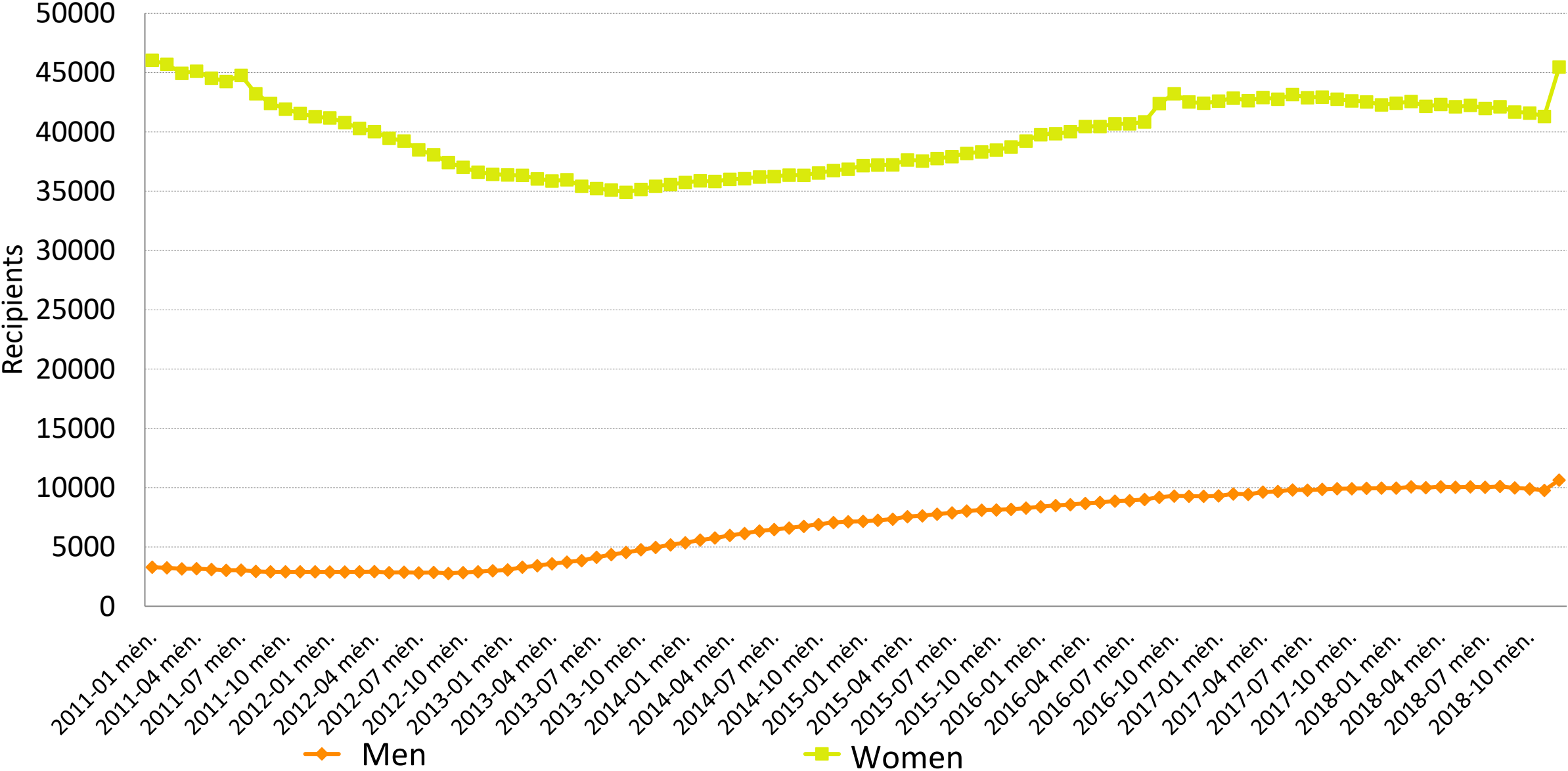
Parental leave benefit recipients by gender in the second year (40% of previous income)



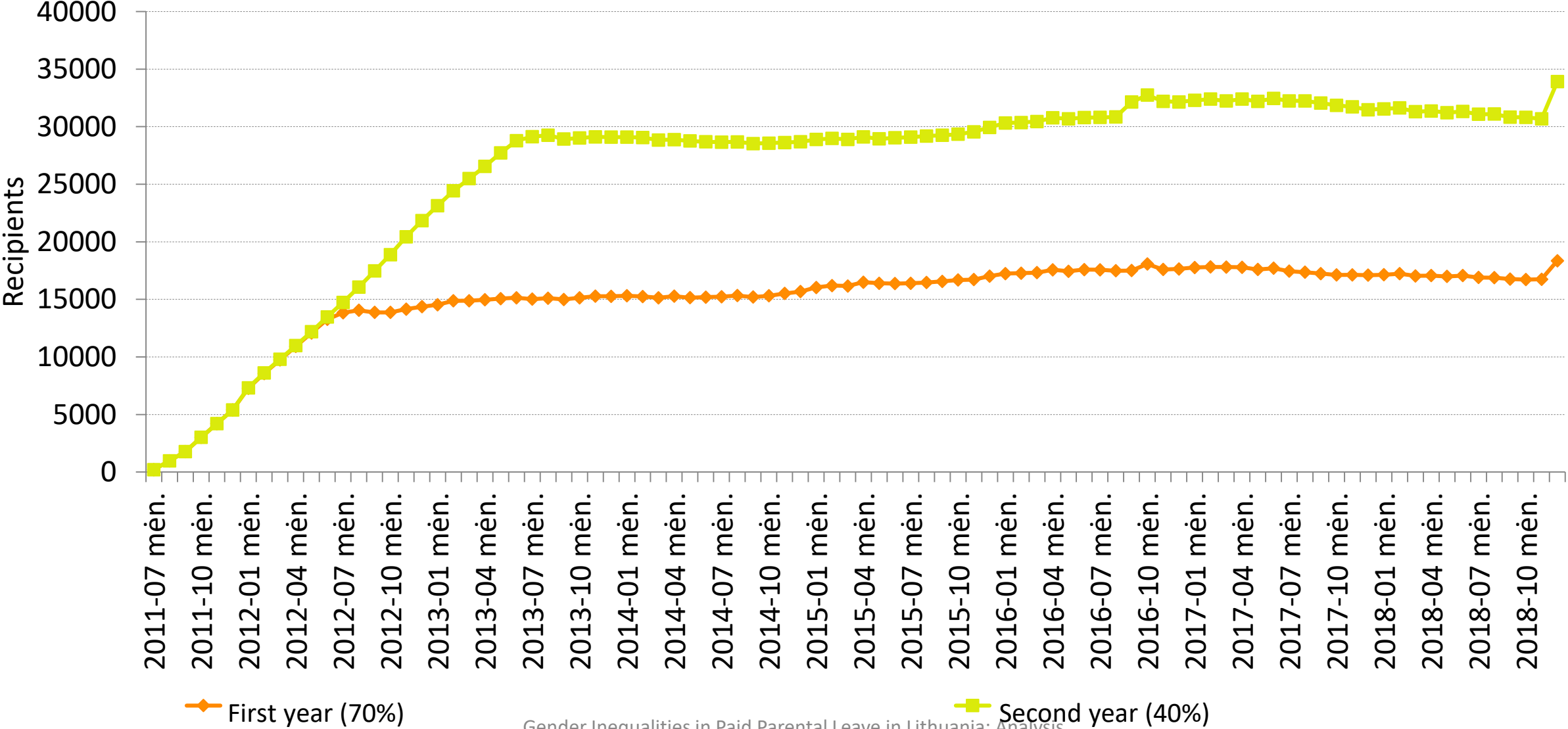
Parental leave benefits recipients by gender during the first year, who have the insured income (70%)



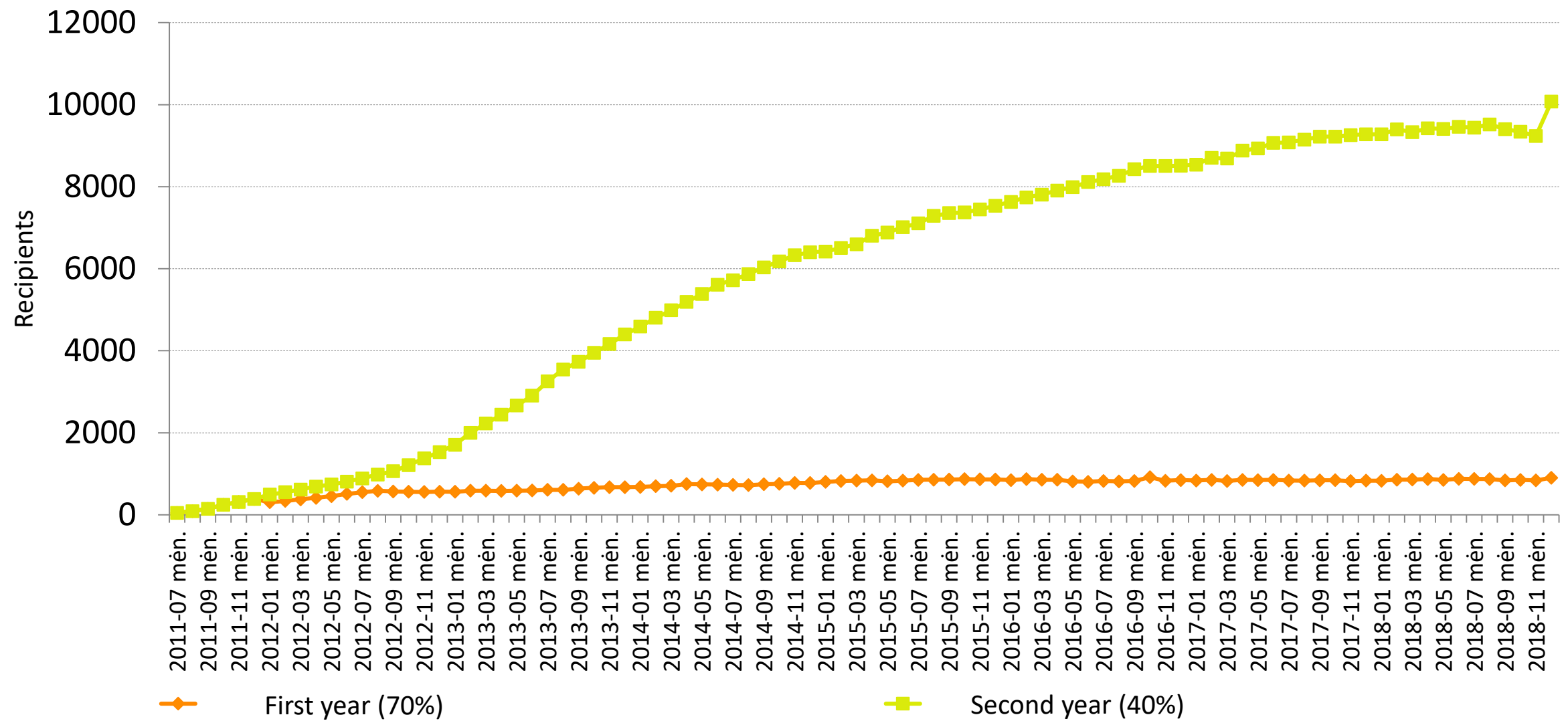
Parental leave benefit recipients dynamics by gender (2011-2018)



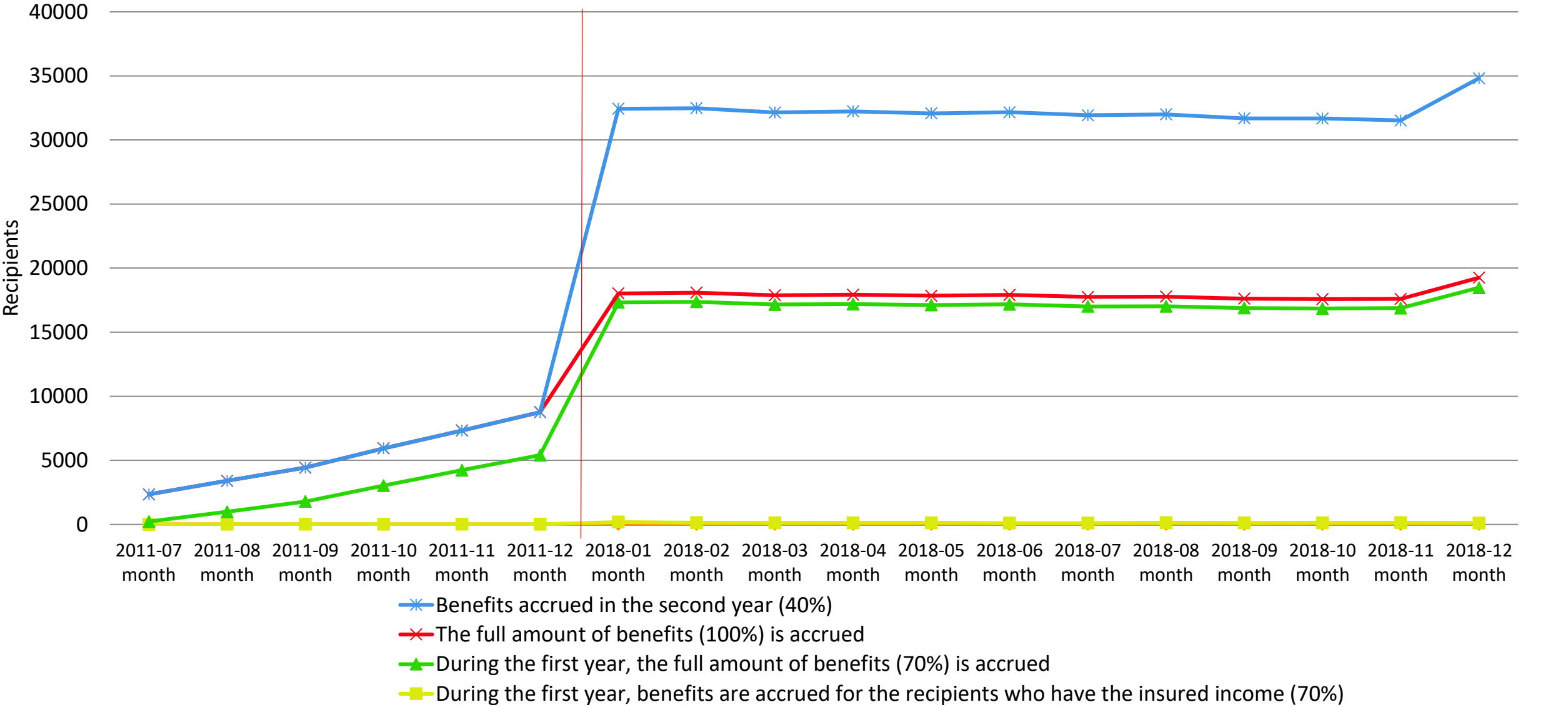
Parental leave benefits recipients first year (70%) and second year (40%), women



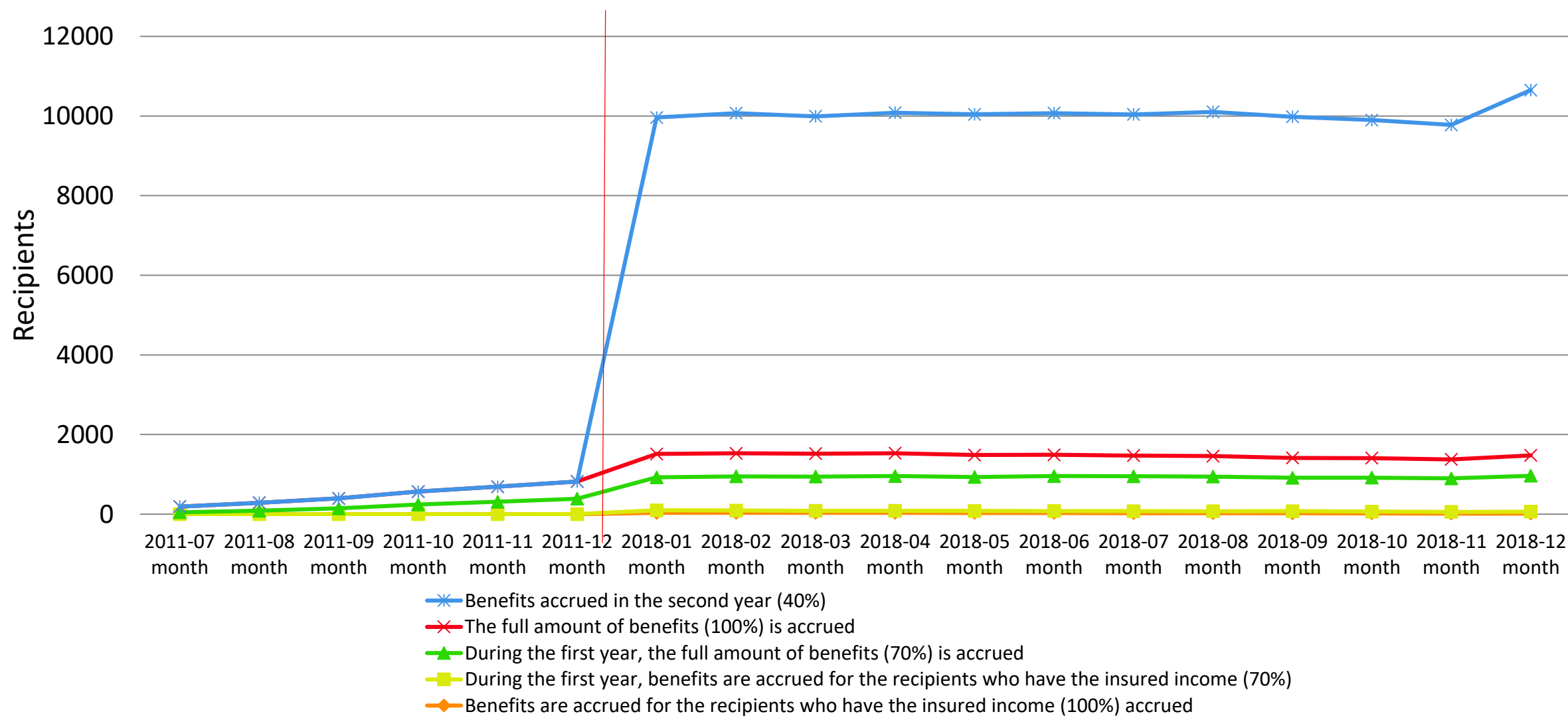
Parental leave benefits recipients first year (70%) and second year (40%), men



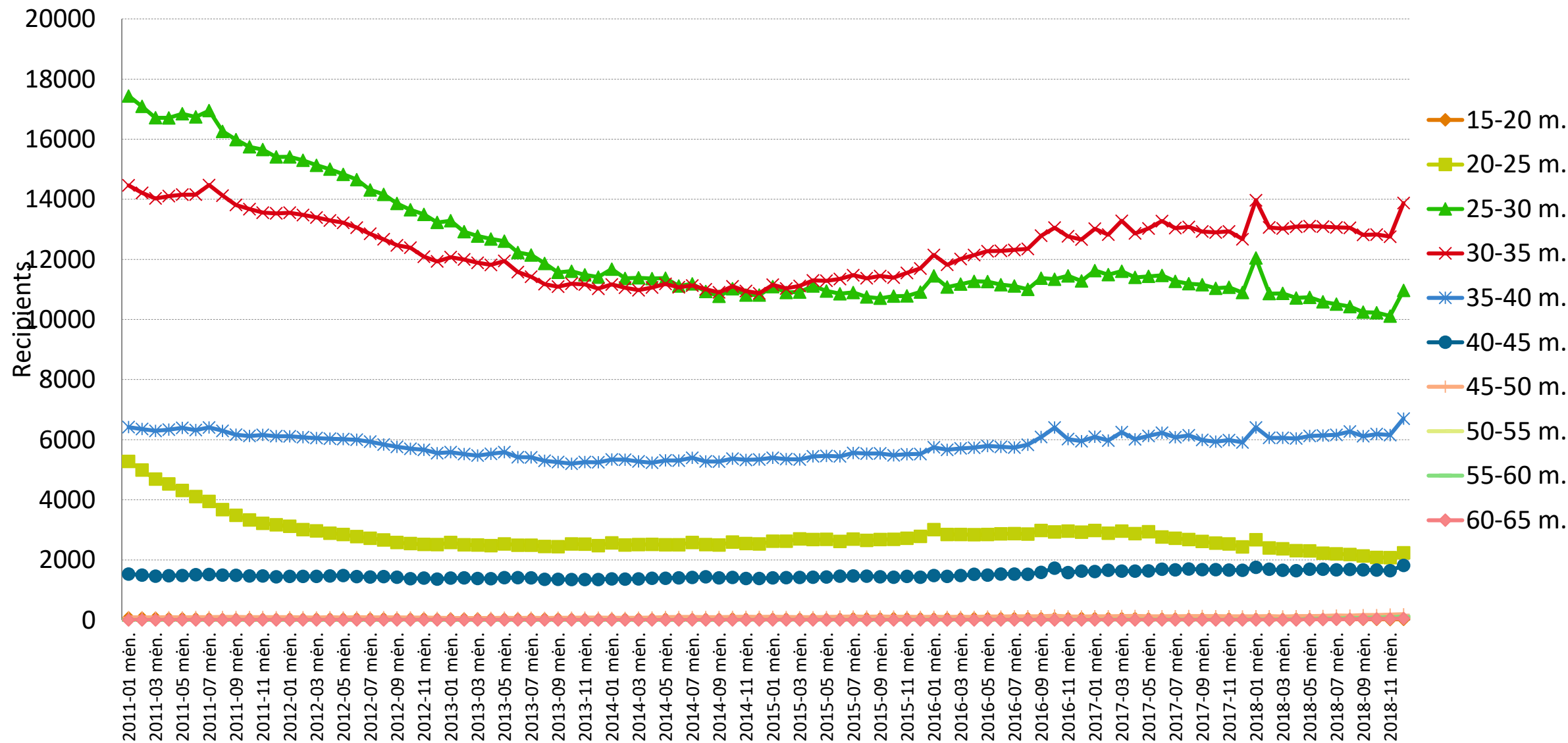
Distribution of the number of the recipients of parental leave by subtypes of benefits (women)



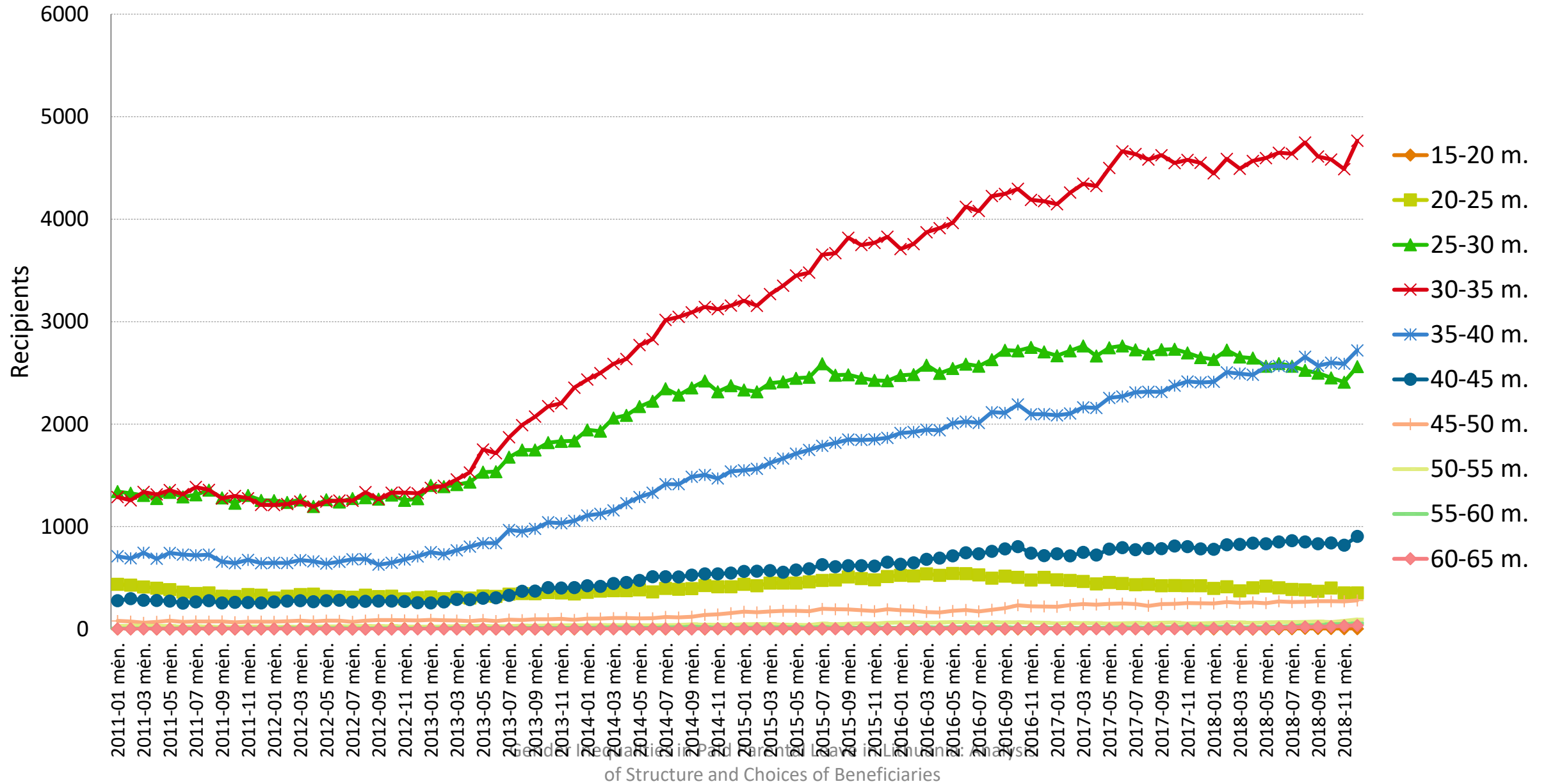
Distribution of the number of the recipients of parental leave by subtypes of benefits (men)



Parental leave benefit recipients by age (women)



Parental leave benefit recipients by age (men)



Pilot study data (preliminary findings)

	Parental leave model choices	N	%
1	1 year 100% previous salary; 2 years 0 percent previous salary	29	17,0
2	1 year 70 % previous salary, 2 years 40 % previous salary	142	83,0

	Parental leave arrangements with your spouse/partner	N	%
1	You stay (stayed) at home and your spouse / partner is working (was working) full time.	122	71,3
2	You are working (if working) part-time job, your spouse / partner is working (was working) full time.	7	4,1
3	Both you and your spouse / partner are working (where working) full time.	2	1,2
4	Your spouse / partner is working (was working) part-time and you are working (if working) full time.	1	0,6
5	Your spouse / partner stays (stayed) at home and you are working (where working) full time.	15	8,8
6	Other	24	14

	Duration of parental leave	N	Percentage		
			Satisfied	Neither satisfied nor unsatisfied	Unsatisfied
1	Duration of parental leave	171	79,6	11,6	8,8
2	Duration of paternity leave	171	58,5	23,9	17,6
3	Duration of maternity leave	171	74,3	15,2	10,5
4	Accessibility of parental leave	171	58,4	27,5	14,1
5	Amount of the benefit first year	171	41,5	21,7	36,8
6	Amount of the benefit second year	171	10,6	23,3	66,1
7	Child benefits (amount of benefit)	171	26,9	35,1	38,0

Conclusions

- An analysis of administrative data of *SODRA* (State Social Insurance Fund Board) statistics had revealed that, the share of fathers that are taking parental leave is increasing constantly since 2011; depending on the type of the benefit, the share of fathers is approximately 1/3 of all benefits recipients;
- The second option is much more popular among the parents, e.g. first year – 70 percent of the previous income and second year – 40 percent of the previous income. Considerably larger part of the fathers are receiving benefit in the second year and prefer to remain in the paid employment while the child is supervised by the mother.

Conclusions 2

- In Lithuania existing parental leave system does not motivate fathers to take up parental leaves and childcare responsibilities.
- The gender inequality in taking paid parental leave remains large while considerably larger part of the mothers staying with children for at least two first years.

Thank you for attention!