

Online Supplemental Material

Table 1. Characteristics of the study population by educational background^a in those who had worked at initiation of infertility treatment and felt that infertility treatment was incompatible with work

Items	Categories	Educational background ^a			P value ^f
		Total	Higher	Lower	
Age [years] ^b					
	<38.0	503 (47.6)	298 (52.3)	205 (42.2)	< .01
	≥38.0	553 (52.4)	272 (47.7)	281 (57.8)	
Age at marriage [years] ^b					
	<32.0	458 (49.0)	257 (50.8)	201 (46.9)	.23
	≥32.0	477 (51.0)	249 (49.2)	228 (53.1)	
Age at initiation of ART [years] ^b					
	<37.0	335 (46.4)	195 (50.8)	140 (41.4)	.01
	≥37.0	387 (53.6)	189 (49.2)	198 (58.6)	
Duration of infertility [years] ^b					
	<2.0	309 (30.6)	190 (34.7)	119 (25.6)	< .01
	≥2.0	702 (69.4)	357 (65.3)	345 (74.4)	
Infertility treatment cost [JPY] ^{b,c}					
	<3.0 million (21,500 GBP)	873 (83.1)	488 (85.9)	385 (79.9)	< .01
	≥3.0 million	177 (16.9)	80 (14.1)	97 (20.1)	
Annual salary [JPY] ^{b,c}					
	<4.0 million (28,700 GBP)	511 (56.2)	211 (42.2)	300 (73.3)	<.001
	≥4.0 million	398 (43.8)	289 (57.8)	109 (26.7)	
Partner annual salary [JPY] ^{b,c}					
	<8.0 million (57,400 GBP)	778 (75.7)	368 (65.8)	410 (87.4)	< .001
	≥8.0 million	250 (24.3)	191 (34.2)	59 (12.6)	
Employment type at the initiation of infertility treatment					
	Permanent worker ^d	497 (68.4)	281 (73.9)	216 (62.2)	< .01
	Non-permanent worker ^d	117 (16.1)	52 (13.7)	65 (18.7)	
	Self-employed and others	113 (15.5)	47 (12.4)	66 (19.0)	
Infertility treatment-relevant support from company ^e					

Items	Categories	Educational background ^a			<i>P</i> value ^f
		Number (%)			
		Total	Higher	Lower	
	Yes	421 (42.1)	210 (38.9)	211 (45.8)	.03
	No	580 (57.9)	330 (61.1)	250 (54.2)	

^a: Educational background: university and graduate school as 'higher educational background'; and junior high school, high school, and junior college/technical school/university dropout as 'lower educational background'.

^b: The median value.

^c: Converted to British pound (GBP) from Japanese yen (JPY) using average exchange rate in August 2020: 139.3 JPY/GBP.

^d: Permanent worker defined no fixed end date for their employment; non-permanent worker defined contract and part-time worker; self-employed and other worker.

^e: Infertility treatment-relevant support including, but not limited to, short-time work, hours-leave and flexible working style.

^f: Pearson χ^2 test.