

**Supplementary Table S1.** Interview Questions for Care Workers

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| <p><b>A. Could you describe the type of work you do (in detail)?</b></p> <p><b>B. What led you to choose this profession, and how did you become a care worker?</b></p> <ul style="list-style-type: none"><li>○ What was the most challenging or memorable part of the process of meeting the necessary qualifications?</li><li>○ After overcoming these challenges, are you satisfied with your job?</li></ul> <p><b>C. How does care work affects your physical and mental health?</b></p> <ul style="list-style-type: none"><li>○ What efforts have you made to address the negative effects you mentioned?</li><li>○ Besides health concerns, have you faced any other difficulties or hardships?</li></ul> <p><b>D. Please share your thoughts freely on the compensation for care work.</b></p> <ul style="list-style-type: none"><li>○ How do you evaluate the financial compensation (e.g., wages, social insurance)?</li><li>○ How do you perceive the social recognition and treatment of care workers?</li></ul> <p><b>E. Do you think your current working environment supports you in fully utilizing your skills as a care worker, particularly in terms of economic and welfare aspects?</b></p> <p><b>F. Despite the challenges, what motivates you to continue in this profession?</b></p> <ul style="list-style-type: none"><li>○ (If the interviewee finds it difficult to answer) You may consider factors such as financial compensation, a sense of fulfillment from the job, or job stability as examples.</li><li>○ What has been the most rewarding moment in your work?</li></ul> |
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