

Table 1 Parental leave policy dimensions, assessment criteria, scores

Score	Parental leave policy dimensions and assessment criteria
Equality of treatment (Indicator 1)	
8	Equality ratio* values from 0.8 to 1
4	Equality ratio values from 0.5 to 0.79
2	Equality ratio values from 0.1 to 0.49
1	Equality ratio values below 0.1
Father's rights to a financially sustainable leave (Indicator 2)	
8	at least 3 months of individual right to a non-transferable financially sustainable** leave for fathers
4	at least 2 but less than 3 months of individual right to a non-transferable financially sustainable leave for fathers
2	at least 1 but less than 2 months of individual right to a non-transferable financially sustainable leave for fathers
1	less than 1 month of individual right to a non-transferable financially sustainable leave for fathers
Financial viability of transferable (family/joint) leave (Indicator 3)	
8	gendered adjusted replacement rate (GARR)*** of family/transferable leave benefits equal to 75% or higher
4	GARR of family/transferable leave benefits from 65% to 74%
2	GARR of family/transferable leave benefits from 55% to 64%
1	GARR of family/transferable leave benefits below 55%
Equality in effective income replacement rate (Indicator 4)	
8	ratio of the benefit cap to the average wage in the country equal 2 or higher
4	ratio of the benefit cap to the average wage in the country from 1 to 1.99
2	ratio of the benefit cap to the average wage in the country from 0.8 to 0.99
1	ratio of the benefit cap to the average wage in the country below 0.8
Congruency of leave and public childcare (Indicator 5)****	
8	no gap (national-level entitlement to public childcare before or immediately after financially sustainable leave)
4	no formal gap, but shortage of places in practice or restrictions on entitlements
2	no national-level entitlement but nearly universal provision by local authorities
1	no legal national-level entitlement and significant shortages in provision by local authorities

Notes: *ratio of the full-rate-equivalent (FRE) of an individual and non-transferable leave for fathers to the FRE of an individual and non-transferable leave for mothers; **at least 70% of ARR, where ARR is an Adjusted Replacement Rate = replacement rate multiplied by country's GDP index (per capita in PPS, where EU28=100; Eurostat 2016); ***GARR=ARR*(100%-GPG), where GPG is unadjusted gender pay gap in percent (Eurostat) and ARR is constraint not to exceed 100%. ****Source: Koslowski *et al.* 2016.