

INTERNATIONAL NETWORK ON LEAVE POLICIES AND RESEARCH

15th International Review of Leave Policies and Related Research 2019

EDITED BY **ALISON KOSLOWSKI** (UNIVERSITY OF EDINBURGH), **SONJA BLUM** (UNIVERSITY OF HAGEN), **IVANA DOBROTIĆ** (UNIVERSITY OF OXFORD), **ALEXANDRA MACHT** (OXFORD BROOKES UNIVERSITY) AND **PETER MOSS** (UCL INSTITUTE OF EDUCATION, UNIVERSITY COLLEGE LONDON)

AUGUST 2019

AUGUST 2019

Contents

1. Introduction

2. Defining Leave Policies

3. Cross-Country Comparisons

- Sources Used
- Statutory Maternity Leave: April 2019
- Statutory Paternity Leave: April 2019
- Statutory Parental Leave (not including Additional Childcare Leaves): April 2019
- Statutory Other Measures: April 2019
- Relationship between Leave and ECEC Entitlements: April 2019
- Leave Policy Changes: April 2019
- Total amount of 'well-paid' leave available to parents in first 18 months of a child's life: April 2019

4. Country Notes: April 2019

- Australia
- Austria
- Belgium
- Brazil
- Bulgaria
- Canada
- Chile
- China
- Croatia
- Cyprus
- Czech Republic
- Denmark
- Estonia
- Finland
- France
- Germany
- Greece

- Hungary
- Iceland
- Ireland
- Israel
- Italy
- Japan
- Korea
- Latvia
- Lithuania
- Luxembourg
- Malta
- Mexico
- Netherlands
- New Zealand
- Norway
- Poland
- Portugal
- Romania
- Russian Federation (2018)
- Slovak Republic (2018)
- Slovenia
- South Africa
- Spain
- Sweden
- Switzerland
- United Kingdom
- United States
- Uruguay

5. Technical Appendix

Lithuania¹

Ruta Braziene (Lithuanian Social Research Centre, Institute of Labour and Social Research)

April 2019

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

f. 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

- 100 per cent of previous net earnings (calculated based on the individual's earnings in the last 12 months). Since 2017, an upper limit is no longer applied.
- 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

¹ Please cite as Braziene, R. (2019) 'Lithuania country note,' in Koslowski, A., Blum, S., Dobrotić, I., Macht, A., and Moss, P. (eds.) *International Review of Leave Policies and Research 2019*. Available at: http://www.leavenetwork.org/lp_and_r_reports/.

- 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.

g. Paternity leave (*térvystés atostogos*) (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

- 100 per cent of previous net earnings. An upper limit of €1,617.40 is applied.

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.

h. 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:
 - 100 per cent of net earnings until the child is 12 months of age. An upper limit of €1,617.40 is applied;
 - 70 per cent of net earnings until the child is 12 months of age, with an upper limit of €1,132.18;
 - 40 per cent of net earnings until the child is 24 months of age, with an upper limit of €646.98.
- 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 100 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 70 per cent of net earnings until the child is 12 months of age and 40 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 €1,600 - €1,700).

- 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.

i. Childcare leave or career breaks

No statutory entitlement.

j. 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 availability of flexible working time arrangements has increased with the implementation of the new labour code (2017). It introduces new types of employment agreements and has brought flexibility to labour relations. The new labour code also describes different flexible working time arrangements, e.g. more 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 (2017), 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.

11. 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 May 2018 (including proposals currently under discussion)

In September 2018, the Lithuanian Parliament approved Demography, Migration and Integration Policy 2018–2030 Strategy, and Demography, Migration and Integration Policy 2018–2030 Strategy Action Plan 2019–2021. First goal of the strategy is the development of family-friendly environments, e.g., the development of conditions for family members to reconcile professional and family responsibilities, to improve quality and accessibility of services, and financial support for families.

There has been some discussion about the abolition of Paternity and Parental leave payment ceilings. There has been also a discussion around introducing shared Parental leave between mothers and fathers, of which some must be taken by fathers.

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.

e. Parental leave

According to the information provided by the Social Insurance Fund Board (SODRA) 2019, in 2018, mothers accounted for 76.2 per cent of all users of Parental leave, and fathers 23.8 per cent. The number of men taking up Parental leave is increasing every year.

f. Other employment-related measures

No information.