

KWDI ISSUE PAPER

Research Title Research on Childcare Policy after Covid-19

Principal Researcher Young-Ran Kim Research Fellow (Tel: 02-3156-7147 / E-mail: youngran@kwdimail.re.kr)

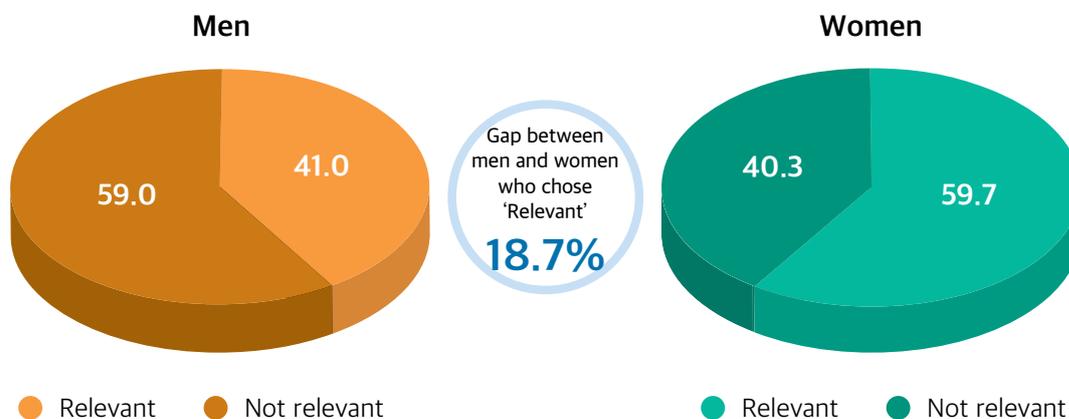
Who Were Vulnerable to Childcare Constraints during COVID-19? - Analysis by Gender and Job Characteristics -

Abstract

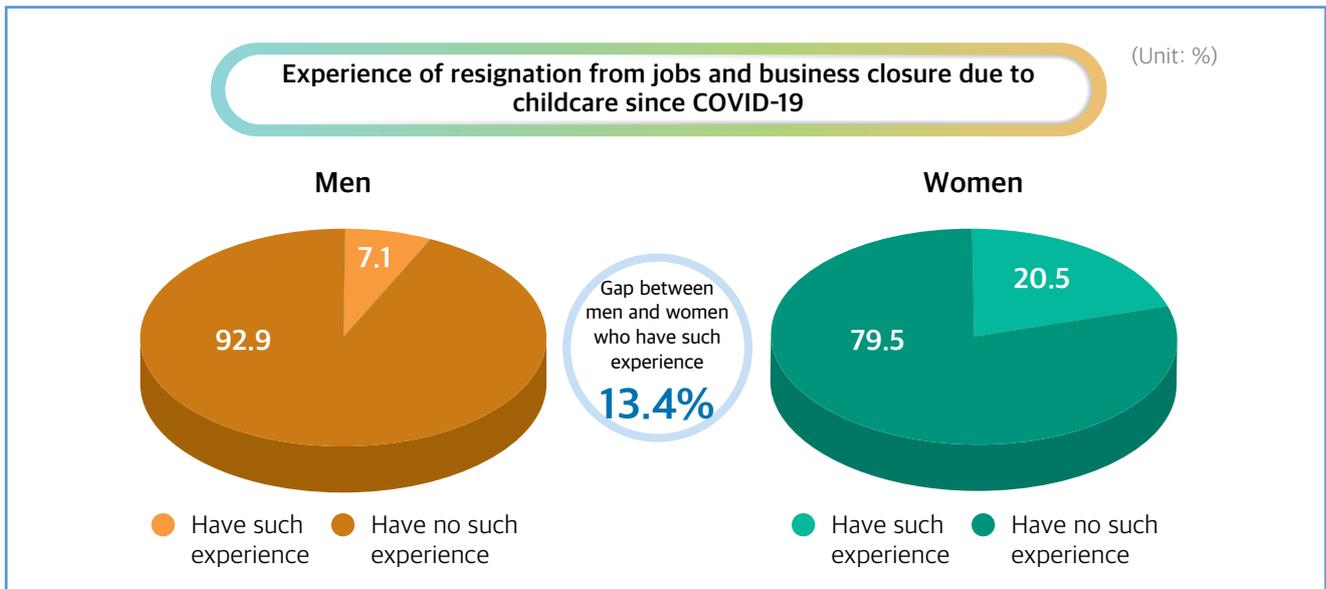
- The study found that as COVID-19 put constraints on public/external childcare services, parents(families) had to carry heavier burden as caregivers and their children came to spend more time alone. The study also confirmed that although the government expanded its care policies, the burden of childcare was concentrated in women again during the pandemic.
- ▶ Those who adjusted or left their jobs to care for their children were mostly women. The jobs people quit for reasons of childcare were less secure, low paid, and less flexible in terms of work arrangements and childcare, compared to the jobs they continued to do during COVID-19. Both men and women were more likely to adjust their jobs when their jobs were less secure, low paid, and less flexible
- ▶ The study confirmed that unlike men who adjust their jobs by considering the characteristics of jobs such as job security and income, women who adjust their jobs consider not only the job characteristics but also childcare-related factors such as the age of their children, presence of an emergency caregiver, and flexibility in work arrangements. This outcome indicates that people experience unequal vulnerability in terms of care during COVID-19 and are affected differently by care constraints when they adjust their job, depending on their gender-driven/job characteristics-driven class.

Relevance between resignation from jobs and childcare challenges since COVID-19

(Unit: %)



Note: 'Relevant' is a combination of 'highly relevant' + 'generally relevant.' 'Not relevant' includes 'not relevant at all' and 'generally not relevant.'



1. Background & Issues

- Since the outbreak of COVID-19, women and families have been burdened with heavier care responsibilities. This is a global phenomenon, and it is a predominant view that the heavier burden of care imposed on women and families is not just a crisis caused by COVID-19 but a socio-structural contradiction that already existed before the pandemic and has now become visible.
- Childcare policies have been implemented in Korea as an expansion of public care support, based on the idea that the government has duty to provide the care that was previously the full responsibility of families.
 - As a result of active childcare policy, the supply of care services has been expanded and work-family balance programs such as leave of absence and flexible working arrangement have been continuously implemented.
 - The government's care policy based on the two pillars - supply of care service and support for work-family balance - made achievements but did not resolve the gender inequality in the burden of care and the stratification of care deficit due to policy blind spots.
 - Such policy limitations returned the burden of care to women and made the group of people in the policy blind spots including undeclared workers and non-standard workers more vulnerable to care challenges in the unprecedented crisis of COVID-19.
- The public care services were suspended or were operated in an unstable way due to COVID-19, returning the burden of care to women and families. It was clearly revealed that despite the efforts for socialization of care, the work of care was still centered around women and families.

- The study also found that the paralysis of public care system expanded and stratified the scope of people vulnerable to care challenges, depending on whether they have resources of care such as the form of family, presence of available family resources, and possibility of working-hour adjustment.

● The study explored who have been vulnerable to childcare challenges since COVID-19 depending on their gender and job characteristics.

- To this end, the study surveyed whether people continued their job after COVID-19 depending on their gender and job characteristics. The study also researched their job characteristics and flexibility in work arrangements, depending on the type of job, the level of flexibility in childcare, and their experience of job adjustment/resignation from job or working-hour adjustment for reasons of childcare.

2. Research & Analysis Result

1) Job adjustment and care issues of those who are vulnerable to childcare constraints

● The study conducted FGI(focus group interview) and surveyed the experience of workers who are assumed to have had more challenges in their work and childcare during COVID-19, in order to identify how childcare challenges affected their jobs. The subjects of the study included self-employed people, special-type workers, and essential workers who cannot use childcare-related support programs, and service/sales workers who cannot use work-from-home or flexible working-hour options.

- ▶ Undeclared workers including the self-employed tended to hire a substitute worker for their business so that they can care for their children at home. Some of them almost shut down their business because they couldn't continue offline business due to childcare. They were also considering changing their business in a way that online operation is possible.
- ▶ Most of the non-standard workers including freelancers reduced the number of working days or total working hours or chose to work at night to take care of their children. Some of the non-standard workers changed their job to work as a special type worker, because special-type employment allowed for a flexible use of time during COVID-19. In reality, most of the non-standard workers are individual business owners who cannot use leave of absence (e.g. taking a leave or reducing the working hours) for reasons of childcare.
- ▶ Service/sales workers often find it difficult to choose flexible work arrangements such as work-from-home or flexible working-hour options. Restaurants or cafes experienced relatively more serious challenges in operating their businesses because of the operational constraints imposed by the infectious disease prevention rules during the pandemic. Workers in these sectors also suffered severe employment instability. The study confirmed that service/sales workers, who find it difficult to choose a smart work option, have no choice but to quit their job to care for their children if public childcare facilities close or if schools turn to online classes.

▶ Essential workers refer to those who should provide essential services without a break even under COVID-19 situation. Among the essential workers, women have difficulties in adjusting their work for childcare. The study found that essential workers were doing both work and childcare by sharing the childcare responsibility with their spouse, using the support from family members or by reducing their working hours. This implies that the essential workers, who don't have available family resources or who can't negotiate their working-hour adjustment with their employer, are highly likely to discontinue their job to care for their children.

2) Change in jobs and care since COVID-19

- The study surveyed whether people continued working at the same job after COVID-19 and asked about their job characteristics and work arrangement flexibility depending on the type of job. It also surveyed their level of flexibility in childcare and their experience of job adjustment/resignation from job /working-hour adjustment for reasons of childcare.
- As for whether they continued their job after COVID-19, the largest number of respondents (both men and women) answered that they stayed in the same job. But there were more men (86.2%) than women (70.9%) who continued their jobs after COVID-19. Meanwhile, 10.0% of men and 13.6% of women said that they discontinued their job after COVID-19. Among those who discontinued their jobs, 3.8% of men and 15.5% of women moved to a new job. And among those who were working as of February 1st, 2020, more women than men discontinued their job and moved to another one after COVID-19.

<Table 1> Change in job

(Unit: persons, (%))

	Stayed in the same job (Those who continued working)	Discontinued job and currently not working (Those who stopped working)	Discontinued job and currently working at a new job (Those who moved to a new job)
Total	2,532 (76.5)	406 (12.3)	373 (11.3)
Men	1,035 (86.2)	120 (10.0)	46 (3.8)
Women	1,496 (70.9)	286 (13.6)	327 (15.5)

* Source: Analysis result of the 'Survey on the Status of Jobs and Care during COVID-19', which was conducted for this study.

The study surveyed the above respondents about their job characteristics (status of workers, income, size and type of workplace), the level of flexibility in work arrangements, and childcare-related atmosphere at work. We classified those who continued working into ‘continued job’, those who stopped working into ‘discontinued job’, and those who moved to a new job into the ‘previous job’ and ‘new job.’

► In terms of the status of workers among the job characteristics, both men and women in the group of ‘continued job’ showed a high proportion of permanent workers. But men and women in the group of ‘discontinued job’ had a lower proportion of permanent workers (total: 47.6%, men: 56.7%, women: 46.3%) and a higher proportion of temporary workers and daily workers, unlike the ‘continued job’ group. Women in the group of ‘discontinued job’ showed a higher proportion of temporary workers (19.1%) and special-type workers (10.0%), compared to those in the group of ‘continued job’.

<Table 2> Status of workers by type of job change

(Unit: persons, (%))

		Stayed in the same job (Those who continued working)	Discontinued job and currently not working (Those who stopped working)	Discontinued job and currently working at a new job (Those who moved to a new job)	
		Continued job	Discontinued job	Previous job	New job
Total	Employers	325 (12.8)	40 (10.6)	41 (10.2)	23 (5.7)
	Unpaid family workers	45 (1.8)	20 (5.4)	14 (3.5)	10 (2.5)
	Permanent workers	2,030 (80.2)	178 (47.6)	235 (57.9)	241 (59.3)
	Temporary workers	50 (2.0)	64 (17.2)	62 (15.3)	89 (21.9)
	Daily workers	18 (0.7)	35 (9.4)	20 (5.0)	15 (3.6)
	Special-type workers	64 (2.5)	37 (9.9)	33 (8.1)	28 (7.0)
Men	Employers	160 (15.4)	7 (15.8)	9 (7.3)	7 (6.0)
	Unpaid family workers	4 (0.4)	1 (2.0)	2 (1.4)	2 (2.0)
	Permanent workers	855 (82.6)	26 (56.7)	97 (80.6)	91 (75.8)
	Temporary workers	5 (0.5)	2 (3.4)	2 (1.8)	11 (8.9)
	Daily workers	3 (0.3)	6 (12.6)	2 (1.8)	1 (0.7)
	Special-type workers	8 (0.8)	4 (9.4)	9 (7.1)	8 (6.6)
Women	Employers	165 (11.0)	32 (9.8)	33 (11.4)	16 (5.5)
	Unpaid family workers	41 (2.8)	19 (5.8)	13 (4.4)	8 (2.8)
	Permanent workers	1,174 (78.5)	151 (46.3)	139 (48.4)	150 (52.4)
	Temporary	45 (3.0)	62 (19.1)	60 (20.9)	78 (27.3)
	Daily workers	15 (1.0)	29 (8.9)	18 (6.3)	14 (4.9)
	Special-type workers	56 (3.7)	33 (10.0)	24 (8.6)	20 (7.1)
N		2,532 (100.0)	373 (100.0)	406 (100.0)	406 (100.0)

* Source: Analysis result of the ‘Survey on the Status of Jobs and Care during COVID-19’, which was conducted for this study.

► In terms of income among the job characteristics, the average income of men in the group of ‘continued job’ was KRW 4.333 million, which was higher than the average income of the men in the group of ‘discontinued job’ (KRW 3.738 million). Women in the group of ‘continued job’ also had higher average income(KRW 2.871 million) than that of women in the group of ‘discontinued job’(KRW 2.038 million). Considering that both men and women in the ‘discontinued job’ group had lower income than those in the ‘continued job’ group, we can assume that there is relevance between the level of income and the decision to stop working.

<Table 3> Income by type of job change

(Unit: persons, (%))

		Stayed in the same job (Those who continued working)	Discontinued job and currently not working (Those who stopped working)	Left job and currently working at a new job (Those who moved to a new job)	
		Continued job	Discontinued job	Previous job	New job
Total	KRW 1 mil. or less	97 (3.9)	67 (19.1)	58 (14.8)	62 (15.7)
	KRW 1.01mil.~2 mil.	447 (18)	134 (37.9)	130 (33.1)	147 (37.0)
	KRW 2.01mil.~3 mil.	726 (29.2)	91 (25.8)	112 (28.6)	109 (27.6)
	KRW 3.01mil.~4 mil.	541 (21.8)	31 (8.9)	44 (11.2)	32 (8.1)
	KRW 4.01mil.~5 mil.	379 (15.3)	14 (3.9)	33 (8.4)	24 (6.1)
	KRW 5.01mil. or more	295 (11.9)	15 (4.3)	15 (3.9)	21 (5.4)
	Do not know/ no response	-	1 (0.2)	-	-
	Average	347.8	225.6	251.6	243.2
Men	KRW 1 mil. or less	10 (0.9)	1 (2.9)	2 (1.8)	3 (2.5)
	KRW 1.01mil.~2 mil.	45 (4.4)	2 (5.3)	14 (12.1)	15 (12.8)
	KRW 2.01mil.~3 mil.	217 (21.1)	22 (48.9)	43 (36.4)	43 (36.2)
	KRW 3.01mil.~4 mil.	293 (28.5)	6 (14.0)	24 (20.1)	21 (17.6)
	KRW 4.01mil.~5 mil.	243 (23.5)	5 (11.9)	24 (19.9)	20 (17.2)
	KRW 5.01mil. or more	223 (21.6)	8 (17.0)	11 (9.6)	16 (13.7)
	Do not know/ no response	-	-	-	-
	Average	433.3	373.8	350.4	355.9
Women	KRW 1 mil. or less	87 (6.0)	66 (21.5)	56 (20.5)	59 (21.3)
	KRW 1.01mil.~2 mil.	402 (27.6)	131 (42.7)	115 (42.2)	132 (47.3)
	KRW 2.01mil.~3 mil.	509 (35.0)	69 (22.4)	69 (25.2)	67 (24.0)
	KRW 3.01mil.~4 mil.	247 (17.0)	25 (8.2)	20 (7.3)	12 (4.2)
	KRW 4.01mil.~5 mil.	137 (9.4)	8 (2.7)	9 (3.4)	4 (1.4)
	KRW 5.01mil. or more	72 (5.0)	7 (2.4)	4 (1.5)	5 (1.9)
	Do not know/ no response	-	1 (0.2)	-	-
	Average	287.1	203.8	209.0	195.7
N	2,532 (100.0)	373 (100.0)	406 (100.0)	406 (100.0)	

* Source: Analysis result of the ‘Survey on the Status of Jobs and Care during COVID-19’, which was conducted for this study.

- ▶ Subjective perception on the level of flexibility in work arrangements, care-friendly culture, and care-related atmosphere at work during COVID-19 is as follows. Flexibility in work arrangements refers to whether the employee has control of his/her own work and flexibility in terms of time and space of work, etc. If workers have low flexibility in work arrangements, they are highly unlikely to be able to cope with urgent childcare needs. In this regard, lower flexibility in work arrangements might affect the decision to adjust jobs or make workers vulnerable to childcare challenges.
- ▶ Analysis on the survey of flexibility in work arrangements shows that those who stopped working (in the group of 'discontinued job') had low flexibility in work arrangements and those who moved to a new job also had low flexibility in their 'previous job'. This trend appears to be the same for both men and women. As for the questionnaire item 'I can take a leave when I want', for example, those in the group of 'continued job' had higher proportion of agreement (72.2% of men, 65.8% of women). But those in the group of 'discontinued job' (48.6% of men, 48.7% of women) and those who moved to a new job (48.6% of men and 53.0% of women in the category of 'previous job') showed relatively lower proportion of agreement, compared to those in the category of 'new job' (62.0% of men, 56.5% of women). In the case of the questionnaire item 'I can adjust working hours in my job', the higher the agreement, the more flexible the job is. Both men and women in the group of 'continued job' showed higher proportion of agreement. This indicates that those in the group of 'continued job' are highly likely to maintain their job despite the childcare challenges caused by COVID-19, in case the quality of their job is relatively good and provides good reasons to maintain the job despite childcare challenges or in case their job offers higher flexibility and makes it easier for them to do both work and care for their children.
- ▶ This study explored care-friendly culture at work, by asking respondents if they feel burden when taking a leave, leaving the office during work hours or when adjusting their job due to childcare during the pandemic. Those in the group of 'continued job' felt less burden in this case as well. Overall, more women than men showed higher proportion of agreement with this questionnaire item, which indicates that women feel heavier burden in taking a leave, leaving the office during work hours, or adjusting their job to care for their children due to COVID-19.

● The study also surveyed the experience of job adjustment/resignation from job/working-hour adjustment for reasons of childcare. The experience of job adjustment was classified into reduction of total working hours, change of working timeslot, use of annual leaves, unpaid leaves, leave of absence/temporary closure of business, change of job/change of occupation, or change of business.

- Analysis of the survey shows that respondents used annual leaves the most to take care of their children, and then reduced the total working hours, changed working timeslot, took unpaid leaves and leave of absence or temporarily closed their business for childcare. According to the survey analysis, they tended to use annual leaves first when they need to adjust their work schedule to care for their children, and if they still need to cope with childcare challenges, they adjusted the working hours and timeslot. The next choice would be to take unpaid leaves, leave of absence or to temporarily close their business, and change of job/change of occupation or change of business would be their last choice.
- Overall, women had more experience with job adjustment than men. There was a large gender gap in the use of unpaid leaves (men 21.3%, women 31.8%, gap 10.5%p), leave of absence/temporary closure of business (men 14.7%, women 22.9%, gap 8.2%p), and in the reduction of total working hours (men 30.5%, women 37.6%, gap 7.1%p). This indicates that the burden of job adjustment due to childcare was concentrated in women during the pandemic.

<Table 4> Experience of job adjustment due to childcare since COVID-19

(Unit: persons, (%))

Questionnaire item		Yes	No	Total
I reduced the total working hours (operation hours).	Total	1,160(35.0)	2,151(65.0)	3,311(100.0)
	Men	366(30.5)	835(69.5)	1,201(100.0)
	Women	794(37.6)	1,316(62.4)	2,110(100.0)
I changed the working timeslot(operation timeslot). (such as working at a timeslot when I am free from childcare)	Total	1,144(34.6)	2,167(65.4)	3,311(100.0)
	Men	366(30.5)	835(69.5)	1,201(100.0)
	Women	778(36.9)	1,331(63.1)	2,110(100.0)
I took more annual leaves than before COVID-19.	Total	1,565(47.3)	1,746(52.7)	3,311(100.0)
	Men	547(45.5)	655(54.5)	1,201(100.0)
	Women	1,018(48.3)	1,091(51.7)	2,110(100.0)
I used unpaid leaves.	Total	928(28.0)	2,383(72.0)	3,311(100.0)
	Men	256(21.3)	946(78.7)	1,201(100.0)
	Women	672(31.8)	1,438(68.2)	2,110(100.0)
I took leave of absence/temporarily closed my business.	Total	661(20.0)	2,650(80.0)	3,311(100.0)
	Men	177(14.7)	1,025(85.3)	1,201(100.0)
	Women	484(22.9)	1,626(77.1)	2,110(100.0)
I changed my job/occupation/business.	Total	500(15.1)	2,811(84.9)	3,311(100.0)
	Men	136(11.3)	1,066(88.7)	1,201(100.0)
	Women	365(17.3)	1,745(82.7)	2,110(100.0)

Note 1) The sum of each item might not correspond to the total number of answers, because weighting was applied to the result analysis.

2) The sum of each item might not correspond to the total value because the percentage figures in the statistics table were rounded off to the nearest unit.

Source: Analysis result of the 'Survey on the Status of Jobs and Care during COVID-19', which was conducted for this study.

- ▶ Among those who resigned from their job, 41.0% of men and 59.7% of women discontinued their job due to childcare challenges. In this category, the proportion of women was 18.7%p higher than that of men.

<Table 5> Relevance between resignation from job and childcare challenges since COVID-19

(Unit: persons, (%))

Item	Not relevant at all	Generally not relevant	Generally relevant	Highly relevant	Total
Total	166 (21.3)	179 (23.0)	278 (35.6)	157 (20.1)	779 (100.0)
Men	54 (32.6)	44 (26.4)	51 (30.9)	17 (10.1)	166 (100.0)
Women	112 (18.3)	135 (22.0)	226 (36.9)	140 (22.8)	613 (100.0)

Note 1) The sum of each item might not correspond to the total number of answers, because weighting was applied to the result analysis.

2) The sum of each item might not correspond to the total value because the percentage figures in the statistics table were rounded off to the nearest unit.

Source: Analysis result of the 'Survey on the Status of Jobs and Care during COVID-19', which was conducted for this study

- ▶ Meanwhile, 32.8% of men and 63.2% of women have thought about discontinuing their job ('often' + 'sometimes') due to the childcare challenges since COVID-19. In other words, 6 out of 10 women considered resignation from job due to childcare challenges.

<Table 6> Experience of thinking about resignation from job due to childcare challenges since COVID-19

(Unit: persons, (%))

Item	Often	Sometimes	Seldom	Never	Total
Total	484 (14.6)	1,242 (37.5)	865 (26.1)	720 (21.7)	3,311 (100.0)
Men	57 (4.8)	337 (28.0)	390 (32.5)	417 (34.7)	1,201 (100.0)
Women	427 (20.3)	905 (42.9)	475 (22.5)	302 (14.3)	2,110 (100.0)

Note 1) The sum of each item might not correspond to the total number of answers, because weighting was applied to the result analysis

2) The sum of each item might not correspond to the total value because the percentage figures in the statistics table were rounded off to the nearest unit.

Source: Analysis result of the 'Survey on the Status of Jobs and Care during COVID-19', which was conducted for this study.

- ▶ As for whether the working hours have changed since COVID-19, the largest proportion of both men and women (65.8% and 58.9%, respectively) said that there was no change. Among those whose working hours have reduced, however, more women (32.8%) than men (24.6%) reported a bigger reduction in their working hours. In terms of the relevance between reduction of working hours and childcare since COVID-19, women (72.0%) had higher relevance than men (51.2%).

<Table 7> Relevance between reduction of weekly working hours and childcare since COVID-19

(Unit: persons, %)

Item	Not relevant at all	Generally not relevant	Generally relevant	Highly relevant	Total
Total	111 (11.3)	227 (23.0)	464 (47.1)	184 (18.7)	987 (100.0)
Men	39 (13.3)	105 (35.5)	116 (39.3)	35 (11.9)	295 (100.0)
Women	72 (10.4)	122 (17.6)	349 (50.4)	149 (21.6)	692 (100.0)

Note 1) The sum of each item might not correspond to the total number of answers, because weighting was applied to the result analysis

2) The sum of each item might not correspond to the total value because the percentage figures in the statistics table were rounded off to the nearest unit.

Source: Analysis result of the 'Survey on the Status of Jobs and Care during COVID-19', which was conducted for this study.

3) Implications from the analysis on care & change of job

- To sum up, the study found that as COVID-19 put constraints on public/external childcare services, parents(families) had to carry heavier burden as caregivers and their children came to spend more time alone. It was confirmed that although the government expanded its care policies, the burden of childcare was concentrated in women again during the pandemic.
 - ▶ Due to the pandemic-driven constraints in public/external childcare services, parents had to seek help from a narrow scope of 'families' such as grandparents who served as the social network to provide childcare support. There were not enough care programs that parents could use to do both work and care, and such programs were available only to some of the workers (wage/salary workers). Moreover, men(fathers) still didn't have much presence as caregivers for their children.
- Consequently, it was mostly women who adjusted or discontinued job to take care of their children during COVID-19. The jobs they discontinued for reasons of childcare during the pandemic offered less employment security, lower income, lower flexibility in work arrangements and childcare, compared to the jobs that people continued during the pandemic. Both men and women working under such conditions and characteristics of 'discontinued job' mentioned above were more likely to adjust their job.
 - ▶ Unlike men who adjust their job by considering the characteristics of jobs such as job security and income, women consider not only the job characteristics but also childcare-related factors such as the age of their children, presence of an emergency caregiver, and flexibility in work arrangements when they adjust their job. This indicates that people experience unequal vulnerability in terms of care challenges during COVID-19 and are affected differently by care constraints when they adjust their job, depending on their gender-driven or job characteristics-driven class.

- This implies that the government focused on expanding the public care system and services to reduce families' burden of care in its public care policies, without imagining a situation where the public care system doesn't work efficiently. It also shows that fundamentally, the current public care policies have not yet achieved a more gender equal sharing of care responsibilities among family members, expansion of social care beyond families, and a universal support for work-family balance of all workers.

3. Policy Suggestions

- The government needs to address the burden of care concentrated in women and to establish a culture of care based on gender equality. It also needs to redesign the care support policies in a way to put priority on the families who are highly vulnerable to care challenges such as single-parent families or dual-earner families, in order to respond to different levels of care vulnerability based on the form of families. It is also necessary to take policy measures for the group of people who have care vulnerability due to their job characteristics.
- The government needs to set the policy direction in a way to guarantee 'discrimination-free' childcare to solve the inequality in childcare based on the form of employment/families/gender.
 - ▶ 'Discrimination-free' childcare in terms of gender means that both women and men should be recognized of their rights and duties as caregivers. 'Discrimination-free' childcare in terms of the forms of families means that the policy should not exclude any family based on their family form such as single-parent families, grandparent-headed families, dual-earner families, or single-earner families. 'Discrimination-free' childcare in terms of employment type means that childcare should be guaranteed for all workers regardless of their employment type and workplace culture such as their employment status, income, flexibility in work arrangements, or care-friendliness at work. It also means that all workers should be free from the situation where they have no choice but to discontinue or adjust their job for reasons of childcare.
 - ▶ Under such policy directions, we propose key policy tasks as follows.
 - 1) Address gender inequality in care.
 - 2) Resolve the blind spots in care time assistance policy.
 - 3) Establish a public care system to cope with infectious disease/crisis/disaster.

1) Address gender in equality in care	① Reduce and strictly manage the actual working hours and consider a reduction in the statutory working hours.
	② Strengthen the corporate duty and responsibility to support both male and female workers as caregivers of their children.
	③ Eliminate the social prejudice against men who take care of their children.
	④ Support capacity-building of caregivers including men and disseminate the role model of male caregivers.
	⑤ Create and check care management indicators to firmly establish a culture of care based on gender equality.
2) Resolve the blind spots in care time assistance policy	① Expand the care time assistance policy to allow workers to use annual leaves or leave of absence, regardless of the employment type.
	② Expand flexible working arrangements including work-from-home, remote work, flex-time work, flexible work schedule, and selective work hours system.
	③ Support expenses for use of annual leaves or leave of absence for childcare, regardless of the employment type.
	④ Create a system to compensate for the reduced income of those who shortened their working hours to care for their children.
	⑤ Establish a supervision system to prevent workers from suffering employment disadvantages due to their use of care assistance system (annual leaves, leave of absence, etc.).
3) Establish a public care system to cope with infectious disease/crisis/disaster	① Keep care facilities (daycare centers, kindergartens, schools, etc.) open without interruption.
	② Strengthen the community-based emergency care services.
	③ Reinforce infectious disease-related safety management standards for care facilities and provide them with relevant support.
	④ Establish a community-based emergency care system to respond to emergency situations.
	⑤ Increase the support for in-home childcare services (such as 'Idolbom' service).

Managing departments: Family Policy Bureau and Family Culture Division of Ministry of Gender Equality and Family / Women's Employment Policy Division and Employment Culture Improvement Division of Ministry of Employment and Labor

Relevant departments: Gender Equality Policy Division of Ministry of Employment and Labor / Childcare Policy Division of Ministry of Health and Welfare