

1 **Supplementary File**

2 **Table A1.** Scores for inclusion, gender equality and redistribution in paid parental leave policy, Australia and
 3 Japan, 2020 (based on Table 1)^a

Criteria	Australia	Japan
A: Inclusion^b		
Employment period needed to qualify for benefits		
≥12 months of employment		1
7-11 months of employment	2	
Employment period can be accumulated with interruptions	1	1
Employment period can be accumulated with different employers	1	1
Different employment forms and sectors included		
Self-employed	2	
Different professions/sectors	2	2
<i>Inclusion index score (% of maximum score, 12)</i>	<i>8 (67)</i>	<i>5 (42)</i>
B: Gender equality		
Gendered allocation and transferability of leave		
Entitlements primarily for mothers, transferable in special cases	1	
Family or individual entitlements with ≥1/3 non-transferable		4
Duration of well-paid non-transferable leave for fathers		
≥6 months well-paid		4
Duration of leave for mothers		
>14 weeks and <6 months	1	
6-12 months		2
Incentives for fathers' uptake		1
Flexibility permitted in usage		
Breaks in usage (into two or more separate blocks)	0.5	0.5
Part-time usage in combination with part-time return to work		0.5
<i>Gender equality index score (% of maximum score, 12)</i>	<i>2.5 (21)</i>	<i>12 (100)</i>
C: Redistribution		
Minimum payment		
≤20% average wage		1
41-60% average wage	3	
Maximum payment/cap		
≤160% average wage	3	3
Payments taxable	2	
<i>Redistribution index score (% of maximum score, 10)</i>	<i>8 (80)</i>	<i>4 (40)</i>

4 **Notes**

- 5 a) Only items for which Australia and/or Japan have scored points are included in this table; see Table 1
 6 for the full list of options for each index and the associated range of possible scores.
- 7 b) As noted, this index replicates the 'employment-based' component of Dobrotić & Blum's (2020)
 8 eligibility index. Percentage scores for Australia and Japan would be lower on Dobrotić & Blum's full
 9 index which includes a 'citizenship-based' component that increases the total points from 12 to 20.
 10 Both countries provide benefits in addition to their employment-based systems, however neither
 11 Australia's Newborn Upfront Payment nor Japan's Lump-sum Allowance for Childbirth and Childcare
 12 would meet the criteria for a citizenship-based parental leave benefit. Australia's Newborn
 13 Supplement, which is paid over 13 weeks and (depending on eligibility conditions) may be available to

14 those not receiving the employment-based payment, would potentially qualify, however it would at
15 most receive a score of 2 (out of 8) due to means-testing and some residency requirements. Given our
16 focus on employment-based systems, these complexities fall outside the scope of our analysis.
17