Social Transformations in Contemporary Society 2022
ISSN 2424-5631 (online)

MANDATORY PATERNITY LEAVE. IS IT WELCOME BY WORKING MEN IN LITHUANIA?

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Abstract

Purpose – to disclose the opinion of working men about the plans to introduce a law changes on mandatory paternity leave in Lithuania.

Design/methodology/approach – the analysis and synthesis of scientific literature, law documents, statictical data, interview.

Originality/Value – in May, 2022 there were interviewed 7 working men (expecting for a baby).

Finding – despite the fact that there are more and more discussions about the importance of gender equality, but working parents are still facing with the stigma that growing children is the duty of mothers, and fathers should work and earn money to satisfy the family needs (all 7 men mentioned this, but not everyone agreed (5 disagreed) with this statement). In other hand, 3 from 7 interviewed men do not will to have a mandatory paternity leave as their salaries are higher than 2 average wages and their family would face with the ceiling of allowance (as it is setted as max 2 average wages).

Research limitations – the opinion of women growing children is not less important if the mandatory paternity leave would implemented (there is a statement that a family will lose the allowance if the father would not take a mandatory paternity leave). Moreover, it is not enough to interview just some men to find out public opinion. It would be better to proceed the extensive quantitative research

Practical implications – the results of quantitative research could be taken into account by politicians to improve the law by letting families to choose if they want to have a paternity leave or just ordinary vocation period to care their children and do not lose the financial support.

Keywords: family, children, maternal leave, paternity leave, parental leave, mandatory paternity leave, shared parental leave, gender equality.

Research type: general review.