

## Abstract

### Quitting Work for Elderly Care, and the Need for Family-care Leave

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This paper analyzes factors which cause workers to quit work for elderly care and the need for family-care leave. Family-care leave is hardly used, even though it is legislated as the pillar of the support measure for continuous employment during a period of long-term care. The results of analysis show: 1) it is difficult for a worker who needs leave for elderly care, to keep his or her job, 2) in-home care services enable workers to keep their job by decreasing the need for family-care leave, 3) irrespective of the need for leave, it is difficult for workers to keep their job if they have family members with a severe dementia, or if no other family members who live together can assist, 4) female regular employees, who are expected to be the primary carer with a heavy burden of work, tend to change jobs irrespective of the need for leave. It is therefore crucial to operate the family-care leave system effectively to support workers who cannot use in-home care services. It is also important to expand the types of support other than the family-care leave system, such as shortening the working hours of regular employees, and providing support for dementia care.