Lithuania[327]

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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: 70 working days before the birth and 56 working days afterwards.
- It is not obligatory to take Maternity leave.

Payment, funding and taxation

- 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 €592 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.

Flexibility in use

- 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-

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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; single 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.

Regional or local variations in leave policy

- None.

Additional note (e.g., if leave payments are often supplemented by collective agreements; employer exclusions or rights to postpone)

- None reported.

b. Paternity leave (*tėvystės atostogos*) (responsibility of Ministry of Social Security and Labour)

Length of leave (before and after birth)

- 1 month, i.e., 30 calendar days.

Payment, funding and taxation

- 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 €592 per month.
- Taxed and funded as for Maternity leave.

Flexibility in use

- Leave can be taken within the 3 months immediately following childbirth.

Eligibility (e.g., related to employment or family circumstances)

- Fathers who have paid at least 6 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; single parent); or delegation of leave to person other than the mother

- None.

Regional or local variations in leave policy

- None.

Additional note (e.g., if leave payments are often supplemented by collective agreements; employer exclusions or rights to postpone)

- None reported.

c. Parental leave (*vaiko priežiūros atostogos*) (responsibility of Ministry of Social Security and Labour)

Length of leave

- Until the child is 3 years of age.
- Leave is mainly a family entitlement, but each parent has an individual, non-transferable entitlement of 2 months.

Payment, funding and taxation

- 100 per cent for the 2 non-transferable months per parent.
- For part of the remaining period, parents can choose between two options:
  - 77.34 per cent of net earnings until the child is 18 months of age, with an upper limit of the country's average wage as calculated quarterly[328]. The minimum benefit cannot be smaller than €592 per month. Two non-transferable months per each parent are paid 100 per cent net earnings.
  - 58 per cent of net earnings until the child is 12 months of age, with an upper limit of €2,174.13; and then 38.67 per cent of net earnings until the child is 24 months of age, with an upper limit of €1,449.42.
- The remaining period of leave until the child is 3 years of age is unpaid.
- Taxed and funded as for Maternity leave.

Flexibility in use

- Non-transferable months of Parental leave can be taken in one continuous period or several periods, alternating with the other parent.
- Parents can work whilst on leave/collecting parental benefit. But, if parents choose to receive 77.34 per cent of net earnings until the child is 18 months of age and start to work, the benefit is reduced by the amount of income they have received. If parents choose to receive 58 per cent of net earnings until the child is 12 months of age and 38.67 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.
- Parents cannot take leave at the same time.

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.
- 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)

[328] State Data Agency: https://vda.lrv.lt/lt/naujienos/pristatyti-pagrindiniai-darbo-uzmokescio-rodikliai/

- 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; single 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 2 average wages in the national economy.

Regional or local variations in leave policy

- None.

Additional note (e.g., if leave payments are often supplemented by collective agreements; employer exclusions or rights to postpone)

- None reported.

d. Childcare leave or career breaks

No statutory entitlement.

e. Other types of leave and flexible working

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** can take 2 weeks of unpaid leave per year.

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 3 hours, breastfeeding employees can be given a half-hour break for breastfeeding. At the mother's request, the breaks for breastfeeding may be joined together and used to shorten the working day. Breaks for breastfeeding are covered by the worker's average wage.

Flexible working for carers

- The right to work part-time is granted to employees raising children up to 8 years. There are also opportunities to work part-time for an employee caring for a family member and for an employee caring for a relative living with him.

- Parents raising children under 3 years of age have the right to a reduced working time of 32 hours per week if they are employees of budgetary institutions, e.g., employees of state and municipal institutions that are supported by state or municipal budgets, the Social Insurance Fund Board (*SODRA*), state and municipal enterprises, public institutions whose owner is the state or a municipality, and the Bank of Lithuania. For part of the working time they are not working, the fixed salary is retained. This reduced working time will be applied to one of the parents (including adoptive parents) or guardians based on their choice until the child reaches the age of 3 years. The shortening of working hours not only applies to those who work full time (e.g., 40 hours per week), but also to employees with shorter working hours and employees who work longer due to an agreement on additional work.
- An employee who is pregnant, giving birth or breastfeeding, raising a child up to 14 years of age or a disabled child up to 18 years of age alone can request to work remotely and have flexible working hours; the employee's request must be based on a health care institution's conclusion about her/his health condition or the need to take care of a family member or a person living with them. If the employer does not prove that this would cause excessive costs they must comply with the employee's request to work remotely and these employees will also be allowed to work during their preferred working hours.

Time off for antenatal appointments and care

- None

Other provisions of leave

- **Mother's Day (*mamadienis*) and Father's Day (*tėvadienis*).** mothers and fathers raising one child under the age of 12 years are entitled to additional rest time ('Mother's Day and Father's Day') once every 3 months, and those raising two children under the age of 12 year, when one or both children have a disability, 2 days per a month.

2. Relationship between leave policy and early childhood education and care policy

The maximum period of post-natal leave is 3 years, but only the 1st year is paid at a high rate; if the option for the 2nd year of paid leave is taken, the 2nd 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' in the cross-country tables at the front of the review.

3. Changes in policy since April 2025 (including proposals currently under discussion)

From 1 January 2026, the system of benefits for families with children in Lithuania has been further increased. The universal child allowance amounts to €129.50 per month per child, reflecting the rise in the base social benefit. In addition, for large families, low-income households, or families raising a child with a disability, an extra benefit is provided, bringing the total child allowance to approximately €205.70 per month per child. The one-off payment upon the birth of a child also continues to be indexed to the base social benefit and has been increased to €814 from January 2026, and further to €1,036 from June 2026, ensuring a gradual strengthening of financial support for families with newborns.

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 available.

c. Parental leave

According to the information provided by SODRA[329], in 2025 mothers accounted for 85 per cent of all users of Parental leave benefit and fathers 15 per cent.

d. Other types of leave and flexible working

No information available.

[329] Statistinių duomenų portalas