

Table S2 | Comparison of variables between included and excluded participants

Variables	Included participants n=551	Excluded participants n=451	P-value
Gender, n (%)			
Female	541 (98)	444 (98)	.94
Age (in years), n (%)			
20 to 29	276 (50)	160 (35)	
30 to 39	128 (23)	109 (24)	<.01*
40 to 49	79 (14)	84 (19)	
Over 50	68 (12)	97 (22)	
Family environment, n (%)			
Living alone/Transfer without family	78 (14)	52 (12)	.26
Living with a spouse	161 (29)	188 (42)	<.01*
Living with children	146 (26)	168 (37)	<.01*
Living with parent	284 (51)	194 (43)	<.01*
Living with spouse's parent	16 (3)	27 (6)	.03*
Living with brother/sister	107 (19)	78 (17)	.43
Living with others	35 (6)	15 (3)	.04*
Educational background, n (%)			
Lower than Bachelor's degree	365 (66)	357 (79)	<.01*
Bachelor's degree or higher	186 (34)	88 (20)	
Work experience (years)	7 (3-16)	12 (4-20)	<.01*
Main responsibilities at work, n (%)			
0 to 2 years old childcare or other	226 (41)	250 (55)	<.01*
3 to 5 years old childcare or education	325 (59)	201 (45)	
Type of workplace, n (%)			
Kindergarten	120 (22)	61 (14)	
Authorized childcare institution	136 (25)	103 (23)	<.01*
Nursery centre	285 (52)	278 (62)	
Others	10 (2)	4 (1)	
Mental health			
K6<13, n (%)	455 (83)	364 (81)	.26
K6≥13, n (%)	96 (17)	62 (14)	

Current annual salary

< 2 million yen	97 (18)	76 (17)	
2 million yen to 3 million yen	276 (50)	146(32)	
3 million yen to 4 million yen	135 (25)	93 (21)	.09
4 million yen to 5 million yen	30 (5)	30 (7)	
5 million yen \leq	13 (2)	12 (3)	

Desired Salary

< 2 million yen	11 (2)	23 (5)	
2 million yen to 3 million yen	120 (22)	87 (19)	
3 million yen to 4 million yen	213 (39)	126 (6)	.02*
4 million yen to 5 million yen	143 (26)	85 (19)	
5 million yen \leq	64 (12)	39 (9)	

Sum of overtime work for the last 30 days

At workplace (hours)	10 (5-30)	8 (3-16)	<.01*
At home (hours)	10 (3-20)	8 (3-20)	.64

Cause of human relation problems, n (%)

Boss	188 (34)	126 (28)	.05*
Colleagues	159 (29)	106 (24)	.07
Subordinates	46 (8)	41 (9)	.76
Guardians	149 (27)	106 (24)	.22
Children	69 (13)	45 (10)	.25
Others	8 (1)	2 (0)	.20

Distressing aspects of childcare, n (%)

Nothing	125 (23)	98 (22)	.78
Children's behavioral problems	233 (42)	165 (37)	.08
Children's human relation problems	103 (19)	66 (15)	.10
Children's emotional breakdown	163 (30)	84 (19)	<.01*
Management of whole classes	90 (16)	56 (12)	.10

Willingness to continue working, n (%)

Willing to continue working for 5 years or more	256 (46)	244 (54)	.02*
Willingness to continue working for less than 5 years	295 (54)	207 (46)	

Note: K6: The Kessler Screening Scale for Psychological Distress; * $P < 0.05$, χ^2 test or Mann-Whitney U test or Fisher's exact test; data are expressed as median (interquartile range), or number (%).