1   **Supplementary File**
2
3   **Table A1.** Individual indicators proposed by Dobrotić and Blum (2020, pp. 12-13) and the scoring rules.
4

Eligibility criteria for parental-leave benefits and Scores
Employment-based criteria
(I1)*Employment period needed
Without employment-based benefits   0
Twelve or more months of employment   1
Seven to eleven months of employment   2
Three to six months of employment   3
Less than three months of employment   4
Employment contract before leave starts   5
(I2) Employment period can be accumulated in longer time
Interruptions not allowed   0
Interruptions allowed; condition not applicable (for countries scoring 5 at the first component) 1
(I3) Employment period can be accumulated with different employers
Employment condition must be fulfilled with the same employer 0
Employment condition can be fulfilled with different employers; condition not applicable for countries scoring 5 at the first component)
(I4) Self-employed
Excluded 0
Have access to separate scheme and can be subject to stricter eligibility criteria 1
Fully included in the same scheme as employed persons 2
(I5) Different professions/sectors
Some sectors/professions excluded 0
Some professions/sectors have access to separate schemes and can be subject to stricter eligibility criteria 1
All professions/sectors are fully included under the same scheme 2
(I6) Marginally employed
Certain level of earnings/working time is needed 0
No conditions related to the level of previous earnings/working time 1
Citizenship-based criteria
(I7) Residency period required
Without citizenship-based benefits 0
Greater than six months of residency 1
Less than six months of residency 2
Residency at the time of childbirth 3
(I8) Some groups excluded (e.g., long-term unemployed, migrants, and noncitizens)
Yes 0
No 1
(I9) Means test applies
Yes 0
No 4

5   Notes: *The numbering of individual indicators is given by the Author so to correspond with symbols used in
6   table 1 in the text .