Nursery schools managed by companies and universities

Various and flexible nursing services depending on the working style are required for parents to balance work and childrearing. Nursery schools managed by companies and universities for the purpose of help parents balance work and childrearing are introduced here.

First, “nursing service provided by companies” are introduced. It was established in April 2016 as a result of partial amendment of “The Act on Children and Childrearing Support” (Act No.65 of 2012). CREATIVE LAB in Hiroshima city in Hiroshima prefecture runs beauty salon, staff dispatch, and nursing service business. This company divided nursing service business into Peekaboo, and established “Seseragi nursery school” that is adjacent to the office where the mothers work in June 2017.

According to this company, they had recognized the necessity of establishing a nursery school for female employees so that they might continue working because the large number of employees was female in this company. However, it was difficult to estimate the need for nursery school, because only 80 staffs worked there at that time, and establishment of a nursery school was quite difficult. The director proposed that the company would increase the number of female employees that need a nursery school, and start a business having a working place where female workers may continue working after marriage/pregnancy/giving birth without worry. A new business providing both employment and child nursing started.

The 1st floor of a building in Asa-minami area was reconstructed to establish a nursery school (Seseragi nursery school) (capacity: 88) and an office where about 50 mothers worked, because there were rather many wait-listed children and many employees of the company lived in this area. There is a wide indoor playing space (62.8m²), although there is no outdoor playing space. A wall made of magic mirror separates the playing space and the working office, and the mothers can watch their children playing while working. There is a room for giving milk, which enables mothers to give milk during working hour.

The nursery school is operated on Saturday and public holidays so that employees can take their children to the nursery school, because Saturday and public holidays are business days for the parent company, beauty salon. When a mother has to work overtime and wants extended day care, she can apply for the care even on the date as long as the nursery school teacher can respond to it. This management system meets the demand from working mothers. In addition, there is also a temporary nursing service for customers of the beauty salon.
An employee says, “I can immediately go to my child when he/she feels ill or gets injured. It reduces time period required for movement. I feel relieved because I can work near my child.”

The next example is a measure by a university. The University of Tokyo established an Office for Gender Equality to start investigation on internal nursery school in October 2006. There are many wait-listed children in Bunkyo-ku where Hongo campus of this university is located and its neighborhood, Taito-ku. It was quite difficult for children living there to attend authorized nursery schools. Many researchers/teachers that want to work immediately after giving birth desire establishment of an internal nursery school that receives babies under 1 year old or provides extension childcare even in the middle of the fiscal year. According to “the questionnaire on supporting the next generation” that was implemented for internal teachers/staffs, desire for “establishment of an internal nursery school” was ranked in the 2nd from the top. Both teachers and staffs demand the establishment of an internal nursery school as a matter requiring support by the university to balance work and childrearing. As for students, it was much more difficult for their children to attend authorized nursery schools than teachers/staffs’ children. Many students left the university or gave up obtaining the degree, because their children could not attend authorized nursery schools in spite of reapplication for the next fiscal year. The Office for Gender Equality and the internal Day Nurseries Steering Committee collaborated and promoted system maintenance for establishing an internal nursery school. There are 5 outsourced nursery schools in the campuses of the university (Hongo, Shirokane, Komaba, and Kashiwa), one registered nursery school, one authorized nursery school by Tokyo, one internal nursery school managed by companies. 8 nursery schools are managed in total to support childrearing for teachers/staffs/students and to help them balance childrearing and work/study owing to the maintenance of the environment of childrearing.