



**Sustainability@Leave**

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# Parenting Leave Policies in Lithuania and Inequalities





## Parenting Leaves in Lithuania: Types of Leave and Design Elements



# Parenting Leave Policy in Lithuania

- Lithuania's parenting leave system is regulated primarily by the **Labour Code of the Republic of Lithuania** and the **Law on Sickness and Maternity Social Insurance**.
- Maternity, paternity, and parenting leave with **income-related benefits** until the child is 24 months;
- The period until the child is 36 months of age is unpaid.
- Leave is mainly a family entitlement, but each parent has an individual, non-transferable entitlement of 2 months.



# Maternity Leave

- **Maternity leave:** 18 weeks (126 calendar days; 70 calendar days before the child's birth and 56 calendar days afterwards).
- 77.58 per cent of net earnings, based on the individual's earnings in the last 12 months, with no upper limit on payment. The minimum benefit cannot be less than €392 per month.
- Payments are taxed.
- Funded from the Social Insurance Fund (SODRA), which is financed 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.



# Paternity Leave

- **Paternity Leave:** One month (30 days) within the three months immediately following childbirth.
- 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 €392 per month.
- Taxed and funded as for Maternity leave.



# Parenting Leave Policy in Lithuania: recent changes (since January 2023)

- Parenting leave benefit changed:
  - 77.34%** of net earnings until the child turns **18 months** of age or
  - 58%** of net earnings until the child turns **12 months** of age, and then **38,67 %** of net earnings until the child turns 24 months of age.
- Two non-transferable months of leave were introduced, that is, both the father and mother, adoptive parents, or guardians have to take at least 2 months (60 calendar days) of Parental leave, and the rest can be shared according to the family's needs.
- Non-transferable months of Parental leave can be taken in one piece or in blocks, alternating with the other parent. Parental benefit for non-transferable months is higher (100 % of previous earnings).
- Non-transferable leave (or part of the leave) for the same child cannot be taken by both parents at the same time.





# Inequality-Reducing and Inequality-Generating Elements of Parental Leave Design in Lithuania



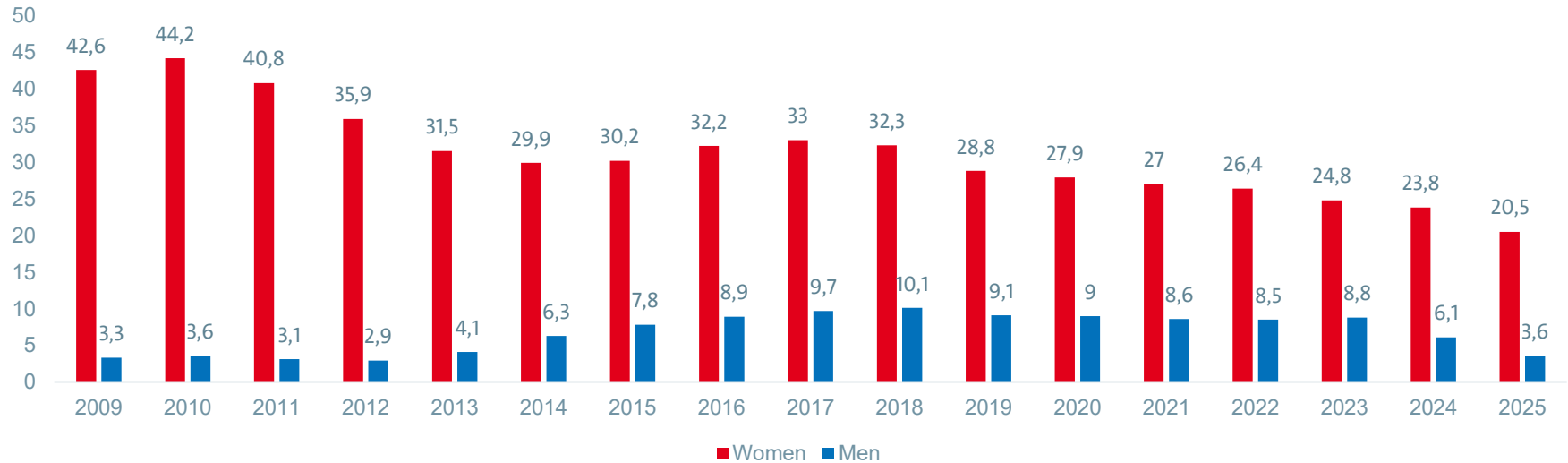
# Who is eligible, who not?

- **Maternity leave:** 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 benefits on the same conditions as employees.
- **Paternity leave:** Fathers who have paid at least 6 months of social insurance during the last 24 months.
- **Paternity leave:** 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.
- Grandparents are eligible for the parental benefit if they have paid social insurance taxes for at least 12 months during the last 24 months (grandparents cannot use two non-transferable months). Same-sex couples are not eligible. Unemployed parents are not eligible.



# What do we know about take-up rates?

Parenting leave benefits recipients by gender in Lithuania 2009-2025, in thousands,  
Sources: Statistical data portal ([Statistinių duomenų portalas](#))



# Parenting Leave Policy in Lithuania and Gender Equality

- Mothers account for the majority of parental leave recipients.
- Fathers' participation in parenting leave remains limited.
- Long career interruptions (may) negatively affect women's wages, career progression, and pension accumulation.





## Final Discussion



# Parenting Leave Policies in Lithuania and Inequalities

- One of the longest parenting leave schemes in EU.
- High income replacement compared with many EU countries.
- Inaccessible for parents outside the labour market.
- Research gap and limited use of administrative data.

