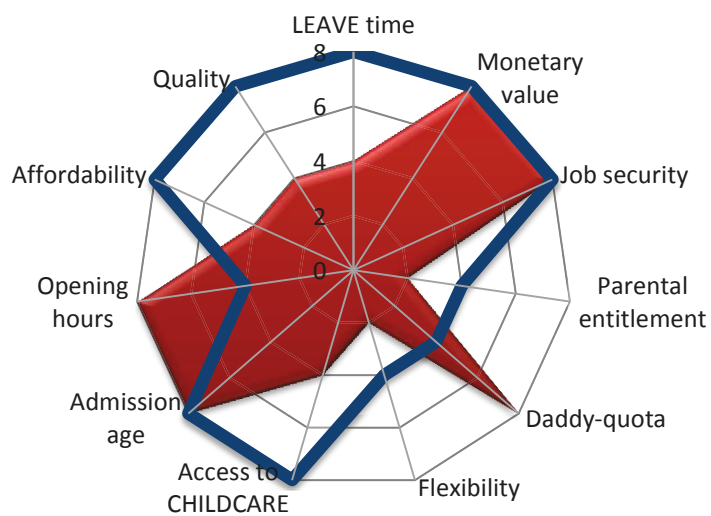
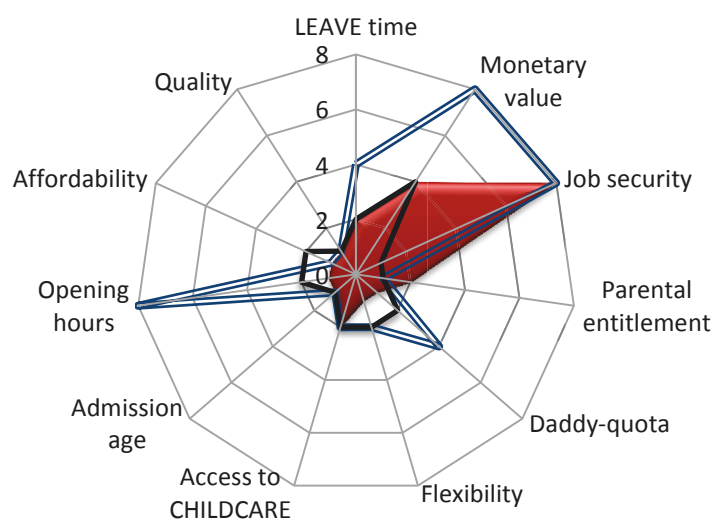


**Figure 10.1** Childcare policies, 2008 (scores on a scale 1 to 8, maximum = 8), by policy type and by countries

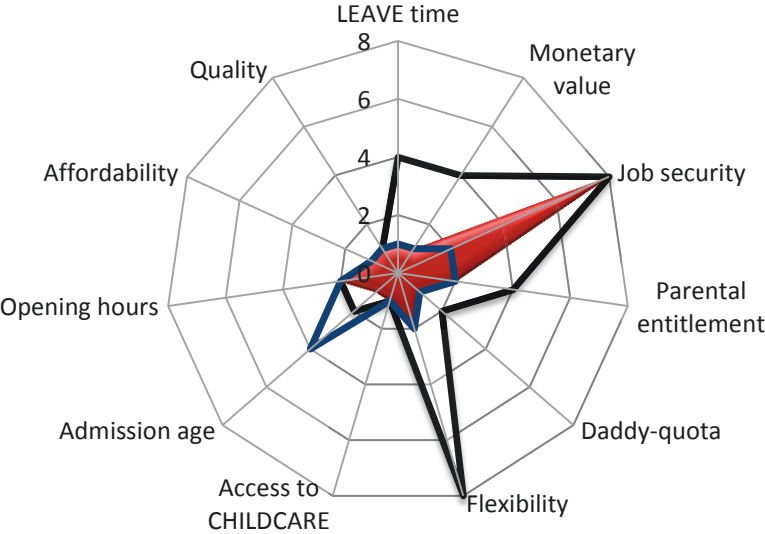
**1. Supported De-familialism (Slovenia = blue; Lithuania = red)**



**2. Explicit Familialism (Hungary = red; Estonia = blue; the Czech R. = black)**

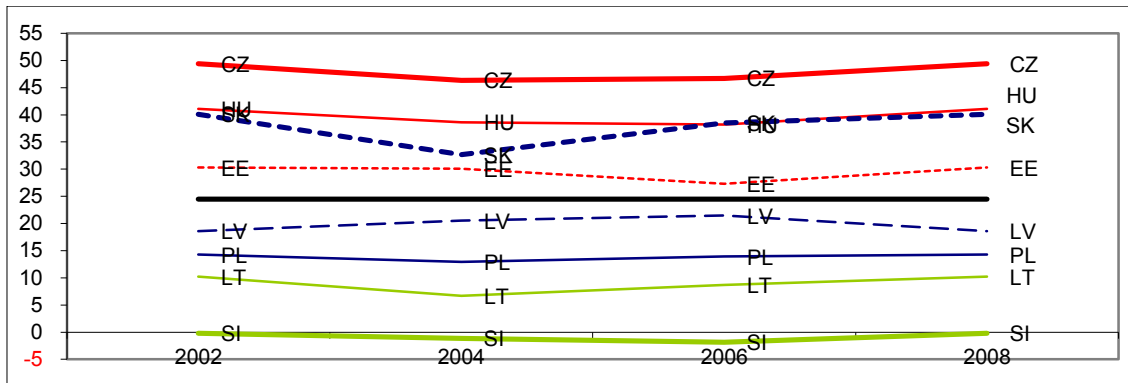


3. Implicit familialism (Poland = red; Slovakia = blue; Latvia = black)



**Figure 10.2**

Employment gaps between women, aged 25-49 years, who have and do not have pre-school children, 2002-2008 (in percentage points)



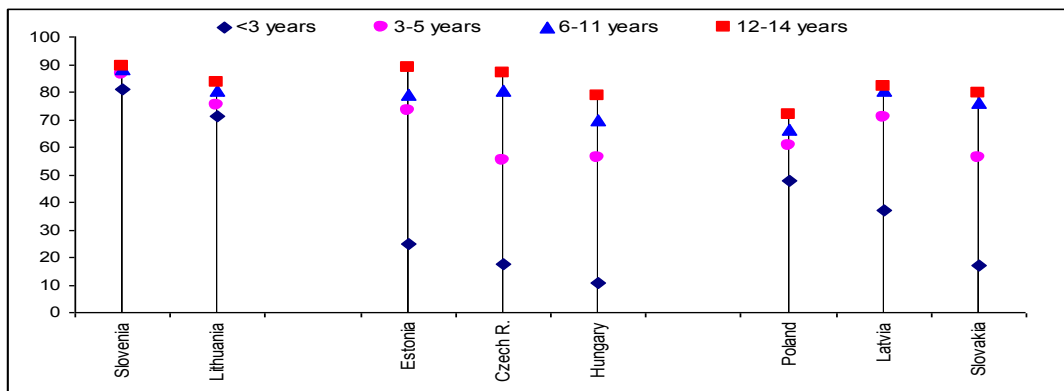
Data source: European Labour Force Survey data, Eurostat. Own calculations.

Note: SI-Slovenia; LT-Lithuania; PL-Poland; LV-Latvia; EE-Estonia; SK-Slovakia; HU-Hungary; CZ-the Czech Republic.

**Figure 10.3**

Employment rates for mothers aged 25-49 years, by age of children (in years), mean values over 2002-2008

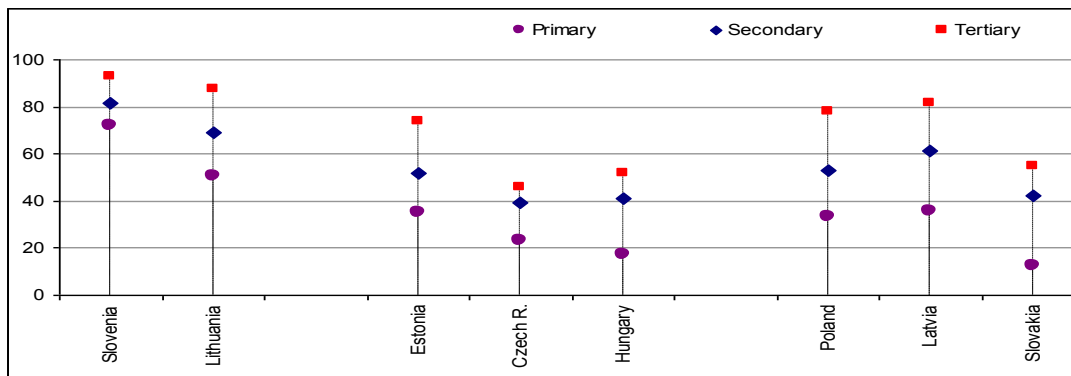
(in per cent of total female population aged 25-49 years)



Data source: Eurostat: Labour Force Surveys 2002-2008. Note: Data for mothers with children under 3 years of age can be biased downwards because parents using unpaid leave for over a year can be identified as inactive in most countries, while parents on part-time leave may be counted as employed.

Note: National data show a consistent pattern between 2002 and 2008, hence only the mean value is reported.

**Figure 10.4** Employment rates for women 25-49 years with pre-school children, by level of attained education, mean value over 2002-2008, in per cent



Data source: Eurostat: Labour Force Surveys.

Note: National data show a consistent pattern between 2002 and 2008, hence only the mean value is reported.

**Table 10.1. Policy dimensions, assessment criteria and scores**

<i>SCORE</i>	<i>Policy dimensions and assessment criteria</i>	
	<b>Total leave time</b>	
8	Minimum 6 months, maximum 1 year	
4	More than 1 year up to 2 years	
2	More than 2 years up to 3 years	
1	Less than 6 months or more than 3 years	
	<b>Leave financial sustainability (maternity + parental)</b>	
8	Paid at 85-100 per cent of previous earnings for a minimum of 6 months	
4	65-84 per cent of previous earnings for a minimum of 6 months	
2	50-64 per cent of previous earnings for a minimum of 6 months	
1	70-100 per cent for 3 months or less, then means-tested flat-rate or unpaid parental	
	<b>Job security</b>	
8	Leave-users retain a contract and associated benefits to previous job or equivalent during parental leave	
4	Job-secured leave shorter than earnings-related leave	
2	Leave-users retain a contract, but leave does not guarantee a full set of rights for people returning from leave	
1	Job not protected	
	<b>Parental entitlement (excluding maternity and paternity)</b>	
8	Individual right of each parent, joint decision, change in arrangement possible and not limited	
4	Individual right of each parent, joint decision, fixed arrangement	
2	Fathers entitled to shorter portion of parental leave	
1	Individual right of the mother	
	<b>Flexibility (parental and extended childcare leave)</b>	
8	Leave can be used in sections over a longer period (minimum 6 years), different combinations possible	
4	In sections over 3-to-4 years or a portion of leave can be reserved and used flexibly (in sections) before child's school age	
2	In one block, limited gainful activity allowed with proportional reduction in benefits and leave time	
1	Full-time familial care, no gainful activity allowed / Gainful activity allowed but familial care required (not in daycare)	
	<b>Father's non-transferable entitlement</b>	
8	Minimum one month at 100 per cent of previous earnings	
4	Two weeks at 100 per cent following childbirth + extra days at lower payment spread over a longer period of time	
2	Less than two weeks, at 80-100 per cent	
1	No individual provision or less than 80 per cent	
	<b>Availability of childcare services</b>	<b>Allocation of places – admission criteria</b>
8		Legally set criteria, central capacity/demand planning (incl. crèches when ran separately)
4		Legal guidelines on admission criteria (incl. crèches), providers allowed to add criteria when demand exceeds supply, no central capacity/demand planning
2		Conditional/various access to crèches, legally set nationwide criteria to kindergartens, no central planning
1		Providers autonomous in setting admission criteria, no central planning

		<b><i>Admission age</i></b>
8		No lower age limit or child can be admitted before the end of paid leave
4		Public childcare and paid leave are congruous
2		Time gap between paid leave and childcare services
1		Intra-country variation in admission age
		<b><i>Compatibility of service hours with working hours of parents</i></b>
8		Prescribed full-time with flexible provision to accommodate parents' care needs, around-the-year
4		Prescribed to cover typical day/week/year, limited flexibility
2		Prescribed to cover typical day/week, spells of shorter breaks allowed (limited alternative available)
1		Variant opening hours across municipalities
	<b>Affordability</b>	<b><i>Parental fees</i></b>
8		Sliding-fee scale based on family income for both crèches and kindergartens
4		Sliding-fee scale based on criteria other than income for both crèches and kindergartens
2		Providers autonomous in setting rules for crèches, legal guidelines for kindergartens
1		Providers autonomous in setting rules, no legal guidelines/ceiling
	<b>Quality</b>	<b><i>National co-ordination of service delivery</i></b>
8		Services joint responsibility of state and municipalities, legally-set operating standards
4		Services legal duty of municipalities (to establish and administer both crèches and kindergartens), regulated standards and rules of operation
2		Legal duty of municipalities (both crèches and kindergartens), providers autonomous in some elements of provision
1		Crèches at discretion of municipalities (legal right), kindergartens prescribed (legal duty), autonomy in provision