



Lithuanian
Centre
for Social
Sciences

Paid parental leave preferences of women and men in Lithuania (perspective of gender equality)

Sonata Vyšniauskienė

18th Leave Policies and Research Annual Seminar
16 –17, September 2021, Helsinki
Online Teams-meeting

Paid parental leave in Lithuania

Source: Ministry of Social Security and Labour and Annual Leave Network reports
<https://socmin.lrv.lt/lt/naujienos/aktualu-tevams-kaip-keisis-vaiko-prieziuros-ismoku-skaiciavimas>

2008: Paid parental leave benefits 100% for 24 months

2009: Paid parental leave benefit 100% 12 months and 85% until the child is 24 months

2010: Paid parental leave ceiling introduced (€ 1379,0)
90% 12 months + 75% 12-24 months

2011: Paid parental leave changes 100% 12 months or 70% 12 months and 40% until child is 24 months (second year possibility to work and receive 40% benefit)

2017: No ceiling for maternity leave

2018: Paid parental leave ceiling raise from €1379,0 to €1,617,4

2019 Paid parental leave 77,58% 12 months or 54,31% 12 months and 31,03% until child is 24 months

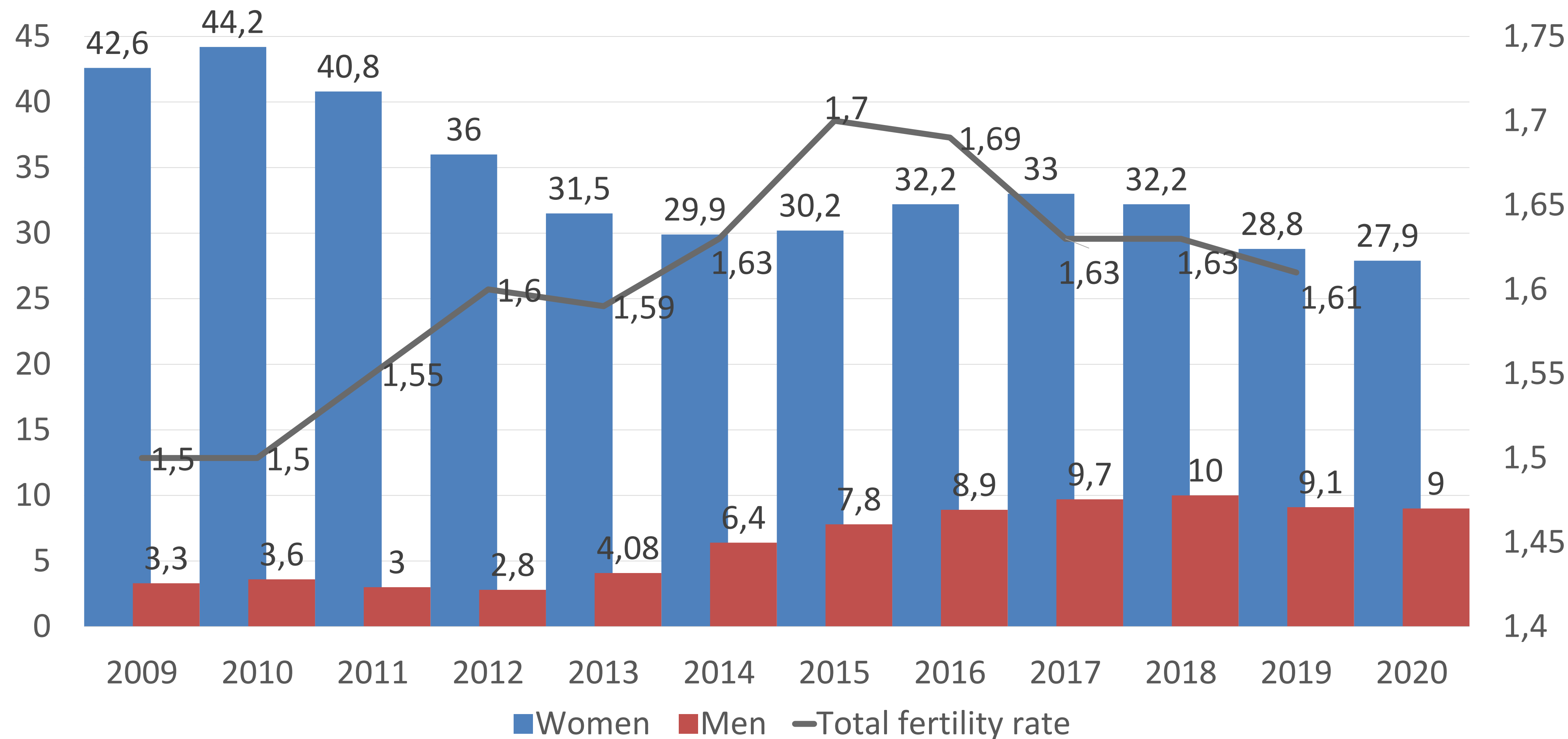
2020: Paid parental leave ceiling raise €1,982.94 - €2,2026.86

2021: Ministry of Social Security and labour introduced 2 new models for paid parental leave: until 18 months or until 24 months (not yet confirmed)

2022: 2 months of paid parental leave will be allocated only to fathers

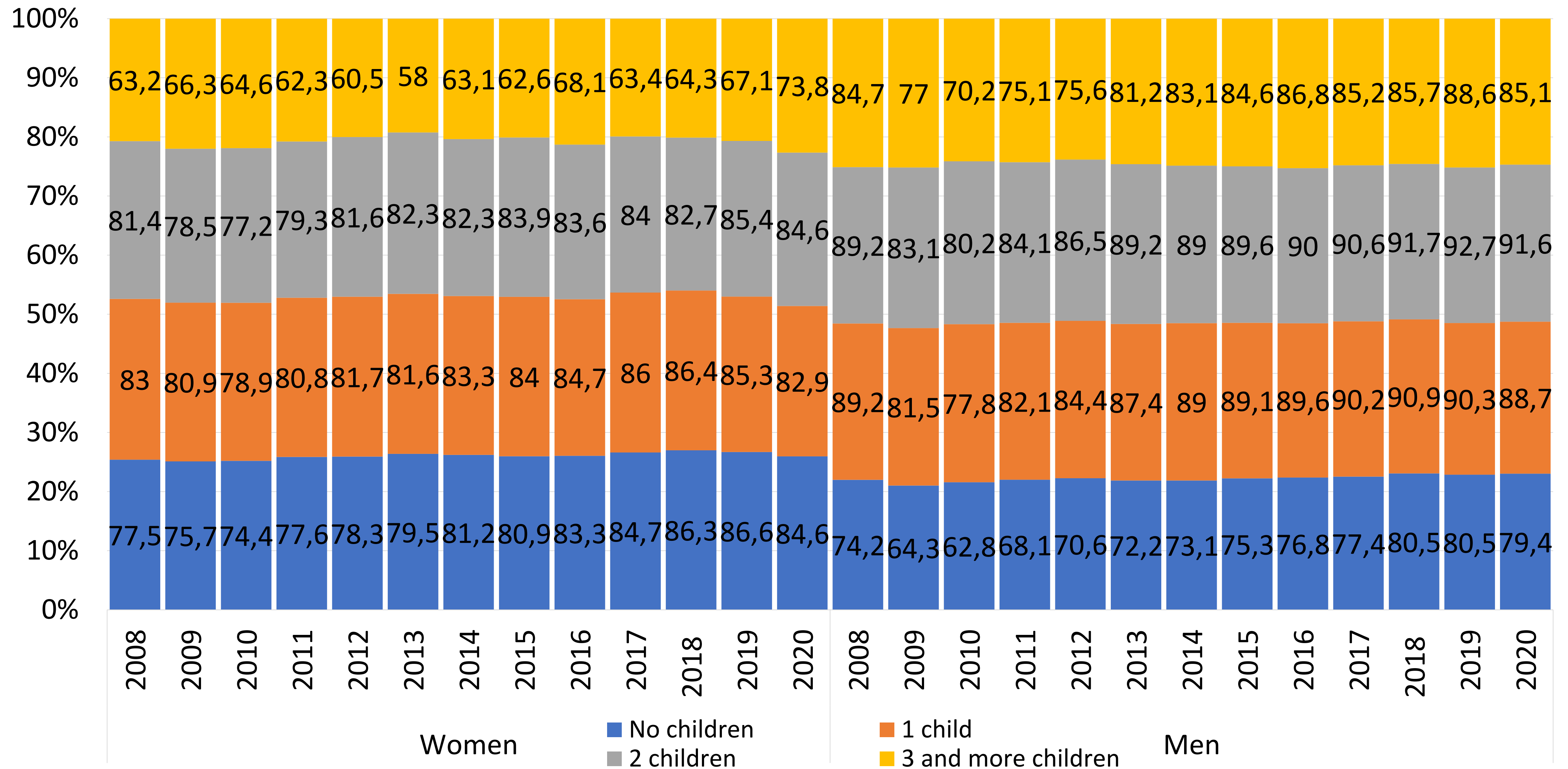
Number of recipients of paid parental leave benefits by sex (thousands)

Source: Statistics Lithuania and Eurostat (tps00199)



Employment rate of women and men by number of children in the family in Lithuania

Source: EU-SILC, (lfst_hheredch: males and females 24 – 54 years, age of children – total)



Theoretical background

- A structural approach to gender relations in the family (Barnett 1987, Berhardt 2008)
- Culture and welfare state change (Beck, 1992)
- Cultural family model (Gornick, Meyers 2004)
- Planned behaviour and rational choice theory (Slami, Lammi-Taskula 1999; Haas 1992)
- Traditional vs. modern gender roles (Ridgeway 2011, Esping Andersen 2009)
- Labour and employment transformations (from patriarchalism towards egalitarianism (M. Castells, 2003)
- Gender Cultures and the Gender Arrangements B. Pfau-Effinger (2005)
- A constructivist approach to gender identity (Garfinkel 1967, Goffman 1979, Zimmerman 1957, Berk 1985)

Hypothesis

- H 1 Men and women choose parental leave according to societal traditions, stereotypes and gender roles
- H 2 Men and women would agree to reduce parental leave to one year if they had access to pre-school education and flexible working arrangements
- H 3 In the second year of parental leave, men almost always work with parental benefit and women stay at home with children

Atstovaujama institucija

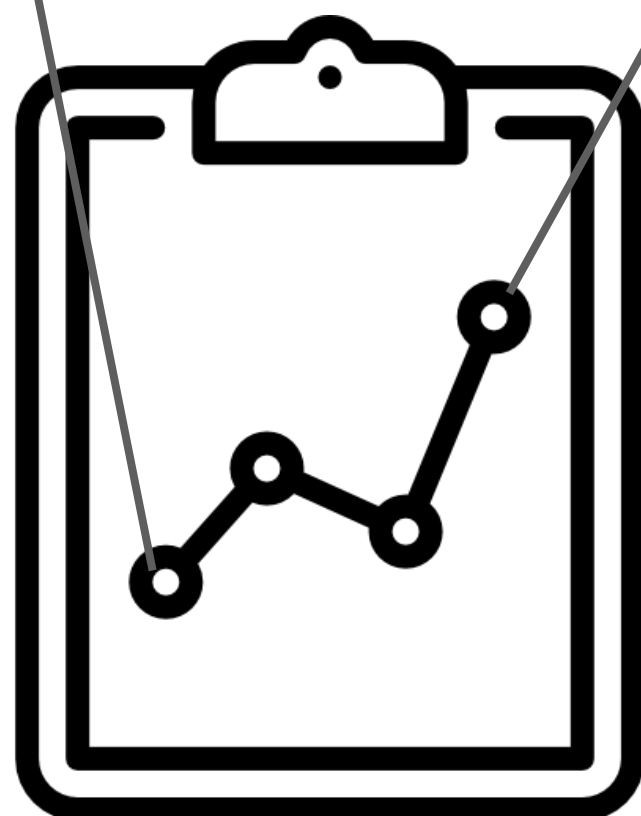
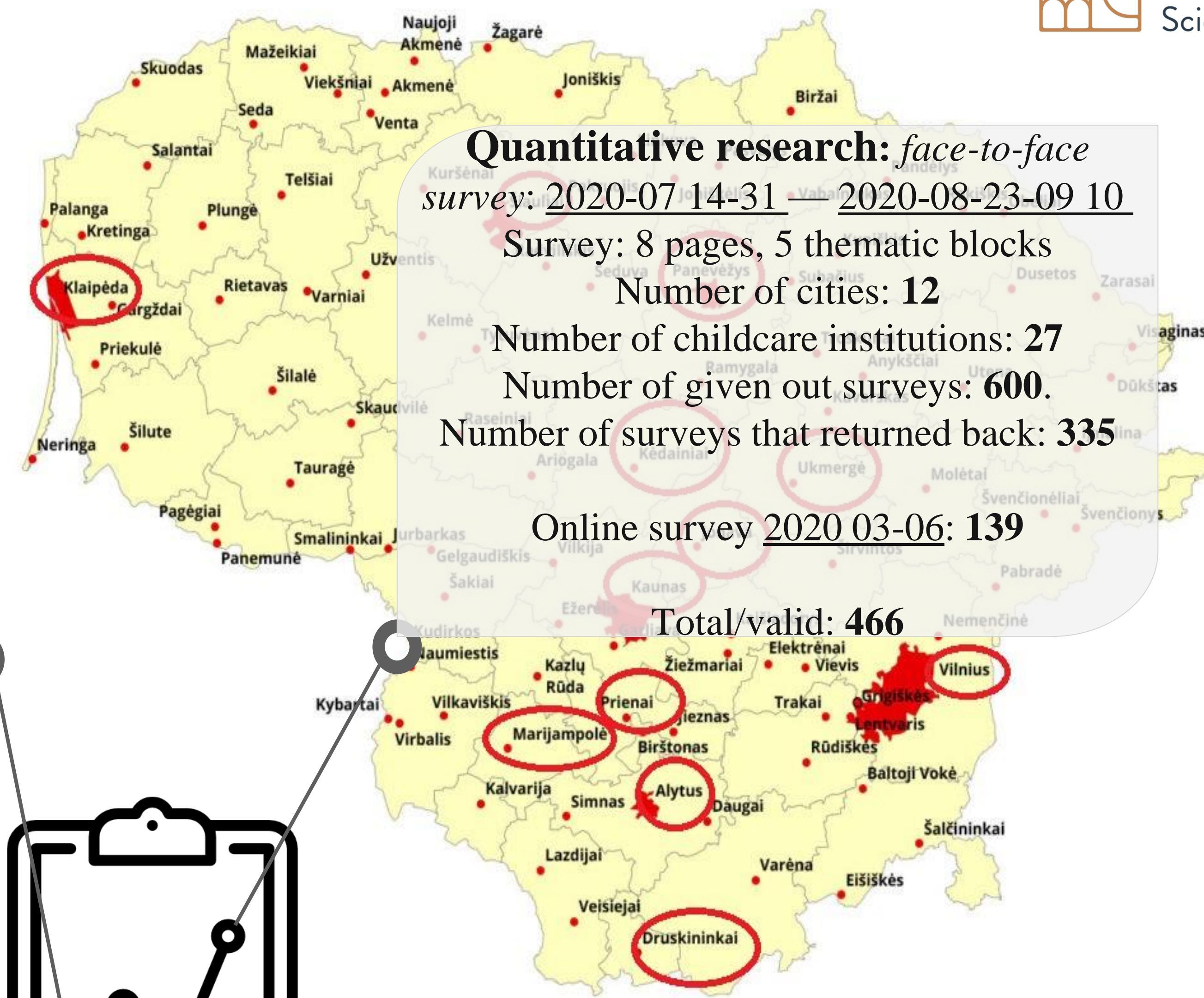
Valstybinio socialinio draudimo fondo valdyba (SODRA): Statistikos analizės ir prognozės skyrius	1
European Institute for Gender Equality, researcher connected to The European Commission's Expert Group on Gender and Employment (EIGE)	2
Valstybinio socialinio draudimo fondo valdyba (SODRA): Klientų aptarnavimo valdymo skyrius	1
Lietuvos Respublikos socialinės apsaugos ir darbo ministerija: Socialinio draudimo skyrius	1
Europos komisija: Associate Professor and gender expert at the European Commission	1
Seimo narys: Lietuvos Respublikos socialinės apsaugos ir darbo ministerija: 2019-11 — 2020-11	1
Lietuvos Respublikos socialinės apsaugos ir darbo ministerija: Lygių galimybių, moterų ir vyrų lygybės skyrius	1
Lietuvos Respublikos socialinės apsaugos ir darbo ministerija: Lygių galimybių kontrolieriaus tarnyba	1
NVO, Kauno vyrų krizių centras	1
NVO, Moterų informacijos centras	1
Lietuvos teisės institutas	2
Lygių galimybių plėtros centras	2
NVO, Socialinių inovacijų fondas	1
Asociacijos Alytaus miesto moterų krizių centras	2
Lietuvos socialinių tyrimų centras	1

Qualitative research: semi-

structured interviews

Number of experts: 21

Number of institutions: 15



Charakteristika	Dažnis	Proc.	Charakteristika	Dažnis	Proc.
D1. Lytis			D7. Galbūt galėtumėte įvardinti kodėl šiuo metu nedirbate?		
Moteris	441	94,6	Esu bedarbis (-ė)	74	29,9
Vyras	25	5,4	Skiriu laiką tik mokslui, studijoms	12	4,8
D2. Amžius			Šiuo metu vaiko priežiūros/motinytės/tėvystės atostogose	72	29,0
			Esu namų šeimininkas (-ė), prižiūriu vaiką (-us)	15	6,0
Iki 24 m.	13	2,8	Neatlygintinai dirbu šeimos versle	6	2,4
24-29 m.	83	17,8	Atlieku praktiką įmonėje ar organizacijoje, neatlygintinai dirbu, savanoriauju	2	0,8
30-35 m.	208	44,7	Negaliu dirbti šiuo metu dėl ligos ar negalios	10	4,0
36-40m.	111	23,9	Kita	57	23,1
41-45m.	40	8,6	D8. Jūsų užimtumo statusas?		
46-49m.	8	1,7	Valstybes tarnautojas (-a)	75	16,8
50-54m.	1	0,2	Įmonės ar įstaigos darbuotojas (-a), dirbantis pagal darbo sutartį	226	50,8
55m. ir vyresni	2	0,2	Asmuo dirbantis pagal patentą, individualią veiklą	39	8,8
D3. Kokia Jūsų šeiminei padėtis?			Ūkininkas	4	0,9
Vedęs/ištekėjusi	366	78,8	Darbininkas (-ė)	25	5,6
Šiuo metu gyvenu kartu su partneriu(-e)	54	11,6	Techninis darbuotojas (-a)	1	0,2
Niekada nevedęs /netekėjusi	18	3,9	Specialistas (-ė), tarnautojas (-a)	45	10,1
Išsiskyręs (-usi)	26	5,2	Aukščiausio ar vidutinio lygio vadovas (-ė)	25	5,6
Našlys (-ė)	2	0,4	Statutinis pareigūnas (-ė)	5	1,2
D4. Gyvenamoji vieta			E1. Koks yra Jūsų sutuoktinio(-ės)/partnerio(-ės) amžius?		
Sostinėje (Vilniuje)	54	11,6	Iki 24m.	7	1,5
Didmiestyje (pvz.: Kaune, Klaipėdoje, Šiauliuose, Panevėžyje)	151	32,5	24-29m.	49	11,0
Apskritis centre (pvz.: Alytuje, Marijampolėje, Utenoje)	82	17,7	30-35m.	175	39,1
Rajono centre (pvz.: Skuode, Varėnoje, Kėdainiuose)	108	23,3	36-40m.	124	27,7
Miestelyje (pvz.: Ramygaloje, Vilkijoje, Šeduvoje)	33	7,1	41-45m.	63	14,1
Kaime/vienkiemyje	38	7,8	46-50m.	17	3,8
D5. Koks yra Jūsų aukščiausias įgytas išsimokslinimas?			51-54m.	8	1,8
Pradinis/pagrindinis	15	3,2	55m. ir vyresni	4	0,9
Vidurinis	75	16,1	Koks yra Jūsų sutuoktinio(-ės)/partnerio(-ės) aukščiausias įgytas išsimokslinimas?		
Aukštesnysis	103	22,1	Pradinis/pagrindinis	25	4,6
Aukštasis universitetinis	243	52,3	Vidurinis	134	27,7
Kita	30	6,2	Aukštesnysis	100	22,4
D6. Ar Jūs esate įgijęs(-usi) profesiją?			Aukštasis universitetinis	180	40,3
Taip	347	74,5	Kita	27	5,0
Ne	119	25,5			

Quantitative research: face-to-face survey:

2020-07 14-31 — 2020-08-23 - 09 10

Total/valid: **466**

Sex: women 94,6% men 5,4%

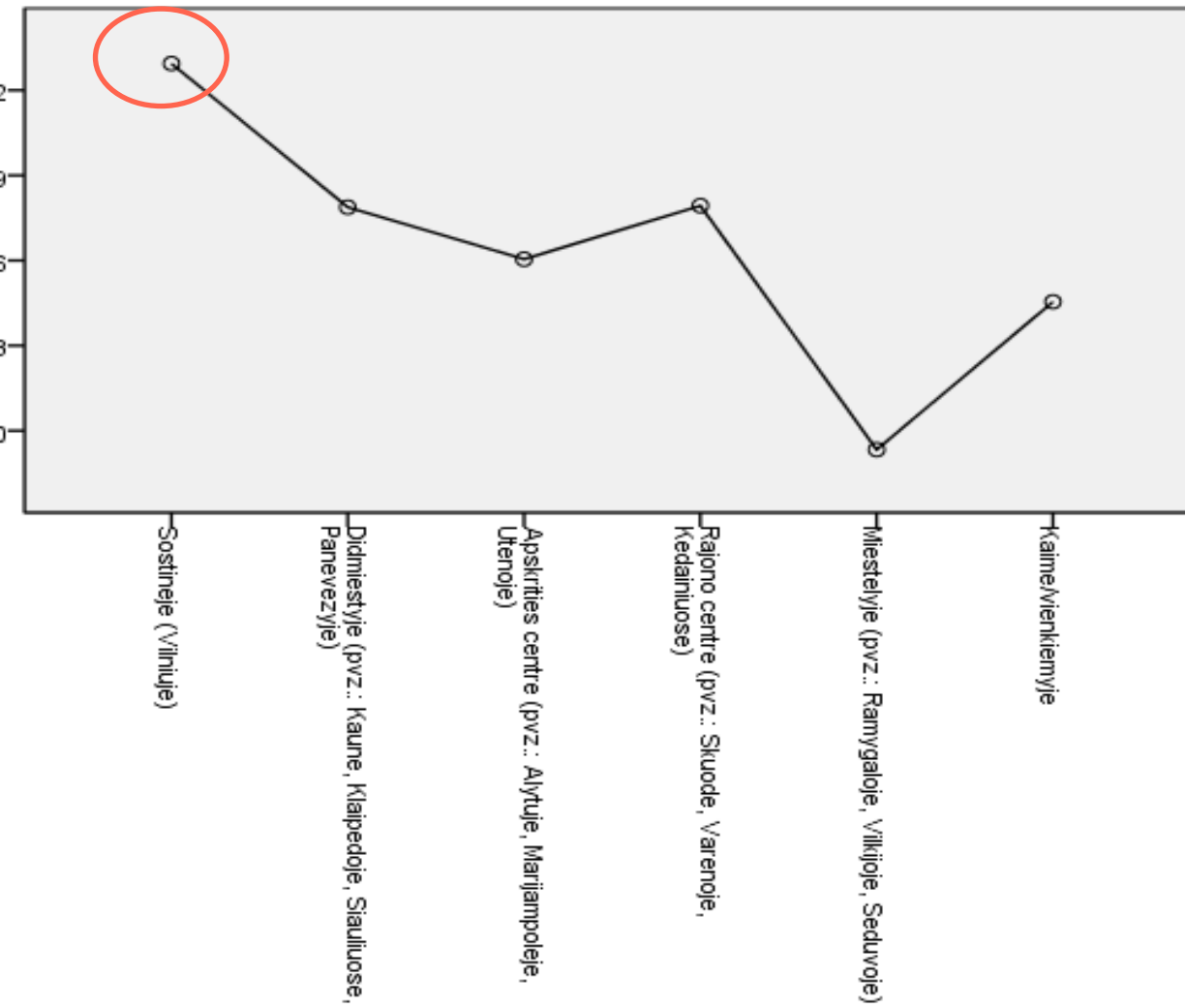
Marital status: 78,8% married, 11,6 partnership, never married 3,9, divorced 5,2, widowers 0,4

Dimensions of evaluating parental leave preferences

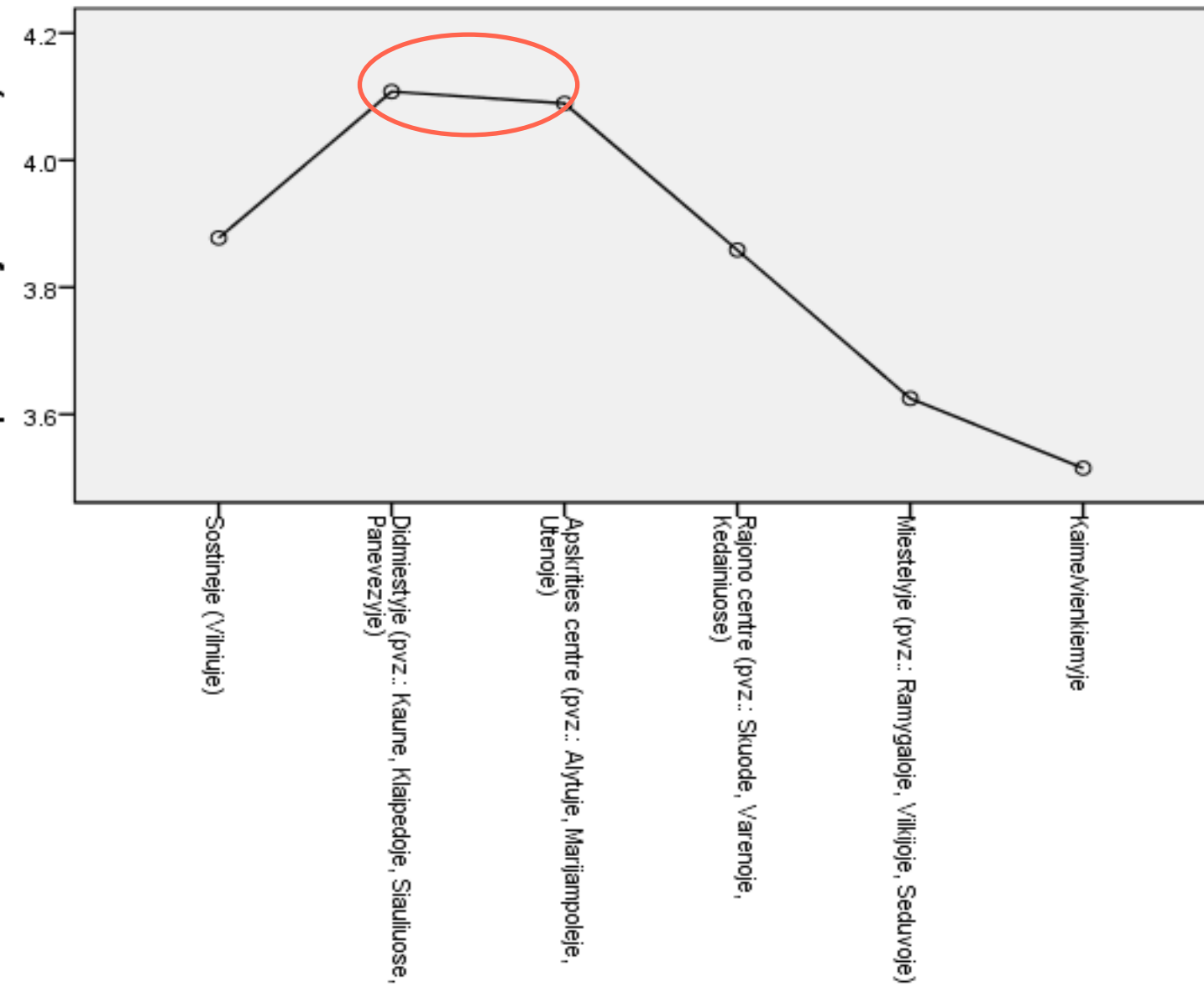
Dimensions of evaluating parental leave preferences	Groups of variables (scales)	Measured traits
Paid parental leave preferences and motives	What parental leave model did you choose during your last parental leave?	4
	Which of you chose to leave on your last parental leave?	13
	What led to these preferences / choices for your and your spouse's / partner's last parental leave?	9
	Paid parental leave preferences in ideal case	7
	The most appropriate parental leave payment scheme	6
Paid parental leave preferences and experiences	Paid parental leave and the help from The State Social Insurance Fund Board staff	4
	Conditions for receiving paid parental leave in Lithuania	4
	Satisfaction with the chosen model of paid parental leave	6
	Reasons important for encouraging fathers to take parental leave	7
Paid parental leave system evaluation	Evaluative statements of provisions	15
	Parental leave system evaluation in Lithuania	7
	Recommendations for paid parental leave in Lithuania	11
Total:		93

ANOVA, Man Whitney Chi square, Kramer V, Fišer criteria

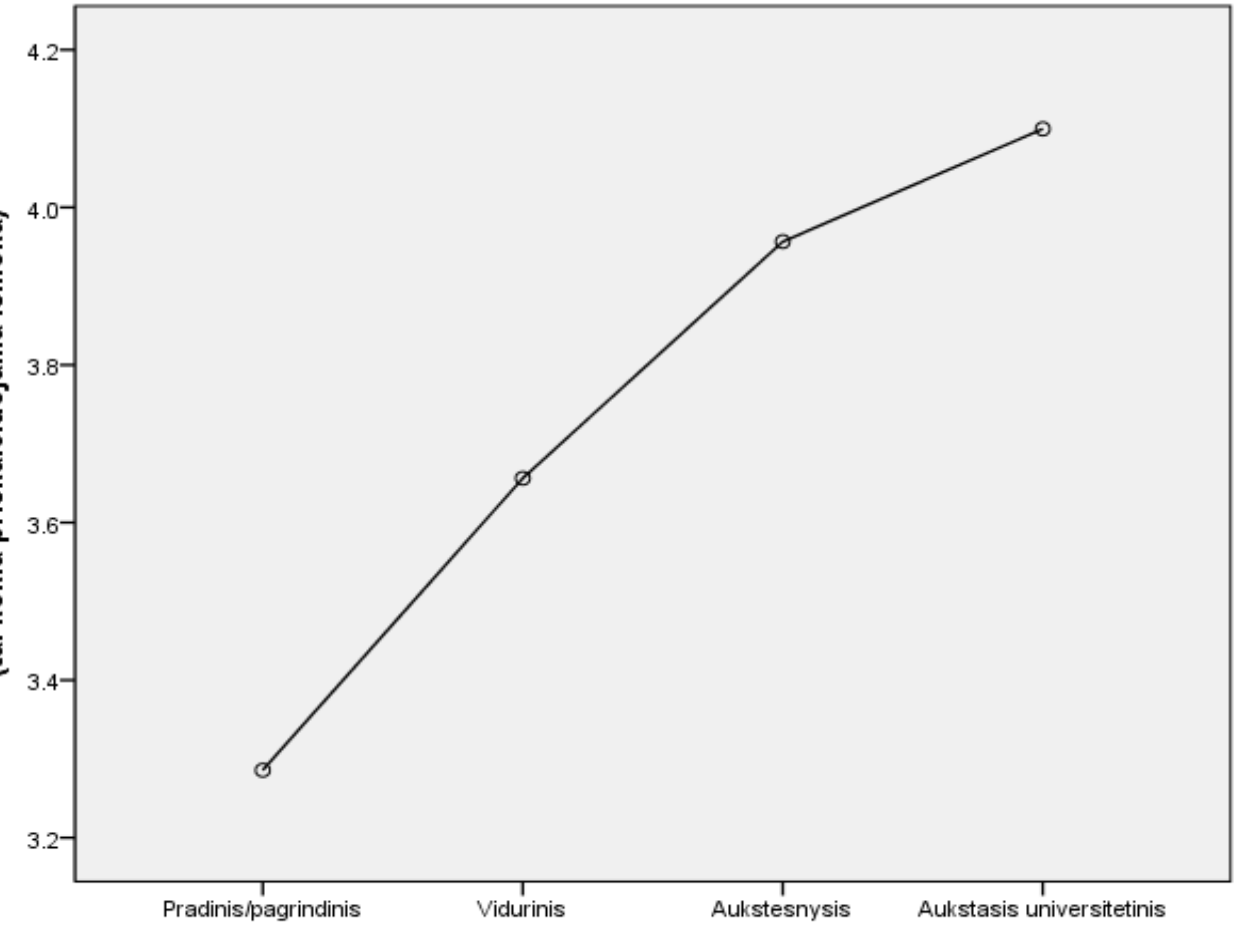
Mean of Esu istikines(-usi), kad vyru ir moteru pareiga tolygiai pasiskirstyti vaiku prieziura ir dalyvavima darbo rinkoje



Mean of Vaiko prieziuros atostogu ismoku gavimo procesas (tai kokia priskaiciuojama ismoka)

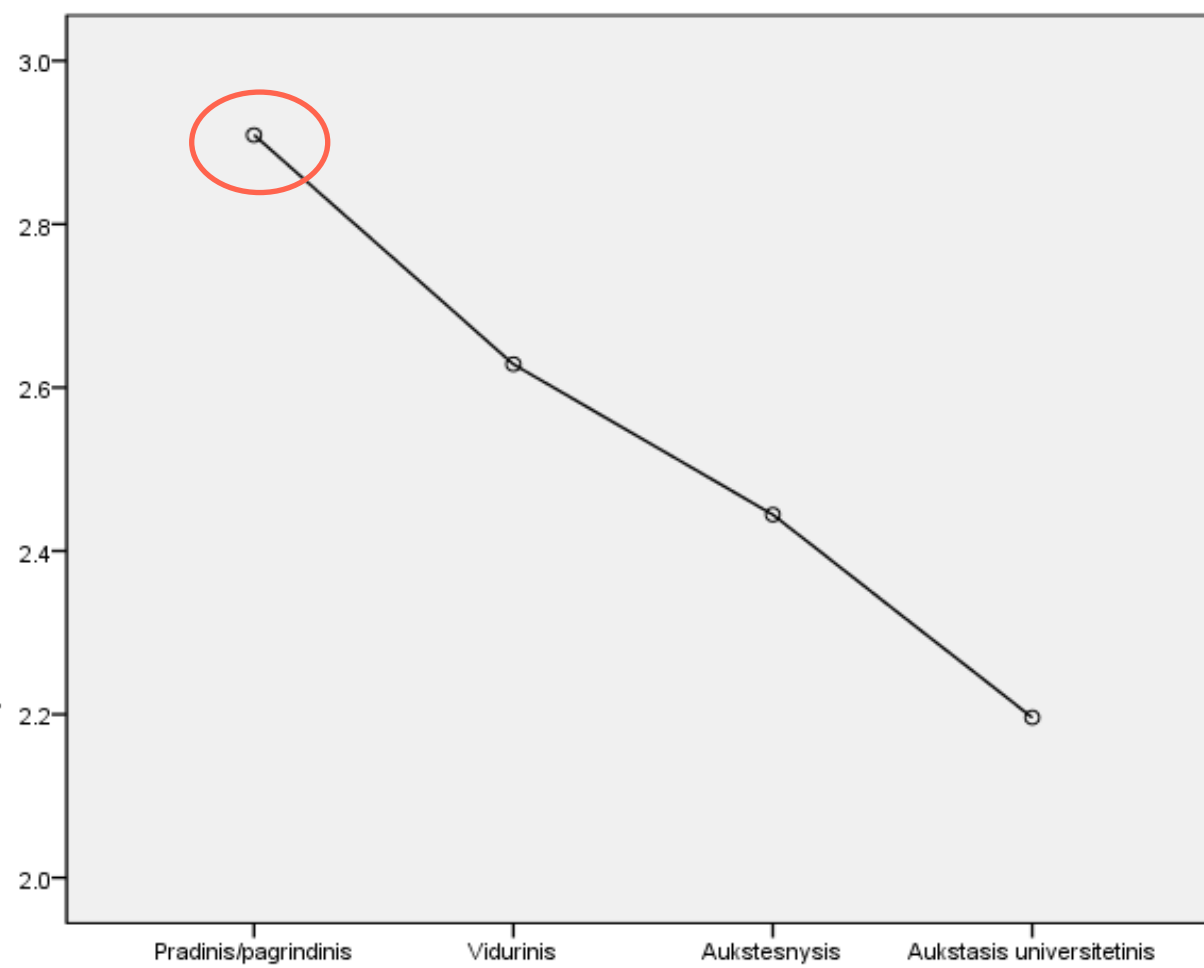


Mean of Vaiko prieziuros atostogu ismoku gavimo procesas (tai kokia priskaiciuojama ismoka)



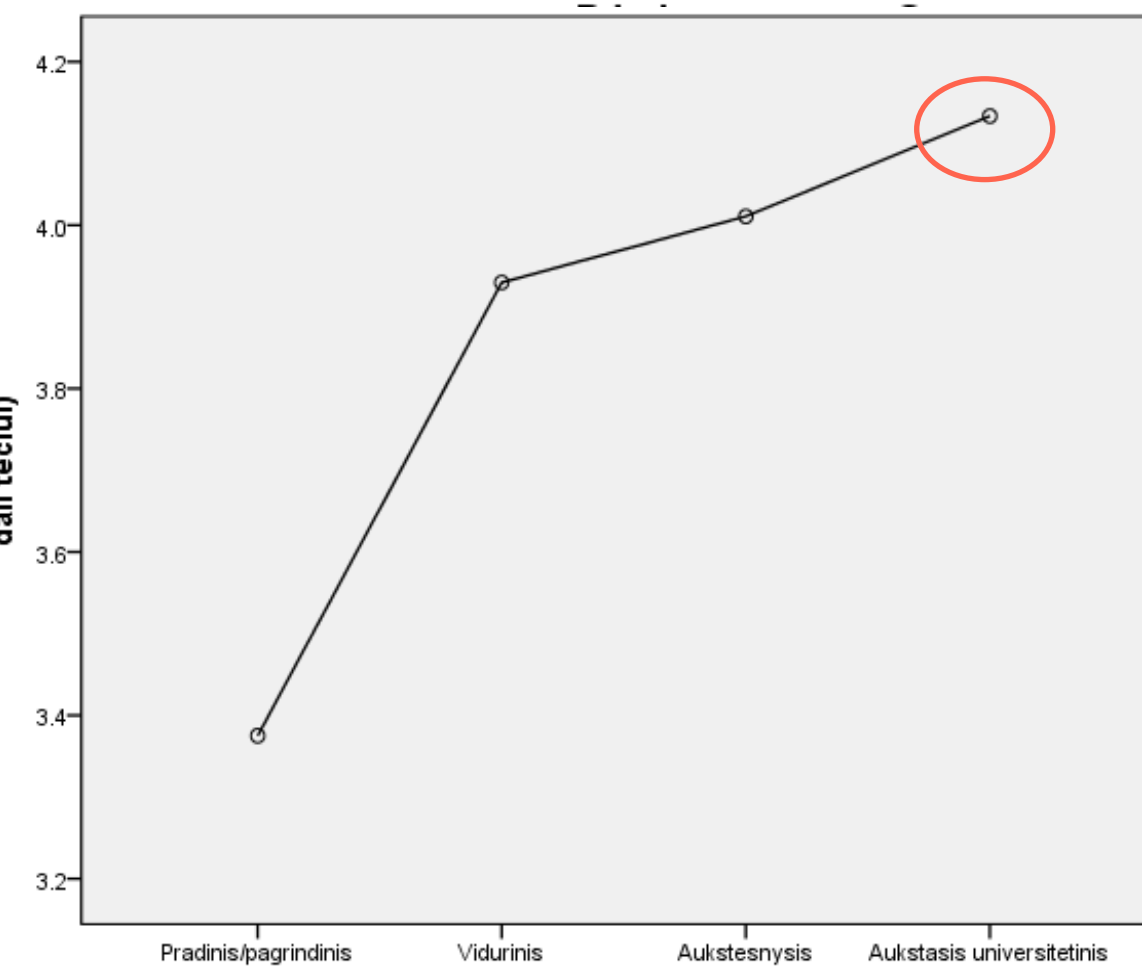
D5. Koks yra Jusu auksciausias igytas issimokslinimas?

Mean of Vyro uzduotis yra uzdirbti pinigus, o moters ? priziureti vaikus, seima ir namus.



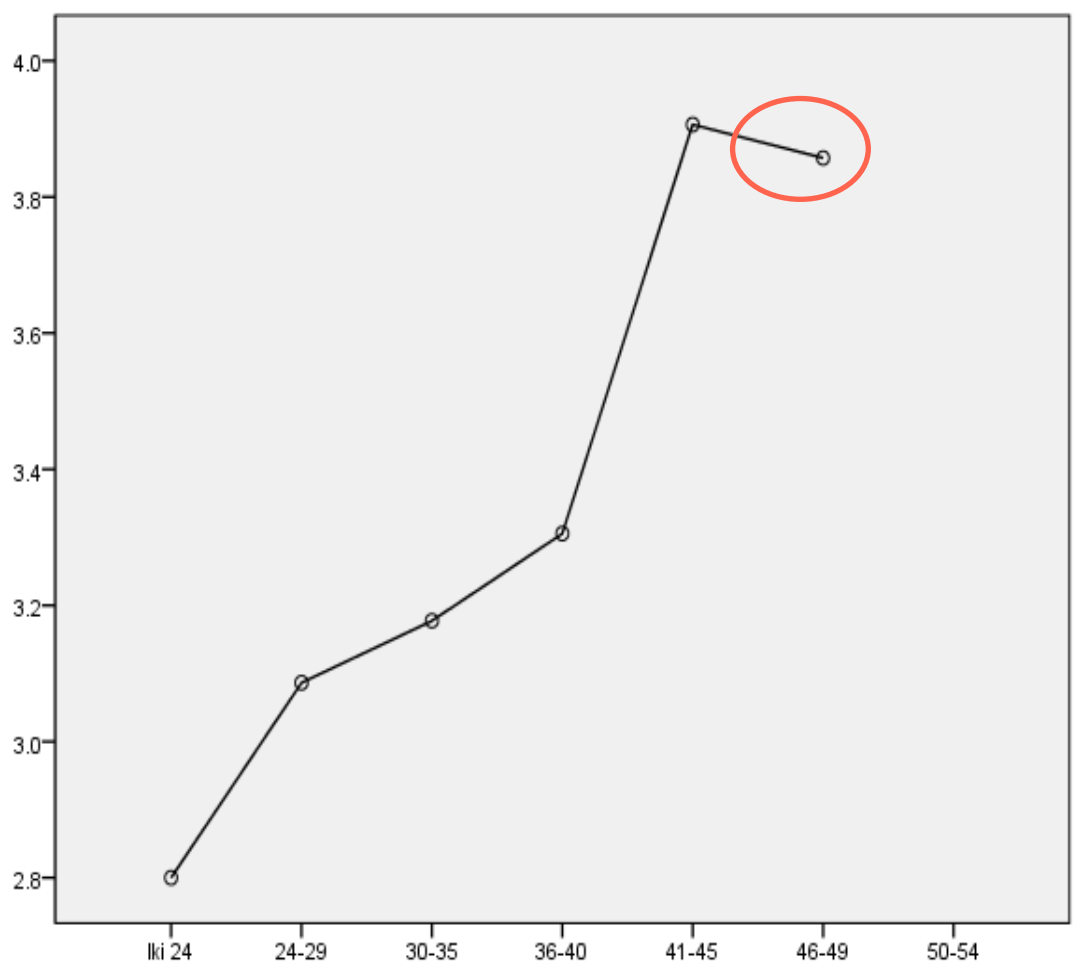
D5. Koks yra Jusu auksciausias igytas issimokslinimas?

Mean of Galimybė tėvams pasidalinti vaiko prieziuros atostogas (t.y. galimybė dali vaiko prieziuros isėti mamai, dali tečiui)



D5. Koks yra Jusu auksciausias igytas issimokslinimas?

Mean of Bendrai vertinant, seimos gyvenimas nukencia jeigu moteris dirba pilna daro diena (pilnu etatu)



D2. Koks Jusu amzius?

Main findings

- Assessing the process and conditions in obtaining parental leave in Lithuania, differences of 3 out of 4 measured features emerged, homogeneity and positive acceptance prevail. It is important to note that a statistically significant relationship was found between the level of education and the statement "possibility for parents to share parental leave". Respondents with higher university education evaluate this possibility more favorably ($p = 0.003$).
- Assessing the possibilities of access to pre-school education according to the acquired level of education, the differences emerged in 3 out of 6 measurable traits. Statistically significant relationship was found between the level of education and pre-school, respondents with higher education rated the opportunities to use pre-school education in the place where they live lower ($p = 0.002$). In addition, respondents with higher education also rated lower the access to pre-school education for families with dual-earners ($p = 0.007$).

Main findings (1)

- Parents in management positions would choose shorter parental leave than in the service sector
- Parents with higher education support the sharing of parental leave between partners
- Women with more children are in favor of longer parental leave

Paid parental leave preferences (choices) depend on:

- Financial incentives
- Amounts of paid parental leave benefits
- Duration of paid parental leave
- Availability of pre-school education / lack of pre-school education services (day centers for children under 1 year)

Type-in questions of respondents in the survey

- *„The employer recommended taking a third year of unpaid leave due to taking long sick leave“*
- *„I quit my job because the working conditions were not right“*
- *„I had children one after another I did not manage to return to work“*
- *„I didn't made a career“*
- *„I lost a lot of customers“*
- *„I had to quit my job“*
- *„We had a hard time getting a place in preschool“*
- *„The biggest disadvantage is the inflexibility of labor relations. In the second year, children are still too young to be separated from their mother or father for a full day, and opportunities to work only part-time (if you have been accepted into a full-time position) do not exist in many companies and institutions.“*
- *„Freedom to chose who will take care of the child and when. There are different situations in life - families need flexibility“*
- *„Shorter parental leave would be appropriate if e.g. allow for flexible working hours, a nursery would be great in the workplace“*
- *„Be able to choose the length of the parental leave“*

Hypothesis confirmation

- ✓ H 1 Men and women choose parental leave according to societal traditions, stereotypes and gender roles
- H 2 Men and women would agree to reduce parental leave to one year if they had access to pre-school education and flexible working arrangements
- ✓ H 3 In the second year of parental leave, men almost always work with parental benefit and women stay at home with children

The main points highlighted by the experts

Overall assessment of pain parental leave in Lithuania

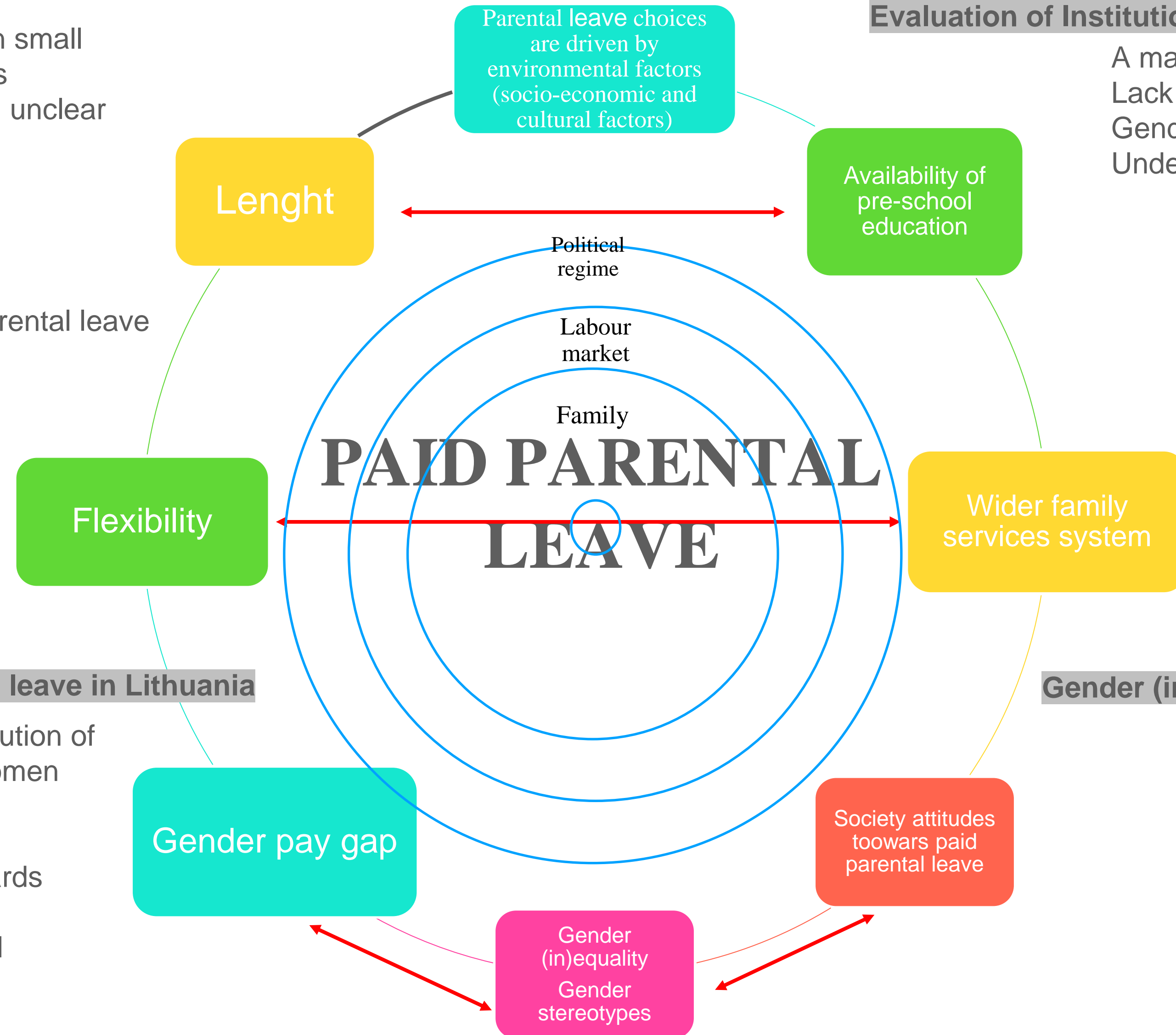
- Lack of family services
- Lack of pre-school education services in small towns / villages and in the capital Vilnius
- The problem of Lithuanian family policy: unclear goals and aspirations
- The gender pay gap
- Duration of paid parental leave
- Flexibility of paid parental leave
- Work and receive childcare allowance
- Unequal ratio of men and women on parental leave

Evaluation of Institutions Responsible for Lithuanian Family Policy

- A matter of political will and approach to family policy
- Lack of a comprehensive family policy strategy
- Gender equality is not guaranteed
- Undeveloped service structure

Fathers involvement in childcare

- Non-involvement of men in paid parental leave
- Stereotypical attitudes towards men on paid parental leave

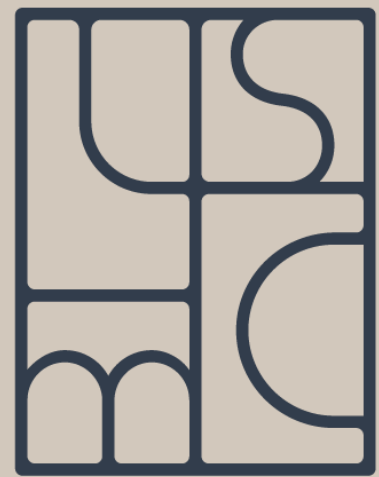


Improving the system of paid parental leave in Lithuania

- Reduction (and) or more equitable distribution of paid parental leave between men and women
- Providing flexible working conditions
- More fflexibility on paid parental leave
- A general change in public attitudes towards women and men on paid parental leave
- Promoting the development of pre-school education services

Gender (in) equality perspective on paid parental leave

- The prevailing and enduring traditional approach to the family
- Dominant gender role stereotypes
- Women who choose parental leave have fewer career opportunities



Lithuanian
Centre
for Social
Sciences

Thank You!

Sonata Vyšniauskienė

sonata.vysniauskiene@lstc.lt