Maternity leave legislation in Lithuania

Jurate Seduikiene
Lithuanian Women’s Lobby
Women’s Issues Information Center
• It is clear that labour market conditions, childcare services, gender roles, family and work reconciliation and etc. do affect when people have children and how many they have.

• Today fertility rates are higher in those countries where women’s employment rates are higher.

• The type of work is also important. Birth rates are higher in countries where a larger share of women work part-time – suggesting that these jobs often provide women with an effective means to reconcile work and family responsibilities.
• Parental leave is the first precondition to reconcile work and family responsibilities – it exist in all European Union countries
Pregnancy and child birth leave and Maternity leave in Lithuania

• Maternity (or pregnancy and child birth leave) – granted to the mother;
• Parental - granted only to father during 1st babies month, non-transferable;
• Maternity (parental) or child care leave - the mother and father are equal to make a choice.

Pregnant Workers Directive 92/85/EEC amendments are already incorporated into the Lithuanian legal system. Maternity or pregnancy and birth leave is 18 weeks.
Pregnancy and child birth leave

Duration 126 days (18 weeks) - 146 days in case of complicated childbirth

- 100 % wage (ceiling)
- Mother must have at least 12 months of work experience within the last 24 months
Parental leave – fathers leave

• Duration till 1 months - since the birth of the child until the child reaches the age of one month
• 100 % of the wage (ceiling 1380 EUR/month)
• Father must have at least 12 months of work experience within the last 24 months.
Maternity or parental leave

Until the child reaches the age of one or two years (three years)

• Benefits
- Year 1: 100 % wage
- Year 2: 70 % the first year. Second year - 40 %
- Year 3 - no such benefits but you have the right to the same job.

• Parental leave could be shared between mother and father or guardians or taken by one of them. Also it is available for other child caretakers but they do not receive benefits.
Reconciliation of professional, private and family life

Child care (maternal / paternal) leave,
  • Childcare services
  • Effective means to reconcile work and family responsibilities.
Limitations

- Child care services
- Flexible forms of employment
- Reintegration Program (skills and competences)
- Law does not encourage dads to take parental leave. For example 3X3X3 model.
Conclusions

• The possibility to reconcile professional, private and family life is a necessary precondition in particular for women in the labor market, to achieve the same economic status as men.

• Access to child care facilities and services for disabled and elderly family members as well is a crucial issue. This is a prerequisite for effective and full participation in the labor market for women.
Conclusions

Integration of gender equality issues, raising female employment, promotion of women in business and reconciliation of professional, private and family life must be included in the 2014-2020 EU Structural Funds programming documents and the calls for projects organized specifically for these specific purposes.
Conclusions

We fully support initiative of EWL to renew discussion and call to adopt amendments of Pregnant Workers’ Directive (92/85/EEC) as soon as possible.