

Work–Life Integration for Mothers Who Chose to Bring Their Children to the Workplace

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Abstract

The purpose of this study is to clarify the aspects and issues associated with “bringing children to the workplace” using the KJ method to analyze the thoughts of mothers who chose to bring their children to the workplace and the reality of bringing children to the workplace from the mother’s perspective.

Mothers began bringing their children to the workplace because of the loneliness and stress they felt in a life devoted to childcare and because they struggled with the relationships with their “mom friends”. Mothers who began bringing their children to the workplace reported that it removed their sense of loneliness and that they felt relieved by the presence of their colleagues (mothers) with whom they worked. They were happy to be in an environment where they could watch their children grow up while working and being able to engage in both childcare and work provided them with a sense that they were doing both smoothly, thus enabling them to turn straight to their children and respect their children’s thoughts. They stated that in such an environment they felt that their children were being raised in the community and they also noticed changes in both their husbands and male colleagues in the workplace. As a result, they felt motivated to continue this working style while having the option to bring their children to the workplace. These changes are some of the effects of bringing children to the workplace as a form of work-life integration that integrates work and childcare.

Key words: mother, bringing children to the workplace, childcare, work, work-life integration