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Negotiating the Boundaries between Home and Work Practices:

The Case of Home-Workers

Volume II of II

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April 2012

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2. Appendix

2.1. Raw Data Examples

2.1.1. Newspaper Column

THE KIDS are in the back of the car. One out of school, the other just finished playgroup. They haven't had time to start fighting yet. The elder mentions that one of her friends is always picked up by her mum.

"Does that mean her parents are divorced or is her dad dead?" she asks.

"Because her dad doesn't pick her up?"

"Yeah."

"It could just mean her dad has a job and he's not around during the day."

"Oh right. You mean he's never around during the day?"

"That's right."

I wonder, not for the first time, if my kids' view of the world is skewed because they see too much of me. Both their parents now work from home so they have this impression that work is something one does around a child's demands.

They realise that at times we need to be left alone, but recently they have taken to ascertaining if I am definitely engaged in a job-related phone call before storming into the room and demanding that they get to know whoever is on the other end of the line.

Fortunately, whoever is on the other end of the line is usually willing to tolerate their infractions but it doesn't make for a professional atmosphere.

What started out as a definite choice to leave the workplace has morphed over the years into a conglomeration of job and home life, where one doesn't end where the other starts. Rather, the two interweave constantly so neither I nor the people I am dealing with are ever quite sure if I'm working or not. These people include family, friends and colleagues.

Family is manageable. They see your stress levels rise occasionally and gain an insight into the machinations of your mind. As such, they will accommodate you in times of need.

They will accord you some freedom from demands to either entertain, feed or wipe them down when they see your angry work-head begin to rise more regularly than usual.

The downside of this is that they believe they can expect you to be available to them at a later date when the pressure has eased, ie regular work times. Work is seen as an irritant, a minor

niggle that prevents them from having your full attention even at pre-designated working hours.

When you work from home colleagues and clients will be understanding, to a point. They will accept that you are a little behind schedule because you had to spend the day attending to a sick child. But they will expect you to stay up all night to catch up on that time.

Fair enough, you are probably on a flat rate and they have strict deadlines. They will sympathise with your dilemmas, but they want what they want at the agreed time. Sick kid or no.

You chose the "flexibility" of being self-employed. You know you are interchangeable with any number of other homeworkers with a broadband connection. You stay up all night.

Friends simply don't believe that you do any actual paid work at home. They think you've found the golden goose. That you gambol around the house in a Brady Bunch idyll, with the kids winding behind you singing and dancing, while some sucker sends you regular payment.

They phone and tutt because they can hear the radio in the background. They presume you've just turned down the Bacchanalian orgy that is your daily home-working life for a moment to take their call. When you wind up working the occasional Sunday they give out to you for not being efficient during the week.

So, here's the skinny. Being at home all the time is marvellous. Not usually for the reasons often put forward for home working. You don't get to work your own hours – you have to work the hours that are there for you.

You may or may not be any happier or more satisfied with your career than you would be in an office or out on the road. But all that is by the way; if you're lucky enough to be working at the moment, whether you like what you're doing is down to personal choices you made some time in the past.

No, what's great about being at home is just being there, hovering like a perpetual lemon, sometimes sweet, occasionally sour. It does mean you collect and deliver ad nauseum. It does mean you feed, clean and console when there may be more pressing matters at hand.

The thing is, you're there, fortunate to be part of it all. And the chances are no other kid is ever going to wonder if you're dead or divorced. At least for the time being.

2.1.2. Online Discussion

Online discussion 1: 'Working from home'

Hi,

I am in the process of buying a log cabin to start working from home, though the cabin will be panel fenced off and quite seperate to the family home (it would really be like having a business next door to someones house in town). I am a little concerned about working through the summer holidays, my hubby works in retail and can be home when i'm working so childcare is ok and i will have the cabin insulated to reduce any noise level. But i am still concerned as i do not want to curtail the childrens fun but will this adversly affect my business. My son is 10 and my girls are 5. I know within a couple of years this will be less of an issue. I am setting up a therapeutic spa and clinic. Does anyone else have any experience of working from home and how it balances with family life? I would love to hear other women's experiences of this.

Best wishes,

Maya

Hi Maya,

I too have 2 children the same ages as yours. It is very difficult to work from home for a huge list of reasons as you have noticed. The best way to work I find now (and I know that this will change every 2 months or so) is to have your children go to play dates in their friends houses. Talk to their parents and explain the situation because I'm sure they have schedules too that they need to keep. When it is your turn to have a play date at your place you will be prepared and it will be good quality time. Ideally go to a local park/leisure centre so you can chill out too and the children can go bonkers and use up all their energy, and be absoultely wrecked!! It is good to get out from your work place because I find that you can never really relax - if your not working on your business you will be working in the house by tiding up/putting a clothes wash on. One of the best things I did was buy my girls rain gear! They go out and mess out the back and go dog walking. (I live in the country and have fields behind me so it is safe). On the issue of insulation - get good advice from websites because I know that not all of it is not sound proof and depending on the material used it could cause black mould to grow in the cabin due to you using a steam machine and intensive heat. I know a beauty therapy teacher and I will ask her for advice for you. The biggest pain that I had to overcome was the whole emotional side. Feeling like a bad mother because you cannot be there for the children 247. Children need independance and responsibility! You will be doing them a favour by giving them jobs in the house, let them earn their pocket money. Set them goals/daily tasks. It will makes them aware of the value of money and it will help them understand that mammy has to work too. Finally, sit down for dinner in the evening and have a good family chat with no telly on. It is essential and everyone can have their input and talk about their day/experiences.

Sarah

Hi, great to hear from someone in the same position! The one thing i have accepted is that i am not going to make my fortune for the first few years! While the kids are young, i plan to work while they are in school, in the winter i can work more as they won't be out and about as much outside, i also plan to do workshops at the weekends as people would have different expectations coming for workshops than for treatments. During the summer and holidays, i have as you suggested chatted to various friends about swopping kids so at least i can work a few days a week and summercamps to keep them occupied! Luckily my hubby is working so as long as the business ends up paying for itself and bringing in some sort of a wage, i can build it up as the kids get older. Another few years and i won't be able to get them out of bed, nevermind worrying about them being outside and making noise!!!! I am ordering a double wall insulated cabin so i'll be able to gadge better when that arrives, thanks for pointing out about mould...will make enquiries!! We seem to be on the same wave length!!! As i do set them jobs etc and whenever they want something like a bike, they have to save up half and then we'll put in the other half so they know how much things cost, and dinner which can be hilarious as you try to get them to tell you about their day one by one, rather than all at once. And we are country as well, they are funny though, they love their wellys! We do a great fashion line here in the summer with swinsuits and wellys!!

Thanks for the reply, really good to be in contact with someone in the same position, any more advice...bring it on!!!

Maya

Hi Maya

Don't worry you aren't on your own ! there are plenty in the same position with numbers growing, particularly in this climate where people are not able to source jobs as easily and are looking for ways to supplement or replace their income by setting up a business and working from home.

Some great advice there from Sarah. You could also look at ways that you can get your kids involved in the business, give them small jobs they can do, like folding towels or putting stuff away when a client has left etc.. If they feel they have a part of it they won't feel as resentful if they think it's taking up time for you that they want. I get my 10 year old to do data entry work for me sometimes and it works great !

Asking and sharing advice is how we all learn and get ideas. It's a great adventure you are starting with and you seem to be very realistic about it so best of luck

rgds

Donna

Good idea, i thought helping in the house, but yes it would help if they felt included in the business, they are already a great help picking the herbs in the garden to make into oils. So i will be off to think of ways they can help, sometimes it can be a bit too hectic as my greatest (but not worst) complaint is that they are so helpful, it's twin girls so sometimes 2 little

helpers are a bit full on but there are loads of things they could help me with that wouldn't create more trouble!! folding towels etc. Thanks for the feedback!

Maya

I also work from home, and being a people person, miss the people interaction. However another mother has mentioned that we might be able to help each other and do a play date scheme (as mentioned above which I think is great).

My hubbie is a carpenter, and the biggest hurdle is he tends to be in no big rush to come home and let me into the office, due to the fact that I work from home. If he had to be back at a certain time to let me out to a job it would be different.

Therefore I am presently doing up a timetable, to give both of us the discipline to say, ok your working those hours, but then you have to be back by this time, as that is MY allocated hours for my business. If you really cant make it one day, that you have to make up those hours another time!!!!

I just cant juggle 101 things at a time like some, I need to be able to work for a certain number of hours without interruption, so it needs to be a joint effort. My children are young 1 and 4, so it is challenging.

I have started yoga which is my treat!!! Im loving it and also I meet up with fellow forum members locally for coffee.

Though I do work alot of evenings, which is possible working from home.

So if you do work from home, I think its important to replace that interaction with an evening course, networking with other self employed women etc, - it keeps you motivated.

Ive done nearly every course the local Enterprise Board has on offer. I find it keeps me motivated.

Then theres always HERE!!!!

Kind Regards

Cara

I just thought of a funny story, another forum mom told me!!

She received a phone call at home from a customer, she had 4 children screaming in the background so she said "can you just wait one moment until I go into my office" then she ran into the utility and shut the door, the children tried to follow, so she sat on the washing machine with her foot against the door..... "and then proceeded to take the order!!! 

Its not easy for women is it!!!!!

I have received tel orders at home and if the customer hears my son in the background, I normally say Im working from home today. As most of my customers are mums, it generally

leads to chit chat about the kids (at one time my son was very chesty, and the customer happened to be a nurse, so she gave me loads of advice).

.... also I can be answering emails at 11pm at night, which has surprised some of my customers.

I dont want to feel my children are holding me back - I chose to have them, I just want to get the balance right!

Not there yet, but working on it.

Cara

I'm laughing at the story...been there!!! Hasn't been so bad this year in some far as officially i'm not open but i do take herbal clients, they have all been very understanding as yes most people have kids and know what it's like. They know i am taking them at their request (i haven't advertised for at least a year), so in a way i haven't quite been doing them a favour but at the same time i have made the time for them at their request. Going to buy a mobile phone for the business so at least when 'that' phone rings, i'll know it's for the business and run down the garden if i have to!!! 

A lot of the time it is a good ice breaker, as most of my customers are women and have kids, so once we chat they feel more relaxed, many of the women need a break and accept that coming from another mum with kids. We are so busy trying to juggle everything that we leave precious little time for ourselves and beat ourselves up with guilt...so was delighted to hear about your yoga and keeping up with people. The timetable is another great idea, i find it really hard when you think of all the things you have to do, a lot of the time routine bores me but to be honest it saves me from everything coming on top!!!

We can but do what we can and hopefully earn a bit, learn a bit and enjoy our time at work, at play and with the family....phew not asking a lot really!!:) Ha!

Maya

Maya, think you might like this video  [researcher's note: link deleted as it contains identifying information]

rgds

Donna

Love the video!!

Why is it the kids always gather to whinge/fight when I am on the phone

At least I am not alone 

Julie

This is a very educating entertaining and inspiring thread - i have never sensed such positive energy from a thread before - keep it up girls - whatever you are doing - sounds like you are finding balance between kids, hubby, work ,life , recreation, laughter, routine, love and chaos and still managing to smile and take it in your stride - keep on motivating each other - makes a huge difference.

Thanks for sharing here

Ellen

Hi Maya,

I read your post with interest and might be able to offer you a different view! When I was growing up, it was my dad who worked for himself, and myself and my sister had to get used to the whole idea of having to share our dad with work! He worked in the construction industry and always explained everything to us ... I even remember going into a new supermarket to do the shopping and he explained how the supporting joists were constructed and how the electrical work was integrated!!! My mum died when we were quite young so my poor dad had to grieve and keep the business going (he had a manufacturing distributorship by then) as well as be mother to 2 girls. A tall order by any estimation!

However, we were always encouraged to do whatever extra-curricular activities we wanted; after school we would go to my dad's office (so he knew we weren't wandering the streets and getting into trouble!) where we could get our homework done and help out with the filing, or stock control or whatever needed doing that he thought we could do!! Holidays were always worked around trade shows and even now, I can't go on a holiday without checking out the local industrial estate!!!

I can't say it was all idyllic ... my younger sister was sent to a boarding school for secondary school and I felt quite alone at times. I think she felt quite abandoned and once she left school, went travelling. We have never been able to get back the close sister bond that I imagine sisters have!!! Yes there were good times and bad times to having a parent working. ... We could never have friends over to the house as it all depended on what dad was up to at work. And at times it was extremely frustrating having to stay with grandad or one of the aunties rather than our own home. But we were always included in everything and always introduced to colleagues and clients so we learned at a young age how to conduct and comport ourselves.

It was only when I got married that I moved out of home and my dad found that quite hard ... my sister was in Australia by then. For a period of about 2 months, I didn't visit home or his office - more to assert myself as an individual than deliberately hurt him. He did think that his constant working had driven me away and he felt awful remorse at working all hours and dragging us to trade shows etc. However, I don't see it like that. I got an insight into the world of business at a young age that very few of my peers had. I grew up in a very caring family where it was never wrong to "disturb dad during working hours" and as a result I know I can call on him for absolutely anything. And no matter how unorthodox our family life might have been to outsiders, it was still very secure!!! We have a very close relationship now and he still calls on my opinion on business ideas!

If you are worried about how your children will cope while you're working, don't be. So long as they feel included in your life (and possibly involved if they want to be!) that's all they want. I think the most important element when we were growing up was knowing that dad would take our phone call at any time of the day, so even if he was at a meeting or with clients or whatever, he would always answer. I can't tell you how important that was to us!! Your children will cope. They will adapt, just as you adapt your working life around your home life. So long as you're there for them (and I imagine you are!) they will grow up into well-adjusted individuals who will say with pride "Isn't Mum great. She set up a business of her own and worked mad hours, but she was always there for us". 

As I say, it's just a different view!!

Fiona

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this is a really good thread! I am a mother to a 4 year old girl and since starting my business I worry all the time that I am not spending enough time with her, but reading all the posts in this thread has really helped me to put things into better perspective. She rambles in and out of my studio when I work in there (its a room in the house) or brings her toys in, or just comes in to watch me work or offer opinions so when I look at the bigger picture, it isn't really as bad as I thought it was!

Jane

Hallo

Just read through your posts.... I have the answer to you problems. 

Why don't you get an Au Pair? Not only will you have time to run your business, but your kids will be taken care of and entertained. No need to feel guilty or stretched both ways.

Also, you have the best contact for Au Pairs and know you will be taken care of yourself. Who???

MEEEE !!!

No... seriously .. Feel free to contact me if you need information or help. You are all welcome to join my little agency and can feel secure in knowing I will take care of my forum ladies first.

Alanna

---

perfect solution alanna 

Donna

Hi Fiona and everyone,

Thanks for your post, it was great to get the kids perspective, i do worry about it as i am here but not!!! and always feel guilty, either not doing enough as a parent or doing enough with the business. When the cabin eventually gets built at least it will help me to seperate work and home more...i do a lot of writing as well so i am normally stuck to the computer! They do enjoy helping me in the garden, growing and harvesting plants and when the cabin is built i will bring them in and do some treatments for them, this may help them understand that clients will be coming for the relaxing atmosphere and that they are not to go running out and overpower any client that may arrive...my lot are a friendly bunch...at least the wolfhound sized friendly dog will be controlled by his electric fence...don't think they have licensed any for children yet 

But as much as i want to be there for them i need to get on, i qualified 11 years ago and have kept my hand in but i have been at home for all of them till they started school and i hope to work while they are at school and be in for when they get home, any extra hours i do my hubby will be home for him.

Wow respect to your Da!!!! It can be hard when you are little but when you look at what your parents have done for you once you grow up you get a total different perspective especially once you have kids yourself. Never has been a perfect parent, we all do just the best we can, also think it's easier to get on in life when you are older when you've had a normal some times troubled childhhood, life just isn't made for princesses..we could but wish.

Emm wish i had enough room for an au-pair!!!

Thanks all, Maya

2.1.3. Interview Transcript

Mark

I: Ahm ok, so how did it come about that you started working from home?

P: Ahm I'm a researcher in the x department [name deleted by researcher] and I deal primarily with digital materials so I don't necessarily need to be on site in UNI [his employing university]. And UNI didn't necessarily provide me with sufficient facilities to work in UNI, be it good networks or power supplies or whatever. So, it made sense to move back here. And in an economic sense it made sense and ahm my bosses had no problem with it as long as I keep on producing what I produce so I moved back here – I've been working out of home, out of here for about a year now and I've no problems with it. If anything, I'm more productive.

I: Really?

P: Yeah yeah. I can tailor my own schedule here. I'm not kicked out of my office like I was in UNI at half ten every evening and I can start work before half eight or, where in UNI they only let you into the building at half eight. Or likewise, I can actually trust the power supplies here not to short circuit my computer so I can leave the computer working all night, which is something that I wasn't able to do in my office in college, so I'm overall much happier here than I would be in college.

I: OK.

P: That and the fact it doesn't cost 250 euros a week between petrol and parking. (Laughter)

I: (Laughter) ah so you were living here before?

P: No ahm we well with the Tiger dying, we had planning permission and we were debating whether or not we could build a garage or something to function as an apartment in the meantime but the quotes we got back were still toxic as the tiger was dying, so we took on this as a make ah kind of a midway ground for now so we moved in here and ahm I then secured permission from my bosses to ah move my office basically down here. And they were – it didn't take them too long to fill my office with other people (Laughter)

I: (Laughter)

P: I moved down here a year ago then, so I was working out of UNI directly for a year and now I'm working out of here for a year, so.

I: Yeah. So it was completely your idea?

P: Yeah. Well, I have fairly – I've got scope for my own initiative in this project. I mean, I was taken on because of my technical expertise more than anything so I mean, again, they don't really know what I do or how I do it, they just like to see the end

results and want to make it as functional as possible, so as long as I'm still productive, they don't care where I am.

I: Ok. Great. You were saying there that sometimes you like to work maybe before half eight or after half ten, so what's a day like for you, like kind of a normal day in your life?

P: Weekday or weekend?

I: Ahm we can start with the weekdays if you want.

P: Uhm weekdays are hectic enough. Ahm, I would get up, I'd be starting work at 9. Ahm, work through till about lunchtime, take a standard half hour break, ahm back upstairs, kind of office…heap…upstairs. Ahm continue working until about five, cook dinner, set fire, do whatever the necessary is there. Ahm, watch a bit of TV with Clarissa. You need personal time ahm move and then about eight o'clock I'd go back upstairs and I could stay up there until four in the morning sometimes, depending on what the workload is for that week or what I've set myself as timetabled. On a – yeah pretty average two o'clock in the morning finish up – bed.

I: Really?

P: Yeah. Ahm well the nature of my work is on the basis of this project, this work that I'm going to be, that my future employability is guaranteed, so I don't mind putting in the long hours now, if it gets some payback in the future. Which may not happen given the cuts that are happening. But that's the way I work, so I work fairly long hours and I'm finishing out my PhD as well. So between it all I'm kept busy.

I: So how do you find time for the PhD?

P: The PhD time I try by working those toxic hours Monday through Thursday, I can allot Friday and half a Saturday and if necessary more of Saturday to the PhD itself. Ahm the PhD was borderline completed anyway, as in I just had a couple of more chapters and some dotting i's and crossing t's to take care of when I took on the project. However, finding time between the two of those is a problem.

I: Yeah.

P: The personal, as in you were saying the delineation between work and home – not so much of a problem. But the finding time within my work schedule of however many hours a week is a problem for the PhD work. But that's because the PhD is my own initiative and I can't control the phone calls I get from work saying "We need this or this" or "Can you do this?" or "Can you call up here?", that kind of a thing. So.

I: Ok. Ahm, so you said you have an office in here?

P: Well yeah. It's it's rudimentary. It's I mean, this is a small apartment, so it's a second bedroom that we basically lumped in some nailed together IKEA-style desks and threw the computers up on top of them. So it's quite rudimentary but it serves my purposes fine. I mean UNI weren't exactly showering me with facilities so I mean this is, it works more adequately. And I can trust the power supplies, whereas in the old UNI buildings they put me, the computers cut short and did shut.

I: Really?

P: Yeah…Ahm so it's an office upstairs, it's in ah a spare bedroom we have effectively, so it's taken over half the room and more with the kind of creep. More stuff that needs to be taken down from the office or whatever but it's rarely if ever used as a spare bedroom, so there's no problem in that regard.

I: Is there still a bed in there?

P: There is still a bed, so on occasion someone will crash there, but I mean typically speaking, it's an office and it's known as such.

I: Ok. Do you have strict policies with the office as in like who gets to enter it or anything like that?

P: No. Well, all the computers are password-protected if I was worried about security in that regard and everything is backed up so there's not major damage that anyone could do in there, so no. That and the fact that we don't really have people coming to this place that would do damage to it in the first place so it's no odds. So I'm not anal about who gets in there.

I: And ahm, does Clarissa work in there as well?

P: She used to last year. She's a teacher and as she was writing up more and more lesson plans. However, we have a netbook now and she prefers to be down here with the fire and heat. We have a fairly rudimentary back boiler system, so upstairs is a little cooler which suits me, not so much her so she would work down here now more and I've pretty much got the office to myself. Except when printing is needed.

I: Where do you print?

P: Well I don't print, she does and then she goes up to the office. Everything I do is in digital.

I: Ah ok.

P: I don't want to print anything. Not a page.

I: Ahm, ok, and in terms of like your temporal boundaries, do you have – you know you kind of talked me through your schedule or your routine – but do you have a set time that's personal time and work time or do you just kind of you know adapt to whatever is needed at the time?

P: Ahm. I timetable myself in tasks more than time. So at the start of each week, say for maybe an hour on a Sunday evening I'd go through whatever needs to be done for that week and I'd come up with a week list and then in typically boring fashion you split that down into the five days of the week and you have to have this done by the end of the week. And however long it takes to get that done effectively plus leaving some leeway in there for, as I said the occasional phone call that drops something else on your head, or having to go up to the city for an impromptu meeting, but ahm during ahm on like a good part of Saturday and Sunday is personal time. Ahm with planning weddings and what not, we need time to actually look on the internet, book people, so like last weekend we – Saturday and Sunday was spent in Galway booking a band, that kind of a thing. It's flexible as long as I get what I need to get done that week

done. Ahm, so it's more – it's not so much temporal as task, for me anyway. If that makes any sense.

I: Yeah. And ahm mentally, how do you distinguish between work and home?

P: …

I: Like some people say they have kind of a work mode and a home mode that they're in and they need to, you know, they need to make a difference between them. Are you the same person?

P: Yeah…Ahm…yeah well if I'm in the middle of something critical upstairs and I'm intruded ahm something intrudes for whatever reason…Maybe I'd react kind of crankily. But I mean apart from that, I don't consider myself to be – I don't have an office mode, I don't throw a switch in the back of my head. I'm the same person where I work or wherever. I'd like to think so anyway. Ahm…maybe you should talk to Clarissa about that (Laughter). But as far as I'm concerned I'm the same person one way or another.

I: And how do you get into – in and out of work? Like, do you have any routine in the morning to help you, you know, start up your work?

P: Ahm, causing brow knits over the greater village area by plugging in all the computers and firing them up ah that's about it really. Ahm, once that's set up I mean, I have my tasks set up, other than that I'll do a to-do list and just start and work my way through it. Ahm, I don't have any particular routine that I start off a day with, although since we recently joined a gym I presume that's going to enter into the equation at some point before 9 o'clock to start off the day.

I: Ok.

P: Ahm but aside from that, the routine is going into the office and start firing up the computers and work…with coffee!

I: And how do you get out of it? How do you finish work?

P: Typically, I work until I need to go to bed. Ahm so I work until the screen starts getting blurry. Ahm, I mean I need a good six hour's sleep like everyone else, so at about – except in exceptional cases – at about 2 in the morning I'll down tools and go to bed. Ahm, Clarissa will probably be in bed already. And go to bed then and back up at 8 or half 8 in the morning. So.

I: How is she about the fact that you might be working until 2 in the morning?

P: Less than overjoyed, but she appreciates the fact that this, like everyone, like you, we put in the long slog now in the hope of not having to do such toxic hours later on. So it's a means to an end. So, I mean there was a time last year when our work time was actually, because she was making up the lesson plans for subjects she'd never taught before, our work pretty much correlated. She'd be in school, she'd come back and she'd have to do lesson plans until 2 or 3 in the morning.

I: Really?

P: And I'd be still doing the same thing, so we'd be working out the same office and she'd be on one desk and I'd be working on the other computers and we'd work and then we'd go to bed at the same time. Whereas now, she's going to be earlier because her lesson plans are effectively done and I stay up. But I mean it's – that working schedule too is something that's built in from when I used to work in bar work. I'm used to working long hours and function better in the wee hours of the morning than I do in the wee hours of, or than first thing in the morning. I need a lot of coffee to get myself going in the morning, whereas in the evening time I'm more productive, so. Right.

I: Ahm, does she sometimes ask you to put down the work or anything like that?

P: Yes…Ahm well like she…we set aside a night of the week where we have three hours on a Thursday evening to talk about wedding stuff. Ahm it's a year and a half away and we thought we were dropping the ball as regards to organisation ahm and it was her idea to put Sunday off limits. Not that I would have been doing a great deal on a Sunday anyway it was just that occasionally I would if, again, something on the task list wasn't finished, I'd say "Look I'm going in to do some work on the computer" and I would be in there for a couple of hours. So, it would have been on her initiative that that was arranged, but ahm I'm the better for it I think. And, it's with negotiation as much as anything else that it's organised. I mean, Clarissa before, she did make this ah tremendous timetable effort to try and get me to…she scheduled it. I must have had to much free time down here

I: She scheduled your work?

P: Yeah umm (Laughter)

I: (Laughter)

P: Well like she just thought it would be…she was concerned about the amount of work that was being done so she thought that if she could schedule it into, say, three to four hour blocks, probably in some way to get me to cut down on cigarettes as well, perhaps. But ahm, either way, it didn't work and that was tossed after about a week. I mean I keep to my own schedule. I know what needs to be done. Ahm, I still do my fair share around the house, but I fit that into my lunchtime break or whatever break, so. Ahm, again, it's task orientated with me. I mean it's probably borne out of the fact that most of it's still in the computer, so it's task-based more than temporal.

I: So how was she about the fact that you tossed out the plan?

P: She kind of expected it. I mean, it was always never gonna be a start. Well, like, she knew it and she knew the way I work and she's known me for long enough now to know that that wasn't gonna work. But it was a worthy effort. You know (Laughter)…

I: So do you do most of the housework or does she?

P: Ahh…it would be a fifty-fifty split to a point, although as you can see not much has been done at the moment (Laughter)

I: It looks pretty clean to me! (Laughter)

P: Mm but no, it's a fifty-fifty split ahm we'll take some time, couple of hours on a Saturday and run around the place and take care of hoovering and whatever, and I'll make sure that there's a fire on when she comes back in the evening, cos this place without the fire doesn't heat and we don't want to plug in an electric heater because they're toxic. Ahm, but apart from that it's a fifty-fifty split, as far as I can tell, anyway. Again, she might beg to differ (Laughter)

I: (Laughter)

P: But ahm no I mean we split the chores. I mean, you kind of have to. She has a hectic work schedule as well, so there's no excuses, I don't use it as a cop out.

I: Ahm, let's go back to work maybe. Do you find that there has been a change in ahm maybe your social work life, like what was it like before you started working from home and what's it like now?

P: When I started and now?

I: Like, when you know, you worked from the office, and now, like?

P: Oh so the difference between office work and home work?

I: Yeah.

P: Ahm well the social aspect is gone. You are isolated. You are upstairs on your own for most of the time. Ahm, so apart from the shining thing that happened, in UNI, in the x department, it was a much more social thing. When people know you're in the office, they call you in the office, they'll email you with their problems on the basis that they'll know that you're in front of a computer and you'll get back to them with the solution pretty fast. It led to to some degree a heavier workload. The x department won't be mentioned as my place of employment, though, won't it?

I: No no (Laughter)

P: (Laughter) Very good. But that would have led to a kind of a creeping of more and more little tasks into the equation, which led to a pretty knackery workday, I mean the very basic if not disastrous set up that was presented. I mean it took me a week or two to actually just sort out the basics in there to actually be able to function. And even then there was outstanding problems within the greater UNI. I'm not the biggest fan of administrative jackassing in UNI (Laughter).

I: Yeah I wouldn't be either (Laughter).

P: But at least you have an office. With the internet. Ahm but so I mean the biggest difference that I would have noticed when I came down here, I mean everything's at – I was in control of my own bubble. I was in control of the services that I was gonna be able to get from my computers, which I like because I had no control over that and UNI was at their best. Ahm, socially, yeah it is a bit isolating. You only meet the lecturers you know or your co-employees you only meet them once a month if even. You still keep in touch with emails if they have queries but the emails with queries are much less frequent when they know you're not there….ahm, other than that I mean, as I said I'm more productive here. Partly due to that, partly because I've got my own setup. Ahm, there's, I'm not sharing an office with someone any more, so there isn't

the kind of banter that would to some degree go back and forth all day, which would again eat into time. I sound like some anti-social gobshite (Laughter)

I: (Laughter) it's true, though.

P: Ahm, yeah, to a certain degree, be it PhD or be it work, a certain degree of isolation I think is kind of necessary. If you put them into social – if you mix social environment too heavily with work, nothing's gonna get done. Ahm it's only certain jobs you can get away with that – bar work primarily. But ahm, so, what else would be the main differences? I mean, there's much less financial pressure to a degree. Well before the cuts anyway because I mean, I was spending a ridiculous amount of money just on parking in UNI every day, eating in UNI every day because I would just get up in the morning and go to college, as opposed to pack a lunch and all this kind of crap. And when I was spending from about maybe half eight in the morning until half ten in the evening there, that'd be an awful lot of lunch packing. Ah, so (Laughter)

I: A lot of coffee I'd say.

P: Lot of that, too, although we did buy our own instant coffee ahm we have an objection to COFFEE FRANCHISE [name changed by researcher] in UNI (Laughter)

I: They're too expensive.

P: Well and also it tastes like crap…but ahm typically speaking the – I mean it made sense on a variety of levels and those levels, be it financial, practical, productive. I think those levels have been kind of borne through by the last year. Ahm, I go up maybe once every two weeks for a meeting with my project supervisor and we'll talk through items about the project, I'll sort out some IT problems he's having and that'll be that again. He'll keep in contact with email and I'm pretty much on call with that gentleman 24/7 because he wouldn't be the most tech-proficient and if something goes wrong with his set up he goes into palpitations which shouldn't be mentioned again. Ahm, but I mean it's aside from the odd phone call I mean I think that it's I'm more relaxed to a degree because you don't have, you're not wasting the hour and a half very day with the commute. You're not being told – you're not rushing to finish something cos a security guard has just come around to tell you it's time to go. And, just, on being able to set a computer on an automated process at bedtime, even at two o'clock in the morning and knowing that when you get back in the office at 9 o'clock in the morning, you don't have to turn on the computer, it's already on and that will be done. It's one less task done and that's not something that I would have had to set up during the course of the day and put a computer aside with that being worked at. So, all in all, I'm much happier.

I: Yeah… so your office has been taken over?

P: In UNI? Yeah. Ahm I have, I had a desk but the nature of the beast is the only if I happened to take up the desk before, as in I've one large document scanner still on the desk, well that's still there but everything else they – it was a small office and it was designed for three people. It was just basically, they threw three desks into a room and it was never gonna be enough space. So it was – I foresaw that happening. And it did happen. Ahm, so as more researchers are hired and there's a lack of space in the x department, they're just gonna take whatever room or whatever desk is available, so – good luck. I – it's still technically my desk, but it's not my desk.

I: Do you ever miss being in there?

P: …No…ahm it was a source of stress more than anything else. Ahm I mean I don't mind the working environment as such, but that was – the financial thing was one that would particularly get to me, and ahm the commute, the wandering around UNI, constantly looking for parking this kind of craic, it kind of and then putting it into the UNI car park, but knowing that you'll probably have to move it out of there every four hours unless you want to be caught with 25 euros at the end of the day ah and this kind of thing, it led to more stress, it led to more wasted time. Here, I know when I'm up in front of the computers, it's everything is more or less sorted. I mean there's an ESB bill and there's utilities, but

I: Do they take care of any of that?

P: Hmm?

I: Do UNI take care of any of your bills? Like overheads?

P: (Laughs) nah, UNI don't take care of crap. I pay for the – we've got broadband here but UNI don't cover it. The electricity and the computers upstairs would run – they're not exactly the most green machines because of the heavy processing they do, they have to be pretty big and bulky. Ahm, it's they don't take care of it, ahm UNI are a bit reticent to take care of it. Ahm, the accounting department in UNI is another source of stress that hasn't gone away with me moving down here. They're just, it's another layer of bureaucracy that I'd rather not have to deal with but you do…

I: Unfortunately

P: Yeah, ahm but they are – can't be giving out about work all the time, but it's just, that's one element that hasn't changed. As in, you still have to go up there and you still have to deal with that on occasion but I mean, other than that, no UNI take care of nothing. They don't – it's not that they don't encourage it, but I don't think they fathom that so many people are working out of home, which is kind of peculiar especially with academics or researchers because you'd imagine that a lot of them do. And if at all possible, a researcher or a lecturer, if they get a day off in the week will not be on campus.

I: That's true…ah this is gonna be a bit weird, but ah do you dress differently when you work from home or do you dress the same way that you would have when you went to college?

P: No. You obviously – well, in college, when I started in my job, let's just say I wasn't generally speaking a shirts person. Nor would I be today except for the fact that I had to run downtown to do some errands earlier and I didn't want to look like a bank robber going into the bank, but ahm the ahm no. I'd wear my old, more raggedy jeans and a hoody – here. Whereas that would definitely not have been what I would have been wearing in there because with students coming in from a particular tech course I'd be teaching, you don't want to be…dressed like them (Laughter). No it's kind of expected. I mean, no one's, I'm not videoconferencing with anyone or anything like that so it makes no odds and I just wear whatever comfortable clothes I have around the place as opposed to – not saying that these or work clothes were uncomfortable but it' just – less formal here, more formal in there. Kind of a standard thing. I wouldn't imagine it's too exceptional.

I: No not at all, I know a lot of people work in their pyjamas. When they work from home, like.

P: No, no I wouldn't go that far now.

I: (Laughter) you'd probably still feel sleepy, like.

P: Yeah, and there's the chill factor of wandering out in your pyjamas to bring in coal and what not. (Laughter)

I: (Laughter)

P: (Laughter) no and then going back into bed in the same gear, no!

I: Yeah ahm…so, couple of more things like, I'm just thinking in terms of your relationships with others, like we talked about Clarissa a little bit, but like maybe your family or your friends. Do they have any opinion on your working from home?

P: Eh…not really. Ehm…my parents realised while I was living at home. The first year I was down by Small Town, I was living there for the first year before I moved here. Ahm, and they were used to me working from home during the PhD. I would rarely if ever go to Campus. We weren't provided with swish offices like yourself (Laughter)

I: (Laughter) Oh really?

P: No no we weren't provided with crap. We don't get laptops so it was just a question of I'd go to the library, take out my ten books, vanish and "I'll see you when I see you". Ahm, so they were used to me working from home. It was pre-established. The only time that I wouldn't be at home would be when I had to work at my job, so like I'd go work in a pub or I'd go work in [name of company deleted by researcher] or wherever I was working at the time. So they – it wasn't anything new for them. Ahm, me going up to work in the office in the city was new. Ahm and they heard enough horror stories about what happened out of that office between equipment getting nicked or delivery men not doing their job or power cut outs that they knew it was a bad idea in the first place. You spend so much time fixing a problem caused by the place than actually doing your own work. So they were well genuinely positive about it, I believe. Ahm, with Clarissa, I mean…it was part of the rationale of actually getting a place because of the drain in resources and the lack of capacity for saving caused by having to go up there every bloody day. Ahm, and all – it made sense for me more from the productive end of things. I knew I could actually work faster and better if I didn't have a fixed block that the security guards would enforce, so, as in at some places, they leave you in half seven in the morning but you cant turn on the lights. I mean, it's just a little bit…peculiar. Ahm, so they everyone was genuinely positive, I mean the Clarissa's parents who live next door were slightly perturbed when they saw the sheer quantity of gear that was coming in here. Ahm, but I mean that has – they still refer to upstairs as NASA to a point, cos of the amount of screens

I: Are you serious?

P: It's – they they joke. Ah only me apparently would have a setup like this ahm but ahm I mean it's a source of fun. Not a source of stress or anything like that. I mean they were fairly positive on the idea as well. I mean we've more time to plan, I mean before when I was working out of – Clarissa, she sees a lot more of me now than she

pretty much ever did before because you'd be working on the PhD for five days of the week and then you'd go work in [name of company deleted by researcher] for two and a half days of the week, so I would be coming down here on Saturday, leaving on the Sunday morning and going back up to the city to work in [name of the company deleted by researcher] or if I was working in a bar, she'd only see me for some time during the week. And I'd be working for the week or the entire weekend in the bar, so I mean this is new. She's actually seeing a lot more of me since we've moved in here than she pretty much ever did before. So, I mean it's positive. I think for everyone. There was no negative or apprehension about me moving into the home office. So.

I: Mm. Ahm it sounds like you're well used to it, as in you know some people they find it really weird when they move out of an office and, you know, start working from home. For them it's like this completely new weird thing and they find it very hard to adjust to it, whereas for you it sounds like you already knew what you were doing…

P: Well I mean with the with the PhD you're schooled. We ahm I had set up a rudimentary home office set up in back at home when I when it was in my bedroom and I had time constraints, too, as in my brother would not allow me continue work into the wee hours if you need to go to bed, cos we were sharing a room

I: Oh God

P: Which was less than overjoying, but ahm I mean overall I mean I was used to the general, the whole concept of working from home, and like even when I was in college, if there was days off I probably wouldn't have gone up to the library. I mean, the only time I was ever involved in a – or when a social aspect of work, as in scholarly work was an advantage was when I was doing my master's thesis. There was a bunch of us who would go up there, we'd be in the library all day and we'd actually bounce ideas off each other and be more productive as a group than we probably would have been separately. But I mean that is the only incidence that I can think of where that in that kind of environment helped. Every other time, I mean especially with my experience up in that office for a year was almost, I mean you meet good people and you have more interaction with people, but on a scale of just the facilities and the stress, the hassles, the finances, everything made annoying, to say the very least. I'm trying to veer off swear words here. (Laughter)

I: (Laughter)…So how do you motivate yourself?

P: Motivation. Ahm…initially, when I took on this job in the first place, I mean the motivation was that this provides the next obvious – it was a route to kind of lectureship or to a further research position. And this was the preferred route, so I saw it as part of a career progression. And I was phenomenally motivated. Ahm, I'm still motivated now, but it's a different kind of motivation cos I have almost come to the belief that I could find the (His discipline) equivalent of the cure for cancer, and I would still not get gainful employment in UNI past next February due to whatever structures they're working on and due to their general antipathy towards (His discipline). Ahm, so that is a demotivator. And a pretty big one. It's – you can't help but sit in the back of your head the whole time, knowing that despite the fact that you've, I've planned a route or I've tried to plan a route in academia, that it's done and that the private sector beckons, almost if there's anything in the private sector next February. And that's part of the reason we're here and not building our own place because of the insecurities about mortgages and what not. Ahm, but so but the

material we're working on and the capacity that that will have both as a teaching tool for the x department or as a helpful tool for the x department or if we do web publishing, just I'm a huge advocate of actually putting material up online, open access for anyone to use. And, slowly but surely that seems to be the route the project has taken and that is a motivating factor for me, a huge one. I mean, the nature of the work I'm doing, I'm good at it and I enjoy doing it, which is another thing. I mean, I it's not a huge chore to me to do what I'm doing. It's a chore for me to interact with UNI systems, even their web design system is a pain in the bleep bleep bleep, cos it just distils any kind of creativity. I mean it's nice to come up with a system that you can read to your own specifications, but, I mean I like the work. And I always I've always enjoyed the work. And, it annoys me to a point that I won't be doing it this time next or yeah, this time next year I won't be doing it again. Ahm, but it's the work primarily. What we're doing, the material we're working on, the books that will hopefully come out the end of it, the websites that'll come out the end of it. All this, that's a motivating factor for me in itself. Even though it's gonna lead to something entirely different in under twelve months. So, if that makes any sense.

I: Yeah it does yeah, so it's the work rather than the working from home that motivates you? Like, it's the nature of your work?

P: Well, like, I was still very motivated when I was even working from that office. There was a lot more staring at the ceiling and swearing as something went wrong or as I was told by UNI that I couldn't connect up a Vista computer to the web, so I couldn't do this, that and the other. All these kinds of things are just one more obstacle. My motivation was always there, it was just blocked from the productivity in the things, all the obstacles. But once all the obstacles were removed, well then it's just motivation, productivity, done. And when you're more productive, it's you feel better in yourself at the end of a day knowing that you've actually got this, that and that done. As opposed to, "Well, I've sorted out this problem that I didn't know about until ten o'clock this morning.

I: Yeah oh definitely.

P: Yeah. So, it's increased motivation in that regard by obstacle removal, but it's never, my motivation about the project has never been in question. Well, I hope not (Laughter)

I: (Laughter)

P: P45 is incoming…but anyway

I: (Laughter)…so in terms of the future, do you see yourself working from home like even you know if you, say, follow the path of lecturing, do you think you'll always be working from home?

P: Well I think that in academia – if I stay in academia and that's not going to happen I've come to terms with that delightful fact. Ahm, there's always an element of work-home interface with academia. I mean, every lecturer I know has a home office. Ahm, and they're almost all of them have the preference for the home office because with college and with the way college has gone, their administrative work in college is a drain of what they actually joined the job to do, which is to write (His discipline) books or to do research, so ah even my own boss on hearing about my home office

setup I was then tasked with implementing his entire, most of his setup from his office is now in his home office. He's established a home office as well. So he much prefers to –

I: Did you help him set it up?

P: Ah I set it up (Laughter). Ahm, as I said, not technically proficient…so ah it fulfilled a purpose of mine as well. Best practice standards dictate that everything has to be backed up securely in 2 separate locations at least, so we've a backup of all the documents we've digitized here and all the documents we've digitized on one of his machines. So there's 2 backups in 2 separate places, so unless the freaky occurrence of two house fires in the same place and neither of us being able to get the hard drive, we're safe. Which, it fulfilled that function for me because I don't trust UNI, we're – the x department, didn't we know it – it operates out of old buildings, really old kind of Georgian buildings

I: Where is it?

P: Good question. My office was on Road ahm, Name of Building, across the entrance to the Other Building, ahm but the rest of the x department would be up at Other Location, so there are two buildings there and two buildings on Other Location…so those buildings are rickety, to say the least. It cannot get any funding for fixing the particular problems. So there was also the added issue in my office of freezing my backside off on a daily basis because the heater was located under a single plain window that the wind used to rattle. So, ah the other girl I shared the office with, she brought in a storage heater, but then again she had to keep the storage heater well away from my computers cos heat equals death. Ahm, so there was ah…I'm healthier for being here, as in I would have developed more coughs and what not in there due to the fact that even with four layers, you're still shivering cos you can't warm up if you're sitting down, so all in all, deviating slightly off point here (Laughter). What was the question?

I: (Laughter) Can't remember, but we can just move on to I hate this term, work-life balance, but like ahm we can use it anyway maybe. Can you just tell me –

P: Who has one?

I: I don't even know that that word exists, but how would you judge your own…balance between work and home?

P: It tilts more towards work, but I think everyone's does at an early point in their career. It's later on you can talk about work-life balance and bring something like kids into the equation, well then then you're going to have more motivation to strongly delineate between the two. But now is the time you put down the time to be able to do that later on. In my opinion. Which is probably still naïve and I'm sure that's going to be shat down in the next couple of years, but that's how I would see it so my work-life balance at the moment is tilted towards work. I mean if I spend give or take six days a week and many – 80 up to a hundred hours in that office upstairs, well then clearly my work-life balance isn't quite right. Ahm, it's not – despite what the contract says it's not a 40-hour working week and they knew it when they signed it. Or they knew it when they get you to sign it that it's never gonna work out like that,

ahm just like any job I know, even the friends that work in the private sector, as far as I can tell. Like my brother works with [food retailer] and the hours are toxic

I: Their hours, yeah…

P: The man is driving or working for 80 to a hundred hours a week, so

I: Yeah, I've heard that before as well

P: So I mean it's I think it's everyone's work-life balance is screwed, a product of capitalism

I: Yeah especially when you're younger

P: Yeah you can't do it 'cos you're back is shot by the time you get to forty. But I mean now is when we do this, so that's the way I figured. But I'm you know I'm accepting of the fact that it's off kilter at the moment and it's not going to readjust itself for at least another two years I'd imagine. Because of this, if the academia route doesn't work out – and it's not going to – it's into the private sector. And the private sector, you've to start out at the bottom again. You're unknown and you're obviously gonna launch at what you're doing and do all the toxic hours again and start at the bottom of the ladder, which is…at least I'd be used to it ahm so it's not gonna be a shock to the system, but it's a less than overjoying fact. Again, demotivation. But so.

I: So, going forward ahm if you think about maybe having kids in the future. Like, how would you judge working from home to be compatible with kids, like? How do you see that working out?

P: Soundproofing? (Laughter). Ahm bbb…on the project I'm working on now, with the amount of tech and all that. I mean, as you were saying earlier in the interview, I mean the office would have to be sealed off on a practical level. Ahm, the level of intrusion and all that, it would create a problem and I've known people that it would create problems for. People with similar work habits to myself…have gone with B&B's in the city, rather than go back down to their commuter belt home just so they can

I: Are you serious?

P: Get enough peace and quiet to take care of the work they need to do for the three days of the week. I mean it's…it's not unknown and I'd imagine that I, if the house became a lot noisier or what not, then I would be inclined to do the same. A certain amount of silence is – not saying that I don't listen to the radio or something when I'm working, especially if it's just a monotonous task you can listen to the radio or background noise – but ahm, for something more specific, if you're actually writing a chapter of a book or a thesis, well then you need you do need a certain degree of silence, which the kids would intrude upon. So you would probably either do what my PhD supervisor did and have a garage, well that was kind of a freaky look; that was an office on top of a garage, completely separate building to his house. So he has that. And he goes there for his quiet time. Ahm, or you have to go back into the office environment and actually work there. In which case your kids won't intrude upon you, but your students will (Laughter).

I: (Laughter). Oh yeah.

P: So neagh, six or one half dozen or the other. Ahm, but again I don't see that being a problem in academia, cos I won't be there.

I: Yeah. Ahm, ok so just one more thing is maybe just to pinpoint the best and the worst thing about working from home? I know we talked about, kind of benefits and bad things but already, but…

P: Hmm ahm dddd. Best thing about working from home is independence. Ahm, I can set my own time. I can set – all the benefits that I outlined before I think can be summed up in independence. I (emphasis) control everything. I control the facilities I have. I control – I would like them to reimburse me for them, ahm but I control the facilities I have, I control the hours I work and I've got no one coming in with a heavy hand to say "Stop that, stop that!". For now. I mean, Clarissa…ahm I appreciate that, you know, I spend time with Clarissa when I can. But ahm, typically speaking, I the independence is the main thing.

I: Yeah.

P: Ahh, the most negative thing paahh, the lack of social contact with your peers. Ahm, I don't meet my fellow PhD students, my fellow postdocs or mind you, all the postdocs decided to work out of home as soon as they saw the office. (Laughter). I stayed a year. Ahm the even the lecturers and all that, I mean I meet them at the occasional conference now, but I've been tasked to do something like photography or photographing at the conference, so I wouldn't be in that much time to talk to them. So it is isolating in that respect. But, that's the most negative one as far as I can tell. I mean everything else is, yeah it's all gravy, ah it's all good. So.

I: Yeah. Ok. And would you give other people advice, say if I wanted to start working from home, what advice would you give me?

P: Ahm…are you used to it?

I: Not any more, no.

P: But you have experience of it before?

I: Yeah.

P: Draw on that. And I mean it's, it takes a certain amount of discipline. I mean it takes, well it's back to the motivation thing. You have to be motivated enough to get up in the morning if you have worked late. Or, when you are working late to actually continue working late as opposed to go on to google or something like YouTube or just generally blatant jackassery online. Ahm, it takes discipline especially not when there's not technically someone looking over your shoulder. And if it's not technically someone looking over your shoulder, be it a fellow employee who'd notice that you're on facebook or something like that. Not that that'd ever happen with me because I hate (emphasis) social networking, ahm

I: I don't have one either.

P: Ahm, I set up one but for the project. The idea was to create a project site and that never happened but I do have friends now that I didn't need (Laughter)

I: (Laughter)

P: Not that I ever log on to it so it doesn't make any odds. But ahm, it takes discipline in that respect. And it also, to some degree, I already had the equipment bought. And I had the permission to move it. If I had to set up a similar kind of setup on my off my own bat it would be very expensive. And it would be very helpful to get something written from the department that if you submit utility bills or whatever, with a clearly delineated line saying "this is how much a month this is costing" and they would pick up the tab for that. Because our project has set aside a significant amount of money for overheads, but the only overheads I can see us using consistently is the office. And not one of us are in there any more, but they are still taking a quarter of our budget for it, so, blither. It's just another one, it's yeah. Ahm, that kind of thing annoys me. Ahm, that kind of that's infuriating to a point. But I mean it…set it up, organise it in such a way as it is a, you need to have it as a clearly delineated work space to a certain degree. There shouldn't be any encroachment. Like on work computers, there should be no personal photographs, I think.

I: Oh really?

P: No. well, as in, a screen saver, but you know to actually load up all your personal material on to a work computer – eh no. As in, be it your movies, or the – no. (Laughter)

I: So you don't do that, do you?

P: No. I try to ke – if I do it's to clear out a hard drive and it's taken back off it fairly fast. I have my own personal laptop, which I'll use for my thesis and which I'll use for the ahm for whatever videos or photographs to look at. But I never the twain shall meet

I: So the work one is completely work?

P: Ya. Yeah, I mean, occasionally if you're doing something in online banking and you print a receipt. Yeah but it doesn't take too long to print, plug in a USB key or upload it to google docs and keep the receipt there. But no, I try to keep them both as almost exclusively separate because it's better (emphasis) that way. It, on an organisational level it's easier, but it's just on a on…I don't have a great deal of space left with the amount of digitization we do as well I suppose, so it's it's again, practical. I sound like some pragmatic bore. But it's just just the way it's always operated. I mean I always had a laptop of my own that I used for personal stuff, so it's no great shakes again, it's standard.

I: Any other reasons that you keep them separate?

P: You think this is a side oh you hit the mother out here? (Laughter). Not really, apart from the fact that they're always occupied with work stuff, so what would be the point? I mean it's not as if I'm going to have an opportunity to flick through all my old holiday snaps or something on the computer. No. it's they're gonna be on one of my other hard drives or whatever, and it just phephephe I'm an organisational freak when it comes to computing, ok? It's partially why I was hired (Laughter). So that was just a thing. I mean everything has to be regimented and everything is regimented into folders…it's boring as crap, but it's functional and the fact that it keeps everything together, which is precisely why my boss calls me up to his home office every second week because he can't do that.

I: So you have to do everything for him?

P: No ahm well it's I would consider it to be a two-way street. He is a *job title* par excellence with a huge publication record and great experience and he is far faster at writing an actual book, or anything like that than I am. But yeah when it comes to the tech end of things he loves what it does but doesn't know how to do it. So, that's we actually complement each other pretty well ahm so I don't have any qualms about doing it. It's part of the job. You accept it, you move on. So…although maybe it gets a little frustrating every now and then when you have to explain one thing three or four times but that's the same thing as trying to train your family to use the computer it's just

I: I was just gonna say

P: It's nothing new. I'm used to it.

I: Sounds like teaching my mum how to text.

P: I never had to go down that windy road, I've two sisters at home that can take care of that (Laughter)

I: (Laughter). Yeah. So I think I've covered everything ahm that I wanted to cover. Is there anything else that you think might be important?

P: Nah I think well, no. No offence, I know you but we pretty much covered everything. Yeah, I can't think of anything else off the top of my head. Hope you got sufficient material.

I: I think yeah I got loads so I'll stop that recording there.

2.1.4. Diary Extract

March, 29th 2010: On getting used to the presence of work at our apartment

It seems like BF and I are coming to terms with work's presence at home. This morning when we woke up it was absolutely lashing outside and I really craved a duvet day. Knowing that that wasn't going to happen, I settled for a day of working from home with tea on tap and the comfort of a cosy cardigan. I thought BF was going to be away in Kerry all day but he started up the laptop at home, and said he wasn't sure how much time he was gonna spend at home today. Normally, I would have probably given in and said, "Ok I'll go work in the office seeing since I have one to go to and leave you alone for some peace and quiet" but I just couldn't be bothered to give in today. However, I did try as best as possible to accommodate his work by waiting to boil the kettle until he was finished talking to his boss on the phone and by not banging around in the kitchen like I normally do. So there we were - I was having my muesli on one side of the round table, while he was sitting there with his laptop on the other side. I then unpacked all my work papers onto the table and worked on my methodology chapter for a few hours while he, relatively quietly, compiled sales reports. He didn't even try to turn the radio on. The last time we worked from home at the same time, I got completely distracted and pretty much said never again, but it wasn't so bad this time. The last time I let him work on the kitchen table and tried to conduct my work from the couch, which didn't work for me at all. Today, I made no attempt to prioritise his work or let him have the entire table (which is actually small enough for one person). I felt that it was as much my space as his and that my work was just as important as his; and that didn't seem to be a problem.

Every now and then, one of us would comment on the rain outside or some other trivial thing, but mostly we were working alongside each other quietly. At lunchtime, he started making more phone calls and I packed away my work for a bit in order to have a quick bite (at the exact same spot that I was sitting in to work). He kept on working. I then had to use his laptop for a bit to book a flight because my own internet wasn't working. In the meantime he made more calls and took a cigarette break. This gave me the chance to use his computer, but I was really conscious of the fact that it was a work laptop and I didn't want to disturb anything. After lunch, I found it harder to focus because he was making loads of calls and he has a habit of talking to himself as he completes tasks. He switched on the radio as well and I didn't object. He also kept starting conversations with me, which I found hard. And then sometimes I felt like reaching over and kissing him but the one time I did he kind of shooed me away, so I'm not gonna make any moves again. All in all, though, it was much better than expected and it was also kind of nice to spend the day with your other half across from you, something we don't normally get to do. I still managed to get enough done and I think he did, too. So I think we are managing to work from home more effectively.

Later the same day:

When I had finished up today, I started pottering around in the kitchen and putting a few things away. I heard an imploring "Baby!" – so I turned around and BF looked at me, a mixture between pleading and exasperation. I replied,

"What?!"

“I’m not finished yet so would you mind?”

I sighed and continued to wash a few dishes, thinking “Does he not realise I’m washing dishes – it’s not like I’m pottering around and making noise for the sake of it or for my pleasure”. So I said,

“Give me two minutes and I’ll sit down. It’s not that loud, though!”

“I know I just want you to be aware I’m not done yet!”

So I left him alone to do his work. I think he just wanted it taken seriously, which is fair enough.

2.2. Example of a Discourse Analysis Table

Discourse Analysis of Dee's Interview

Raw data	Discursive constructions	Discourses	Action orientation	Practices	Positioning/ Participation
I: So maybe if you want to just tell me a little bit about what you do. P: Ok well I actually work with *ORG*, I don't know whether you're aware. We're the awarding body for further education. Ahm, so I'm with them now since I moved back to Ireland, which was probably in 2000. They were previously *Different name of ORG*. So we do all the awards for the whole vocational sector, for the education sector. Ahm, so it started I suppose my work predominantly with them would have been very much around policy development and research	Context: Employer Length of service for organisation Nature of work Job content	Organisation discourse Employment Work		Organisation practice "We do...": shared aims	Positions self as embedded in organisation Central to organisation's actions

	because when I started with them, *ORG* only came into being in 2001, so it was a new organisation and we were just coming into statute so we had to put all our policies into place. There was a lot of research, and it just worked – it's the kind of work that you could do from home. So I started initially ahm on a kind of project base with *ORG* and just ended up. I think 2003 a permanent role came up, so I took a permanent position. Ahm, so I started initially I suppose working mainly from home, maybe going in a couple of, maybe a day or two a week. Ahm, and then when I was permanent – we actually have a formally working policy, where people can work two days a week from home and three days in the office, depending on the nature of the work. And at the time I was a development officer, as it was called, so the	Being part of organisation's emergence What jobs qualify/are suitable for home-work? Trajectory Permanent employee status Extent of home-work vs. office work Existence of formal home-work policy Home-work eligibility depends on nature of work; Job title	Home-work Employment Home-work vs. office work Employment	Aligning self with organisation Portraying home-work as suitable for certain jobs only Legitimising home-work; making it official Showing that home-work needs to suit work content	Organisation practice (shared repertoire) Home-work as organisational practice (shared repertoire)	Core participant Trajectory from periphery (project based) to core (permanent)

	nature of the work was very much around. I mean it varied. We were ahm for example developing a whole new assessment process and policies and writing guidelines for providers. So a lot of it was research and writing documents and reading documents for our council for discussion and that kind of thing. So all that is very doable from, you know works very well from home.	Job content Her work lends itself to home-work	Organisation Home-work	Positioning her work as ideal candidate for home-work	Organisation practice (shared aims)	Core participant
I:	Yeah.					
P:	Ahm so I had, as I said, a separate a very kind of quickly put in ahm a separate office because I had, the children were very young so I had a childminder who came into the house to mind them.	Spatial separation of home & work Role of children's ages Relying on formal childcare (a boundary)	Boundaries	Showing that family & work needed to be separated because of children's ages	Home-work as family practice Childcare practice	Positioning self as worker
I:	While you were working?					
P:	Yes. I couldn't. You couldn't work from with small smaller kids. It's easier when they get older, but ahm at that stage in time there was only two,	Work and young children don't mix; Incompatibility of work & children weakens as children get older;	Work-home interface	Portraying work & family as incompatible; dichotomy		

	only two, and you couldn't feasibly work in around them. So I actually had quite a formal structure. When my minder came in at nine, say on the days that I was working and I just started work, yeah ahm and maybe took a lunch break or whatever. So quite a formal ahm working day.	Children's presence makes work an impossibility; Imposing formal structure (boundaries) Formal temporal structure	Work		Home-work as family practice Home-work as family practice	The serious professional
	So I treated it always as a very much 9 to 5 work. My childminder worked 9 to 5 ahm and I actually had a childminder up until we moved to Cork last year. The only reason I don't have one now is because we moved and haven't – well actually my niece does it for me, you know, from time to time – but the boys are all in school now.	Treating home-work as office work (temporal rigidity & childminder) The end of formal childminding	Work Childcare	Making home-work into office work (legitimising it?)	Childcare practice	The serious worker
	They're a good bit older so it's different ahm but <u>definitely</u> when they were younger, <u>I couldn't</u>. And I did find that the separate building was very useful because ahm it just meant that the kids could play in	Children reaching school age changes home-work; Home-work & young children don't mix Spatial separation Separation enables kids	Work-family interface	Showing that home-work boundaries depend on children's ages; Creating dichotomy; Protecting house as	Home-work as	The worker who creates distance between family & work

	the house. I wasn't kinda saying "Keep the noise down" or ahm so when I moved to Cork, I moved about a year ago and ah I was to take up a monitoring role and I haven't quite taken it up yet. I'm now working on we're revising all our existing awards. When we were set up we took over the awarding function of a number of different bodies, so revising and reformatting I suppose all our awards and putting into a new template with learning outcomes and the assessment, whatever. So, I'm just coordinating all of that ahm and I'm doing again, I now work at home. I probably go to Dublin maybe once or twice a week. I work at home then full-time the other days. But I'm actually remote based, now I'm based in Cork. But I probably still find I go up maybe maybe twice a week or so. So I suppose I've kinda worked at home	to play in the house; Not enforcing work norms onto kids (no brokering) Current job content The home as main work base; Extent of travel to head office Timelines: home-work	Employment Home-work vs. office work	home from work Clarifying extent of office-based work & home-based work Positioning self as	family practice Organisation practice	Core participant Influential, core participant Peripheral (physically)

	various, you know, varying number of days per week, for the last 9, 9 or 10 years.	for a decade in various forms		experienced home worker		
I:	Wow.					
P:	From when James was, certainly since we moved, say 2001 I suppose. So yeah, on and off and maybe I probably very rarely done a full full week because I just find it kind of isolating. And I probably, when I was in Kildare, the arrangement was that I would be in at least every twice a week, so I did that. So I suppose I'm just used to it and I, you know, I treat it very formally in the sense that once I've dropped the kids I start at, you know I start at kind of maybe 9, half 9 ahm and then take a lunch break and go back. So it's all quite structured.	Avoiding full-time home-work; Portraying full-time home-work as isolating Past home-work arrangement; Home-work as habit Formal structure Traditional temporal work structure	Home-work vs. office work Traditional work discourse	Portraying full-time home-work as isolating Turning home-work into office work	Her work informed by home-work practice & office work practice Home-work practice as family practice	The traditional worker
I:	Yeah.					
P:	Ahm. Now this workspace is probably, when we moved to Cork this is actually the first time I've been working in a bedroom and I actually didn't like	Spatial setup Disliked working in	Space	Highlighting difficulty	Home-work	

	that at the start. I suppose it's a spare bedroom, which I find it kind of, you know I'd much prefer just having my own separate space which is just a dedicated office space, ahm because it was just very, you know, it was there was a very clear break between the home – and you actually physically went out of the house, went out to your office.	bedroom (symbolism?); Defining space Seeking her own dedicated office space Separate space divides home and work; Making physical transition of leaving home for work		of working in a home space; How a space is defined affects what you can do in it; Dedicated workspace facilitates work; Showing that clear separation facilitates work; Physical acts create mindset	practice as family practice	
I:	Was it like a shed in the garden?					
P:	Yeah yeah just like a wooden cabin, you know those wooden cabins, like a seomra, ahm so I had a just had a phone point and I had a computer out there and I had bookshelves ahm and my desk, whatever so it was just just an office space, but it was a dedicated office space so it just meant close the backdoor and out and that was…you'd kind of remove it. It was you know that was good and particularly the kids were younger, I don't think it	Features of the office (Reification) Having a dedicated office space 'Closing the door' on home, removing work from home (physically & mentally) Impossibility of mixing	Space Home-work interface	Demonstrating necessity of shutting out home while working Portraying work &	Home-work as family practice	The worker who shuts out family

	could have worked. I don't think I could have worked it otherwise in a bedroom because it's just the noise levels and I don't know would it have been fair on them either cos it's not fair in their own house if they can't have kids, you know they can't play. And as I said they always had a childminder. I've had a childminder for the last ten years even though I was working at home because it just meant – now you've got flexibility with the childminder, if they're sick it's not the end of the world. You can manage the odd time, but just you know I paid full childcare costs ahm and had it very structured so that you know, that I could actually go and get my work done ahm. And again, kinda finish off at five, half five. Now there's a <u>danger</u> in working from home. You can work on a bit, you can kind of say, you know,	children and work Working inside the house: boundary infraction on work (distraction by noise); boundary infraction on home (kids can't play) Anticipating rather than negotiating boundaries Childcare in place despite presence at home Flexibility Occasional mixing of work and childcare acceptable (emergency) Formal structure makes work possible (Children a barrier to doing work?); Traditional boundaries; Home-work as dangerous because it allows for over-work	Work-home interface Childcare Home-work interface	family as dichotomy Protecting work Protecting children from work Separating home & work Showing that merging of home & work is only acceptable in emergencies Showing that separation is needed for work to get done	Home-work as family practice Childcare practice Home-work as family practice	The mother concerned for children's wellbeing The home-worker who shuts out home

	because you don't have to go now, you're not rushing for trains or whatever ahm but that balances out then. There's days where it's quiet that you can take a bit of extra time so it kind of balances. So it's great. I have to say I found it ahm – when I was in Kildare I had maybe a two-hour commute in, which just by the end it just ahm, you couldn't do it more than two days, it was doing my head in. The very odd week if I was in the office for, it'd be the very odd week if I had meetings that I might be up three or four times. It just would be things on on four consecutive days and by the end of the week I'd just be ready to scream. It just was too long. Even on the train it was about an hour and forty minutes ahm so it just I mean the benefit there is that I wasn't commuting, the days I was working at home. And it meant I could walk the lads to school and,	Lack of external boundary enforcers Temporal flexibility swings both ways 'Privilege' discourse Evaluating home-work against the annoying commute Extent of presence at head office Emotional effect of commute Home-work as relief from commuting Home-work as an	Commuting Office work Commuting	Portraying flexibility as dangerous Portraying flexibility as opportunity Positioning commuting as annoying Highlighting emotional effects of commuting Evaluating home-work as relief compared to commute	Office work practice (mutual engagement) Home-work as	

	which is quite nice ahm and I had a bit more flexibility in being around if were the case that I ever had to go up to the school or it just meant you were kind of near so there is, you know it's tremendous in that way. And you are a little bit out of the politics, I suppose ahm of work but I think if you did it all the time it'd be a bit isolating or a bit lonely. Like I quite – now I go up to Dublin maybe about twice a week which is probably too much unless it's the short trek on the flight, but I actually quite enjoy being up now cos it's a bit of interaction with colleagues. Otherwise you're on the phone, you're you know, my system now was down this morning I'd to ring the IT. They said "No no it's not just you". It, the server was actually down in the office cos I connect through a remote server so I can access the emails and the files online	opportunity to be around for childcare Opportunity of presence Privilege discourse Home-work as escape from office politics Full-time home-work as isolating Evaluating extent of travel Office work as social interaction	Childcare Home-work vs. office work	Positioning home-work as childcare-friendly Evaluating home-work against office work	family practice Home-work as family practice Office work practice Office work practice	The mother who is available for childcare Being peripheral at work practice How to prevent marginality: occasional interaction

	ahm. But you don't know that when you're here, you know he wouldn't automatically ring you, so I ring "Why don't I have?" and sometimes you don't know whether it's you or whether it's you know something up there. But ahm, no it works out fine. I suppose it's you know it's	Being out of the loop as the home-worker			Office work practice	Being peripheral, out of the loop
	probably not ideal from my own manager's point of view cos you're not on hand and they've to ring	Anticipating manager's construction of home-work		Portraying home-work as inferior to office work	Office work practice	Being remote
	and sometimes then if you go the loo or make a coffee and your phone goes. I used to be like, "Oh my God, they think I'm"	Impression management: wanting to appear to be 'at work' and contactable	Traditional work	Worrying about being perceived as non-worker		Careful not to be positioned as non-worker
I:	Yeah					
P:	– and now, I'm not now any more. It's just I suppose I've done it for so long and I just, it becomes	Impression management lessens over time				
	apparent if you're not the work quite quickly	Output vs. visibility	Performance	Re-evaluating how performance is measured		Positioning self as performing
I:	They'd know?					
P:	Yeah it does. Yeah. Stuff either gets done or it doesn't ahm so now if I miss a call, I just think well	Output more important than visibility	Performance	Re-evaluating performance		

	I could be at my desk you know, at work I could be gone to the loo or gone to make a coffee. And equally, you'd miss a call so you know you're, it's ahm but at the start, you know. And I think before we had a	Constructing home-work as same as office-work; Legitimising home-work	Home-work vs. office work	Making home-work into office work		Positioning self as just as worthy as office workers
	formal policy in work ahm I used to be kind of you know paranoid, nearly afraid to leave my desk in case you know. Ahm but no, it works out now as I	Monitoring impression before formal policy; working hard to make up for invisibility	Traditional work	Formal policy legitimises home-work as work; Associating performance with availability	Home-work as organisational practice	
	say it works out very well and certainly since we moved to Cork, you know it	Privilege discourse	Privilege			
	enables me when I fly up maybe twice a week to Dublin, ahm and it's great. It means I can continue to do my job or whatever having moved, which is	"Enables me": privilege language				
	great. So ahm, no it works well but I think it just I think it does take – it may	Privilege		Showing appreciation of work arrangement		Positioning self as lucky
	not be to everybody's liking cos it is a bit isolated and I mean there's no colleagues now for lunch or for coffee.	Home-work as different from office work	Home-work vs. office work	Comparing home-work & office work		
	You know you're just on your own for the day and	Home-work as isolated				The isolated, peripheral home-

	I'm I suppose I'm slow to go and meet people for lunch. It's just…it's just the time I suppose, you know. Ahm so I just tend to kind of work for the day ahm. But the benefit then is that, you know, you do have great flexibility. You just, I don't have a commute and just, I start and then I get finished this evening at five and I'm finished which is grand, there's no hours commute and ahm, and you can actually sometimes get quite a lot done cos you're kind of you're quite focused. You're out of ahm you know the office chat…	Reluctant to leave house for lunch, reluctant to 'waste' time Using the day for work Home-work as flexible Home-work as escape from commute Cutting work hours due to lack of commute Home-work as focused bubble	Privilege Commuting Home-work vs. office work	Constructing flexibility as opportunity Evaluating home-work against commute Comparing home-work with office work		worker The privileged home-worker The productive home-worker; Being peripheral
I:	The office banter?					
P:	Yeah chats here and there in the office which can be a huge distraction and I find, I go up usually on Mondays. Monday's just <u>manic</u> cos I go from meeting to meeting, cos I'm up there then I've got to try and meet everybody, just kind of update and see where we're at ahm so the	Office work as distracting Office days vs. home days (manic vs. focused) Office: busy, hectic, manic		Juxtaposing home-work with office work	Office work practice	Being a core participant at work

	days I go in are just manic. But I don't mind that then you know. And then, I need to do that when I'm there that I need to make sure that I meet everybody and see everybody that I need to see ahm so. So that's it I don't know if there's any kind of specific questions that you have or anything.	Office as about social interaction			Office work practice	Being at core of office practice
I:	Yeah just a few things ahm. You were saying there that before you had a formal policy, were you the only person who worked from home?					
P:	No. I there was ahm a couple of others but it was very informal. It was kind of on a ahm, you know "I'd like to work from home rather than travelling for two or three hours". And then you know it was very informal basis. It more grew out of the one or two – one person I think in particular actually used to commute in ahm from Bray and then, it was just when I started, someone said, "You	Home-work in the past: an informal practice (lacking legitimacy?) Being introduced to idea	Home-work	Highlighting home-work trajectory within organisation Constructing home-	Home-work as organisational practice Office work	Being part of a work

	know, such and such works from home one or two days a week. You could do that." So I said "Mm that could be a good idea". So I started doing that and it kind of grew in that way ahm and then of course others said "How come they're working at home and we're not?" and so it was just felt – now that was actually about three or four years of some people were doing it, some people weren't ahm that they put a formal policy in place. And the policy was, if you work, if you lived more than fifteen miles outside of Dublin that you could work from home maybe two days a week. Two out of the five, say. Two out of the five days a week. Ahm and that, but you had to agree kind of your days in advance and that kind of worked ok. Ahm so that's still there and that doesn't apply to me so much any more because I'm just remotely based	of home-work Reference group (others do it) Her home-work developed gradually Privilege of home-work causes envy Formal policy put in place Content of policy (home-work portrayed as relief from commuting) Structured/ monitored home-work Categorising self: falling outside of policy	Home-work Employment Home-work	work as someone else's idea Constructing home-work as privilege Constructing home-work as formalised arrangement Constructing self as different	practice Home-work as organisational practice Home-work as organisational practice Home-work as organisational practice	community The privileged home-worker Positioning self as remotely based

	now ahm. I: Yeah. Did you have to negotiate that with them? P: Well I actually went for a job that was based in Cork. Ahm ahm a role which I got and I just haven't quite taken up the duties of that role yet because just in terms of I suppose my own role, I just haven't been released from my own role. There's just too much to do. Ahm and I don't mind, I'd be happy to continue it but it had to be, it had to be down in Cork. So, and it's worked out fine, it's worked out very well and actually we do a lot of work locally, with for example the *Sub ORG*, the Cork *Sub ORG* for example we do a lot of work with. So it's actually worked out quite well. I'm meeting them there tomorrow for a meeting so because I'm near I'm more inclined to go in whereas in Dublin I would have been "Oh God no". You know that at least	Job content	Employment		Organisation practice	Being at the core of organisation practice

	now, that's actually you know we've got a lot of stuff going on there. So in a way because I'm out of the office I'm actually more inclined then in some ways to go out to meet people	Seeking social interaction				
I:	To make an effort?					
P:	Yeah to kind of make an effort that because I'm kind of out and about anyway, ahm so it's actually worked out quite well. It's just, it's just for the project we're involved in we've been able to get some activity going.				Organisation practice	Core participant
	Ahm so I am remotely based. I just haven't quite taken up the official remotely-based role. Just in terms of resources and now with the moratorium, if I leave my current role I can't be replaced. So it's just got complicated. So it's it's fine. I don't mind what role I'm doing as long as I can do it from here. And I can. It's worked out. Now as I say it's not ideal every time because you're trying to, you know next week, the	Categorising self as remote worker Being based at home more important than job content	Home-work	Categorising self Prioritising work location over content		Positioning self as remote

	following I'm trying to plan meetings and you're trying to plan them. I don't want to be travelling to Dublin every second day. You're trying to plan them so some of them are maybe on the Monday or Thursday ahm and I don't think there's a week been that I haven't gone up. I think it's more or less been that I have – maybe over the summer there's one or two weeks that were quiet enough. But so far I've been up in Dublin at least once a week ahm and possibly twice a week. Twice a week is a bit, it's a lot. It's a lot if you're going –	Minimising extent of travel No working week passes without visit to main office Extent of home vs. office work	Home-work vs. office work	Constructing travel as undesirable Describing own work pattern as mix of home & office work	Office work practice Office work practice	How to prevent marginality
I:	Yeah.					
P:	I found by Christmas I was going twice a week ahm for a period and you're, you know, it's tiring cos it's a long old trek up and down. Ahm but, you know, this week now is only up once a week and I'm trying to manage it where, if I can, I'm not going up	Minimising travel		Constructing travel as tiresome		

	unnecessarily. That, again, at the start I suppose I was going up to kind of be seen and then I was thinking, you know, if I have to go up, if there's a meeting I'll go but otherwise ahm – and I do a lot of teleconference meetings, so I work very closely with my colleagues and we'll do, we'll arrange meetings on the phone.	Wanting to be visible to organisation; impression management Replacement for visibility: teleconference	Traditional work	Evaluating performance by visibility Creating new ways of visibility	Office work practice Office work practice	Wanting to remain positioned as core worker How to remain between core & periphery
I:	Ok.					
P:	Now, from time to time, I've two little dogs. You know the dogs bark in the garden where they – there's practical stuff like that but ahm, you know, you've just got to lock them in the utility room and things like that aren't – I just don't like them, I like it completely…quiet	Locking in dogs: containing home-related interruptions (boundary setting) & impression management	Home-work interface	Guarding work from home; Maintaining 'professional worker' image	Home-work as family practice	Positioning self as serious worker
I:	Quiet					
P:	Quiet and whatever. So there's a couple of practicality issues around that but ahm, you know, the postman will come and the dogs will bark. And that's happened once or twice.					

	And it's fine if it's just colleagues because they'll just be laughing but if it's external people I'm usually very careful. Lock them in somewhere so there's ahm and I have my phone, kind of people who ring me directly in the Dublin number it's just transferred to my mobile so they don't necessarily know where I am	Boundary strength varies depending on who she is interacting with Maintaining professional image Not revealing home-based work location	Boundaries Home-work interface	Showing fluidity of boundaries; making boundaries about social others Maintaining 'professional worker' image	Office & home-work practice Office work practice	Positioning self as worker
I:	They don't really know where you are					
P:	No no					
I:	So you don't want them to know that there might be a dog in the background?					
P:	Yeah yeah yeah. Or you know, ah, they're just ringing the office so they don't know. But a lot of people I have to work very closely with outside the organisation would know, cos they'd say "Ah how's the weather in Cork today?"	Wanting to retain status of office worker Revealing home-based nature is a matter of trust	Work-home interface	Showing that boundaries depend on social others	Office work practice	Positioning self as worker
I:	Ah ok					
P:	But others who'd just be ringing in with a query or something wouldn't	Strangers unaware of her location at home				

	necessarily know. They just think that they're ringing the central line and if it's it's transferred to me, my desk in the office it's transferred here ahm so they don't necessarily know that, you know, that's where I'm based. And they, you know, they don't need to know ahm, so a few things like that but other than that it works out, you know, it works out fine.	Location as irrelevant, doesn't need to be revealed	Home-work vs. office work	Constructing work location as irrelevant		
I:	Yeah. You said earlier that some of you were working already and others weren't and that there was questioning as to "Why aren't we working from home?"					
P:	Yeah. Yeah.					
I:	Ahm…do you think there was a bit of conflict there?					
P:	There was a bit of conflict. There were one or two people in particular who were kind of "How come she's allowed to do that?" and you know, "She's not here and we've to be in here" and ahm and I don't	Home-work envy	Home-work	Constructing home-work as privilege	Home-work as organisational practice	The privileged home-worker; peripherality as a benefit

	know did they think we were off – ahm I think I said one day "Do you think I'm off down in Tesco's or I'm sitting in bed making toast and jam for the day?" you know! (Laughter)	Locating others' envy in their misconstruction of home-work as leisure	Home-work interface	Highlighting others' misconstruction of home-work as leisure		Positioning self firmly as worker
I:	(Laughter)					
P:	Ahm and there was a kind of – which is just what happens in organisations, like "How come they have that and I don't have that?" and you know that's why they put a formal policy in place because you could apply and work but ahm yeah there was a lot of contention and there was for a while. There was one or two individuals in particular. Now actually, they've since retired, funny enough the two of them ahm but that they were, you know they didn't like the sound of it. And I was a bit, not great in favour so much but I was kind of going to make a case, "Look I'd like to work at home two or three days a week". And	Formal home-work policy to curb envy	Employment		Home-work as organisational practice	
		Others' home-work obstructions	Employment	Demonstrating home-work opposition	Home-work as organisational practice	

	then someone saying "Yeah ok" or not. But there was no policy there. So ahm I suppose others going in asking for it and then someone saying well no – and then "How come she's allowed to do it and I'm not allowed to do it" and you know it got ahm – now that was after I was doing it for about three or four years, at least at that stage ahm now maybe at the start, I suppose I was doing it I was employed on a project basis so I was contractual which is different to when you're suddenly permanent then they're you know	Home-work envy; criteria for being allowed to work from home unclear Others accept contract staff working from home, but not permanent staff	Employment Traditional work	Constructing home-work as privilege Constructing permanent staff as having to be visible	Home-work as organisational practice Home-work as organisational practice	Being privileged Trajectory from contract to permanent worker
I:	Yeah					
P:	Ahm and I think that's when I suppose that the that it started. That I was doing it for about a year or two so they as I said, then they put a formal policy that was kind of negotiated ahm now I don't know that it's that strictly…implemented to be honest because it's supposed to be two days in				Home-work as organisational practice	

	and three days and you're supposed to ahm agree your days but it has opened it up. There's a couple of people now who would work at home, even who are based in Dublin, who would work at home maybe one or two days a week and then just put it on their schedule on their e-working as you call it. On ahm a Tuesday mainly, for example.	Home-work labelled e-working	Home-work	Introducing different categories of home-work	Home-work as organisational practice	
I:	And are they people that would be ahm within the fifteen mile ahm radius?					
P:	Yes. Yeah yeah. So it's not really eh ahm that I suppose ehm strictly adhered to. And the other I suppose contract, slight kind of cont contra maybe contract is the wrong word but it only really applied to certain grades, I suppose. Or, you see it's not appropriate to every role. It was only really applicable to some roles, so for example now the administrative supportive roles it didn't really apply to and it	Formal policy has opened up Home-work as only suitable for certain jobs	Employment Home-work	Constructing home-work as not universally suitable	Home-work as organisational practice	

	wouldn't really be appropriate					
I:	Yeah.					
P:	So you could see then some of the admin staff ahm last year I was in, I was actually involved in a different role for about a year ahm and I had two admin staff working kind of for me. And at the start that was a bit difficult, saying "Oh you know she's never here and she's coming and going" and because I might only be in, I mean from Cork I was only in maybe twice a week. But after a couple of months I remember one time, "You know it does work, it's working quite well". Once they kind of got to that stage where they were like "She's ok, I know she's at the end of the phone and she's there" ahm but it is I think more difficult. I actually then changed roles in September ahm and that suited me really because there's two of us now and there's a	Past job content Her staff resentful of her invisibility Staff accepting her invisibility Presence replaced by availability on the phone	Management Traditional work New ways of working	Showing that work is judged by visibility Creating new ways of being visible	Home-work as organisational practice Home-work as organisational practice	Being core participant; influential Peripheral yet influential; this caused tension New ways of remaining a core participant

	kind of team of admin, but where I'm not specifically responsible for anybody and that kind of suits me. I don't know that it's fair to staff to be responsible for them if you're not there, you know. That's often. And it's different you working – if you're only working two days a week [in the office], but I'm technically remote working. We distinguish now between e and remote working	Constructing management as presence	Management	Listing criteria of managerial work	Home-work as organisational practice	Removing influence Not wanting to bridge influence & peripherality Positioning self as peripheral
I:	Oh. Ok.	Different categories of home-work	Home-work	Introducing different categories of home-work	Home-work as organisational practice	
P:	You see. Cos e-working, we've an e-working policy where you could apply to work say two days a week at home. But we actually have remote workers, which is people like me and we have a lady who works in Galway, who works remotely all the time. She she does project work for us and she's on a contract now for a year and she only comes maybe to the office once every two or three	Definition of e-working Definition of remote working	Home-work		Home-work as organisational practice	Constructing self as part of a group of remote workers

	months for a specific meeting that we have. So she's not there at all. Now I go in more often ahm I just ah there's a we have a management meeting once a week and I'm on the – she's not on the management team, where even though I changed roles and moved remotely I stayed on the management team ahm so I kind of go in once a week to the management meeting. Ahm, but we have and we have a two others, one in Limerick and one up the country who do ah, they visit centres and they would work, they would work remotely because it's appropriate. They they visit the centres in the regions ahm so, you know, so we have kind of lots of different staff who, so it's not an unusual policy then or practice. You know there are people who kind of work at home in different ahm for different reasons	Job content has to be appropriate for home-work Different forms of home-work	Management Home-work Home-work	Constructing home-work as not universally suitable Introducing home-work heterogeneity	Office work practice Home-work as organisational practice Home-work as organisational practice	Influential despite peripherality Self as part of a group of remote workers

	and different guys. So I mean all staff now know when I go up they say "Oh how you getting on in Cork and what time did you leave or what time…" ahm and they know that I'm travelling up and down and ahm. So it's fine, no it's worked out, it's worked out well. And I've done the one in Cork now for about just over a year, I suppose. A year, kind of last September, so nearly a year and a half ahm and I was a bit concerned because that's a bit different now to commuting from Kildare but, you know, it's worked. It's worked out fine and ahm, you know, I suppose the work is being done and we have certain objectives that we work within. As long as they're being achieved, then	Timelines Current commuting situation different from previous Evaluating work performance by output	Performance	Describing own home-work trajectory Re-evaluating performance	Office work practice Organisational practice	Trajectory Positioning self as worker
I:	So once you meet them they don't really mind?					
P:	Yeah yeah, that we have a work plan and ahm and targets so I mean once		Performance		Organisational	

	that's been done and I suppose my director, I've worked with now for a number of years. I mean we work together quite well and she's kinda used to working with me over the phone and ringing me or whatever and so, you know that's fine. I'm sure it's not ideal, I'm sure she'd prefer most some days if I was around the corner so she could pop her head around the desk, but ahm you know it works. It works ok, so. So yeah.	How boss copes with her home-work Constructing home-work as not ideal for cooperation	Work relations Traditional work	Describing effect home-work has on work others Constructing home-work as inferior to office work	practice Home-work as organisational practice Home-work as organisational practice	Being embedded in organisation Peripherality as less than ideal
I:	Yeah. Do you think if you were, like, closer to the office, say if you were living in Dublin, do you think you'd still prefer to work from home the odd time?					
P:	Yes. Yeah. I suppose because of where I was living, it was more of the commute than anything else because I was living in Naas and commuting in. I mean I just couldn't do that commute more, you know	Commute as reason for home-work	Commuting	Portraying commute as at the core of home-work decision		

	five days a week. So even still I preferred yeah, to do maybe two or three days at home. I probably would prefer actually that than working at home all the time. I mean two or three days in the office is nice.	Ideal arrangement: balance between office & home-work	Home-work vs. office work	Constructing mix of home & office work as ideal work arrangement		
	You get the interaction. I kinda miss that. But then, you know there's the benefits then but you know ahm. I suppose I'm in Cork and I have that kind of flexibility, which is great so it swings in roundabouts then.	Office work as social interaction Home-work as flexible Home-work pros compensate for cons		Comparing home-work with office work	Office work practice	Home-work as peripheral but privileged
I:	Yeah. When you're talking about flexibility, do you have to do certain hours? I know you said you stick to, like, a 9 to 5 schedule, but do you have to do those hours?					
P:	No well. I suppose we, again our office would be open from 9 until quarter past 5 ahm you know some evenings I could be working and stuff till 6 or so, or 7. It's ahm…and we've an hour's lunch	Office hours Own hours could run beyond office hours	Traditional work Flexibility	Using main office hours as reference point; Associating flexibility with overwork	Office work practice	"Our office": part of work community

	break but I would rarely take an hour's lunch break even if on the days in Dublin, I'd rarely take an hour's lunch break. You know, we might grab a sandwich or whatever, so it's not rigid I suppose at their level. We work at – and we have flexitime that operates for the admin staff but we don't operate that so it's just whatever needs to be done needs to be done and that's that's it really. So ahm I mean I just had that structure to my day in terms of my own working day that I've started at…the days that I'm working from home I probably start around half 9 ahm and then I work till kind of ahm, most days at least until 5 and then if I have to work on, I'll work on. You know I'm kind of only up here so I might say it to the boys downstairs, "Look I'm working away upstairs" or whatever ahm and it's just if stuff needs to be done it	Organisation doesn't impose temporal rigidity Using the task as boundary Using 9-5 as temporal guide, but extending boundary if task demands it Task-orientation	Flexibility Flexibility	Portraying organisation as flexible Being flexible Relying on office hours as guide; Superimposing task over office hours Making the task	Office work practice Transferring elements of office practice into home-work Home-work as family practice	"We": participating in work practice

	needs to be done. It's kind of it's not a rigid hour as such, there's no clocking in or clocking out kind of as such, you know. But I think you I think you do need that structure cos otherwise…if you're working at home you can't say "Look I'll start" you know I think you need to kind of structure it yourself in your own mind that you know you've got a kind of morning start, lunch break and then whatever. Cos then the other danger is that you could end up working, equally you could kind of work till I mean I have emails from colleagues at ten o'clock at night, they'd be sending things. And that's a danger. You can go down that road, too. And I try not to do that because you just you could the work is endless, you could be here till nine or ten and I just have never done that. I say ok that's it that's as much as I can do today, tomorrow is another day.	No rigid temporal boundaries (rejects "clocking in & out") Necessity of temporal boundaries Necessity of imposing structure onto workday; Structure provides security of knowing how to proceed Danger of over-work Stretching boundaries portrayed as dangerous Potential for work to be omni-present; guarding against work Enforcing boundary around work	Flexibility Structure/ boundaries Boundaries Guarding	priority Being flexible with time Backtracking: remembering importance of boundaries Constructing temporal structure as necessity Portraying working beyond structure as dangerous By portraying overwork as dangerous, she condemns it Constructing work as ever-available Protecting self from work		Positioning self as someone who appreciates having a life

I:	Do you close the door after you?					
P:	Yeah yeah yeah. I close the door. And say on the days that you're off sick there's a danger ahm that you could say "I'll just have a look" and I've done that the odd time, but again I just try not to go that route and just say, "Look, I'm off sick and that's it", you know. Ahm, now is used to – I've gotten better – used to ahm one year actually last year, about two years ago I had a bout of pneumonia and at first I was out in the office checking and then I said "What am I doing?" so at that stage I just said "I'm off sick, I'm gonna be out for two weeks and I have a you know, and that's it!" and I I didn't you know, I just put an out-of-office reply and don't check it because ahm you could, you know, you'd just go mad, there's no end to it you know so that's the danger too that you can say,	Work always available (this is dangerous) Boundary breaking Enforcing boundary Learning to enforce boundary Breaking boundary; letting work invade Realising boundary breaking & reinforcing boundary Out-of-office reply is a boundary marker Consequences of unboundedness; work as endless	Guarding Guarding/ boundaries Guarding against danger	Constructing overwork as danger; Showing that it's easy to be 'lured' into boundary breaking; Protecting against work; Showing that boundary setting is a skill to be learned Showing how one is 'lured' into work Protecting self against work Imposing boundaries around work Constructing unboundedness as insanity	Home practice Home-work practice	Being firmly bounded: not bridging two practices Locating self in home practice Unboundedness (multimembership) as madness; shying away from this

	"And I'll just have a look at my emails and oh, I'll just respond to this and I'll just…". Ahm so I've gotten better at kind of saying,	Danger of being lured into work sphere and eroding boundary		Showing how one is 'lured' into work		
	"Look…" and as I say just closing the door and saying "I'm sick now and that's it". I don't go in. and I find actually, when I was in with the office ahm the one I had in Naas, the seomra I would never go in there at weekends or things	Learning to enforce boundaries Not entering office at non-work times as a form of boundary management Temporal & spatial boundary	Boundaries	Portraying boundary setting as skill Drawing boundary around work Imposing limits on work	Home-work practice	Not letting membership in her 2 practices merge
I:	Oh ok.					
P:	I just would never. The door would be closed. I'd never use the computer. If I had to use a computer for home stuff I'd use a home laptop. I just would never – to me it was just a work space and I never. Now I probably come in here more because it's also a spare room so if my mum is staying she's in here so I might just put my head in ah but other than that, I'd rarely ahm use the desk or computer at the weekend otherwise. You know, it's	Strict boundary Object boundary: separate work & home objects; Defining space as work-space Double function makes spare bedroom a boundary object Objects compensate for lack of spatial boundary	Boundaries	Separating home & work Showing that double function compromises separation Finding ways of compensating for double function;	Home-work practice Home practice	Positioning self as firmly bounded

	just too much like work then if I'm kind of sitting here. So we have home laptops and I might just check stuff on those if I need to, book stuff for home or whatever ahm so again it's kind of separating that space out. You need to do that. I think otherwise you're, there's just no end to it, you know it's kind of, it'll be endless. So.	Space induces work mindset Differentiating between home & work objects (reification) Imposing boundary Boundary needed to protect from ever-availability of work	Boundaries Guarding against danger	Associating physical space with mental mode Separating home & work; Constructing separation as necessary; protecting against work	Home-work practice Home-work practice as overlap, but no merging of domains	The bounded worker
I:	Yeah. And the content on the work computer and the home laptop, are they similar, do they cross over?					
P:	No different, completely different. No this is, this is a dedicated work ahm computer so and work printer and we have two laptops that the boys use at home and I don't leave them I don't leave them use this one. I couldn't just for security reasons I can't run the risk of viruses on this one corrupting ahm, so no they're completely different. So, now I mean I can obviously access I can	Separation of home & work objects Dedicated objects Keeping children away from work object Protecting work content	Boundaries Guarding	Separating home & work Protecting work from children	Home-work practice	

	access google and whatever on this, so if I wanted to look up stuff I can do it, you know ahm. But the lads are rarely on this one. It might be if the other one isn't working or printing, they'll say "Mum I've got to print something out can I use yours?" but ahm, but no they don't download or use this, so they're completely separate. And this actually, this computer belongs to ahm belongs to the organisation, so well the desk and the stuff is mine but the computer and printer and that equipment belongs, doesn't belong to me. So I kind of treat it as a work, you know as a laptop if I'm going somewhere, I'll take the work laptop with me, so the two laptops left at home are ours, they're home laptops yeah.	Exceptions to boundary Work objects owned by organisation (stronger incentive to separate?) Work vs. home laptops	Boundaries Boundaries	Clarifying circumstances where boundary exceptions are ok Making work objects officially 'work'	Family practice Home-work as organisational practice	The bounded worker
I:	Ahm and your boys, when you work, do they know not to interrupt you?					
P:	Yeah they cos I've worked from home for so long ahm	Home-work boundaries become habit	Habit	Portraying boundaries as habit		

and now way back when, you know, James was small, he might come out and knock on the door if they were playing in the garden and I'd just say "Mummy's working! Mummy's working!" ahm and I'd threaten him and say, the odd time I'd say "You can go to a crèche or you can stay at home, but if you stay at home you can't interrupt me when I'm working." So they got the message, fine. Mary was my first minder and then Kate. And I'd say "Look, there's your choice, if you wanna stay at home, you've got to, you know, you've got to stay with Mary or Kate and I'm, you can't come out." So they rarely would. If there was an odd emergency they'd come out, the odd knock on the office door ahm. Here, by the time they're home it's about half four, now before they're home, maybe James around half two. But they	Child attempting to encroach on work Drawing boundary around work; Enforcing boundary by threat Protecting work from interruptions; Boundaries understood Enforcing boundary Exceptions where boundary breaking is acceptable: emergency Children accepting	Boundaries Guarding Guarding Consent	Showing that children's ages shape home-work boundaries Protecting work from home-related interruptions Protecting work Protecting work Clarifying instances where boundary breaking is ok Showing that children	Home-work as family practice Home-work as family practice Childcare practice	Positioning self as worker The worker

	are actually very good. Like he'd play, he'll watch his TV or play away downstairs ahm the very odd time if they're up overhead, you know, one of them was bouncing a ball yesterday and I had to go out and say "Guys, I'm working!" downstairs cos I could hear the up in Ryan's bedroom, bouncing a ball on the wooden floor. They said "Sorry Mum, sorry Mum! I forgot" ahm but you know, other than that it's fine ahm. They rarely come in and if they're here, you know, there's no friends in the house when I'm working cos I can't cos the friends are just too noisy.	boundary Reminding children of boundary around work Children apologise for boundary infraction Social boundary: no friends in house during work to protect work from noise	Guarding Boundaries Rules	respect boundary around work Protecting work Showing children's awareness of boundary Protecting work	Childcare practice Home-work as family practice	Work& home practice are performed in proximity, but don't meet Being present at childcare & work practice, but only participating in work The serious professional
I:	And they know that?					
P:	They know that. And the friends know cos like I've said "No I work at home and you can't come in until after five" and they'd be "Are you finished work yet? Can we come in?" ahm anyway you can hear them	Children's friends aware of boundary Social, spatial & temporal boundary Testing boundary	Boundaries	Making boundary known; Guarding work against children's noise; Showing children's awareness of	Home-work as family practice	Positioning self as worker

	shouting on the trampoline and playing and ahm and even when I had a childminder I'd say to them "I'm sorry you can't have until I finish" because particularly in the garden, cos I had my office in the garden, you couldn't have children running around in the garden ahm so that's the same rules here. Saying "Look, you can go out but you can't have your friends in until - I can say look after five" and then by five or so – because you'd rarely I mean if I stay working here beyond five it's just me usually working on stuff, or maybe one of my colleagues who I work with ah might be on the phone, but I'd rarely have meetings, telephone meetings or calls or anything after five. Then it's just I don't mind if they have a pal here. It's just if I had a teleconference or a meeting, you know, I can't. Ahm yeah yeah.	Enforcing boundary Refuses to mix children & work Enforcing boundary Boundary loosens after office hours (no official meetings or phone calls) Boundary depends on nature of work	Guarding Boundaries	boundary Protecting work Positioning home & work as dichotomy Making boundary a rule Showing that boundary is shaped by work others Highlighting influences on boundaries	Home-work as family practice Work informed by office & family practice	The serious professional Reducing participation at work & increasing participation at home

I:	Yeah. What age were they when they first understood that they were not to interrupt you?					
P:	Ahm…I suppose when I started work at home, the older two would have been, I'm just thinking now we moved back, I suppose they would have been…maybe five…and…maybe five and three. And the younger guy, I suppose before he kind of even understood it, he would have been maybe two or so. Ahm, but I always had a separate building so they just knew that was Mum's office. Ahm so it was never in the bedroom or it was never, so it wasn't that difficult for them because as toddlers they were in the house and I would have been gone out of the house. So it would only be in the garden, you'd get an odd knock on the door, you know if they were, the younger guy, the other two would have been at primary school I suppose	Designated space creates association of "Mum's office" Clear separation helps children understand when mum is available	Children Family-work interface	Showing how children learned boundaries Creating distinction between work & home	Childcare practice Home-work as family practice	The serious professional The home-worker who is unavailable to children during work hours

	when I started. Ahm so you might get an odd knock on the door, kinda saying hello, just saying hello or seeing how you were. Ahm and he one day, I was at a conference actually, this is when he must have been about two, three. It was a latch ahm door. And I must have got out something out of the office in the morning and left it open and he actually went in there. And	Occasional boundary infractions	Boundaries	Justifying occasional boundary breaking	Home-work as family practice	Occasional Multimembership
	he locked himself in. My childminder then couldn't find him, cos of course he	Child locked into office	Childcare	Relating childcare scenario that was made possible only by her home-work	Home-work as family practice	
	was never allowed in there, so he must have thought, "This is great, mum's gone." So he was sitting on the chair and swinging	Child not allowed into office (boundary)	Boundaries			
	around and she ended up calling the guards in the end and they were all searching the place	Situation that could not have happened without home office & her boundaries	Childcare		Childcare practice	
I:	Oh God					
P:	And it was big drama. And I had my phone off cos I was at this conference. And eventually, and they were knocking on the door and					The serious professional who misses childcare drama

	he, you know, he wasn't answering of course because you know, he wasn't allowed in to this office. And eventually I think a guard actually saw him through the window of the office. I think he saw the – cos I had Venetian blinds, you see, so they couldn't see him from the garden. I had blinds up and everything. Ahm, and he saw the chair swinging, and they knew he was inside. So, they had to get my husband to come down with the spare key to open the office (Laughter)	Office off-limits to children	Boundaries	Separating between home & work	Home-work as family practice	
			Childcare		Childcare practice	
I:	(Laughter)					
P:	So that was the only kind of drama we had. But ah, no it's fine. It's worked out fine. This is the only house that I've actually had that I'm in the bedroom, that I'm in the spare room. Ahm, and in looking at houses, when we moved to Cork, I had to look at them and say "Ok where am I going to work? Where am I	Spatial boundaries change with living situation	Space	Describing home-work trajectory	Home-work as family practice	Being physically present in two practices
		Home-working changes criteria for living	Home-work interface	Showing that home-work affects lifestyle		The home-worker whose life choices

	going to have an office space?" With this, this is a five-bedroomed – and we've three boys and also a four-bedroomed wouldn't have worked because I'd have nowhere for my office space and so we looked at "Look where could we, you know, where could we put something?" so probably eventually, as I say, I	requirements			Home-work as family practice	are affected by work
	probably maybe just put a …kind of a wooden cabin or something in the garden, that's just a dedicated	Plans to create clearer separation of home and work	Space	Portraying separation of home & work as desirable		Wanting to be physically present in 1 practice only
	workspace because, you know, it's just when you work at home full-time, which I do more or less, then ah you just kind of you	Seeking dedicated workspace	Boundaries			
	just need a space that you know, that's just for work	Dedicated work space as necessary	Boundaries	Constructing separation as necessary	Home-work as family practice	The serious worker; the bounded worker
I:	With the last one, did you put it in deliberately?					
P:	Yes yeah. In the first house, when we moved to Naas first, the house we bought was belonging to a photographer, so he had					
	like a studio at the side, which was a proper kind of	Spatial setup of previous house	Space		Home-work as family practice	

	functioning building and I suppose that's how it started because I had a workspace then. It was really easy to work from home because I just had my office there, so when we moved house, we moved to just outside Naas the village, we actually put in ahm, we just bought a bigger house and we actually put in ahm this wooden seomra. It wasn't a seomra, it was a crowd in Tallaght who do the wooden ahm you know cabin, you know, to an effect, and just made that dedicated office space. Ahm, and that's actually still there, we're renting that house as we moved to Cork then, the last house we rented just for a few months, they had a – he had a separate office downstairs, separate kind of…	Home-work facilitated by dedicated workspace Creating designated workspace Dedicated downstairs office	Space Space	Portraying separation as helpful for home-work Separating home & work Separating home & work	Home-work as family practice Home-work as family practice	The bounded worker The bounded worker
I:	Study?					
P:	Kind of off the utility room, yeah. Ahm and when we					

	bought this, it was just, we said, "Look ok need to use the spare room for a while", but it's not ideal. But it's ok actually cos I've gotten more used. At the start I didn't like it. I didn't like the bed, I just didn't like being in kind of a bedroom in the house ahm but it's rarely used. My mum comes from time to time, so it's rarely used actually as a spare room. It would only be used at night, so it probably actually does fine, I just need to – I just don't have as much storage space, and it's just the paperwork, a lot could be dumped. So it's just a matter of getting more tidy, I think and organised. I had the luxury in the last place. I had a big office, I had two big bookshelves and I just, the problem is you just don't dump stuff, you know. So I just need to kind of start going through and dumping stuff. And actually getting rid of stuff isn't as easy	Making do with dual purpose office Disliking working from within a bedroom (symbolism?; boundary object) Mitigated by being rarely used for its other purpose Less space in current setup Previous spatial setup	Compromise Boundaries Space Space	Constructing dual function as inconvenient Portraying bedroom as not conducive to work; attaching symbolism to space Showing how one can make do with dual function space	Home-work as family practice Home-work as family practice	Physical co-location of practices is a compromise Positioning self as serious worker

	ahm now I've a bag there that needs to be shredded, that I can't really put in a recycling bin cos it's confidential so it's just getting the time to actually physically shred. I might get James to, himself and his pals, give them the shredder and just get them to shred stuff for me, cos paperwork builds up and I just need time to shred it and it's just stuff that it, you know you don't want it going in the recycling bin. Ahm, so that's probably the worst thing, it's just the amount of paper you're trying to get rid of things. But other than that, you know it's yeah it's fine.	Boundary object			Home-work as family practice	
I:	Mm. In the morning, how do you start your workday? And, at night how do you end it? Because a lot of people have certain routines or certain, you know, just habits that they have to get them into a workday.					
P:	Ahm, not really, no. I just drop the lads to school and	Coming back from	Home-work	Constructing family	Home-work as	The mother; the

	come back. I usually have my own breakfast then and then I just start. Ahm I usually kind of make sure by half nine, I suppose I've dropped them, come back and had my own breakfast ahm actually this morning went for a swim because I used to, I have a back problem and I used to do a lot of swimming and I haven't, I've gotten out of it. This morning I went for a swim to *Pool* and I was back by ten, so I just made the decision, "Look I'm gonna start this morning at ten. I'll just go." And I watched my time to make sure I had enough time to be back by ten. Cos you can kind of go on, so I just started at ten then today. Ahm and that's it and I stop…actually I usually don't stop around one. It's usually around quarter past half one, I look at the clock and "Oh my God it's nearly half one" and I stop and grab some lunch, grab a	school run marks beginning of workday Temporal flexibility Not overstretching temporal flexibility Temporal structure of	interface Routines Flexibility Flexibility Time	routines as boundary markers Portraying flexibility as opportunity for leisure Portraying flexibility as danger of non-work Describing workday	family practice	professional The flexible worker

	sandwich or lunch. I rarely take much of a lunch break as such. Might take half an hour and I'll read the paper and get a sandwich or whatever. Ahm, and then I probably stop, kinda depends if the kids have to be dropped somewhere at five, I'll have to stop at five, cos they might expect – they have to go to piano at half five. So I stop at five then. Ahm because they have to go. Or if I have to drop them somewhere, usually I just stop around…but if I don't it could be – I suppose by around five half five I've to start getting dinner organised and things. I have to kind of stop then. If I had to go back to it, fine. But I probably have to kind of stop then to get stuff sorted. Or six maybe. Sometimes, some evenings occasionally about six. But they could be below and I'd say "I'll finish up at around six". And then I just kind of have	workday End of workday is organised around kids' schedules Family duties put an end to the workday (boundary enforcers) Possibility of returning to work Temporal boundaries can vary	Home-work interface Home-work interface Flexibility Flexibility	Using family routines as boundary enforcers for work Using family routines as boundary enforcers Showing that boundaries are flexible	Home-work as family practice Home-work as family practice	The worker The mother (End of work practice is determined by demands of family practice: interaction) The flexible worker

	to get my own – so I suppose family routines take over at that stage, you've gotta kind of stop at six o'clock. And I rarely go back to it after that, cos it's just, as I say, it's just endless. And you could work until midnight. The stuff that we do, it's just, there isn't really an end. There's always stuff you want to get through. But I mean it's constant.	Family routines necessitate end of workday Reluctant to return to work because of its ever-availability (=overwork) Nature of her work is endless, always more to do	Home-work interface Guarding against danger Guarding	Making temporal work boundaries dependent on family routines Portraying flexibility as dangerous; Protecting against overwork; Portraying work as endless	Home-work as family practice Organisation practice	Bridging participation in work & family practice The bounded worker
I:	There's always more you could do					
P:	There's stuff that you could be doing. So you've to have a cut off point cos you could sit here till midnight. And I have a colleague and a boss who work until, I mean I could have emails until 8 or 9. And I just can't do that. You know, you've got to separate. And I never was prepared to do that. I just kind of feel like "If I can do it, I can do it during the day" and that's it really. You know, there's extra little bits but I'd rarely stay	Temporal boundary necessary to protect from over-work Others' overstretched boundaries; Inability to overstretch her boundaries; Separation necessary Refusing to let work out of its bounds Accommodating low	Guarding Flexibility Home vs. work Guarding Flexibility	Showing necessity of boundaries Showing consequences of flexibility; Family as barrier to overwork; Showing necessity of separation; Protecting against work Allowing for	Organisation practice	The bounded worker The flexible worker

	until 9 or 10, working. I would want to be, you know, under serious pressure and I just think if you go down that route you just, you drive yourself daft. You know, so. You know, they're, I suppose they're not really routines as you know, once I – I've gotta get up and drop the lads and once they're dropped I just start really from then. I don't go anywhere else, I just come back and start work really, you know. Or I'm trying to get into a routine of going for a swim and coming back then and starting work. Just to have done some exercise and gotten out for the day, cos you're kinda sitting a lot and I've a back trouble and one of the issues I think is because I'm sitting working. In the office, you are ahm you're more inclined to get up and walk around, see who's there, whereas here at home you're more inclined just to	levels of overtime Associating unboundedness with madness Start of workday organised around family routines Office habits vs. home-work habits	Guarding Home-work interface Routines Home-work vs. office work	flexibility Positioning unboundedness as madness Using family routines as boundary markers Comparing home-work with office work	Home-work as family practice Office work practice	Bridging participation in work & family practices

	sit for a few hours and it's not great. So, I'm gonna try to maybe in the mornings, drop the lads and go for a swim and be back by ten. Just start a bit later. Ahm and work on a bit later or work on through lunch. I kinda work through lunch anyway. Or say if I take half an hour – because it's not like you meet anybody for lunch so half an hour's fine just to get a sandwich and a cup of tea, read the paper and catch up with the lunchtime news. Ahm, and you know, that's it really, so I suppose my routine before used to be go out of the house but now I just come up here and yeah ahm	Previous routine: leave house to start work	Routines			The flexible worker
I:	It's nice and quiet up here.					
P:	Yeah it is, it is quiet. The odd alarm goes off or the dogs as I said in the garden. I don't know, actually I think that time you didn't hear them barking so they're probably in their beds downstairs. Ahm, and I keep saying I must get				Home-work as family practice	

	walking but I just find at lunchtime, I suppose it takes an hour to walk them so I suppose I just kind of work on and then I finish at five or so. But no maybe as the weather gets finer ahm I might get a walk but certainly I'm trying to get a bit more exercise in so that you're not sitting working all day, cos it's just, it's just a bit isolated. And ahm, as I said there's a danger that, you know, you just don't do anything outside your desk all day. Ahm…but you know it's grand. There's even if I've got to go to like a dental appointment or something I just go. I don't – I might ahm ring email my boss and say "I've got to pop out to the dentist for an hour". Just in case she's ringing me or something. But	Home-work as isolating Home-work as a danger that traps one to desk all day Flexibility	Guarding Flexibility	Constructing home-work as danger of overwork Seeing flexibility as opportunity to get errands done	Organisation practice	The flexible worker
I:	They're ok with that?					
P:	They're fine. If I don't – and I would only do that, you know, if I had to kind of work on something and				Organisation	

	she might need to chat. But other than that, I don't. I just pop out. Or if I had to take one of the kids to the doctor, I'd usually just say "Look I'll be out for an hour because…" or whatever. Ahm but that's	Freedom to be flexible with schedule	Flexibility	Constructing flexibility as opportunity	practice	
	the same even in the office, if you've gotta take some, you know, if you've gotta go to the dentist or doctor, you've gotta go and it doesn't matter if you're working from home or in	Home-work & office work as the same	Home-work vs. office work	Stressing that home-work & office work are the same	Office work practice	Positioning self as same as office worker
	the office. It's the same. So you just email and say "Look I'll be late this morning because I'm taking one of the kids or one of the kids is sick or whatever"	Office work = home-work		Stressing sameness		Positioning self as same as office worker
	ahm and they are flexible enough. I mean you'd often see emails – not often – but you see emails from colleagues, saying "Look,	Flexibility	Flexibility	Flexibility as opportunity	Organisation practice	
	the child is sick today, I'll be at home today working because" – so I mean that happens, the same if the lads are sick here. I mean it works out fine cos I'm here.	Home-work to care for sick child	Childcare Home-work interface	Constructing flexibility as opportunity to engage in childcare	Home-work as organisational practice	Home-work as boundary practice (work & childcare)

	So, you know, they usually stay downstairs and I'll still come up here and work and they'll just stay downstairs or sleep on one of the beds or whatever and they know I'm in here. So it's fine. So, no, it's great I mean it's I don't know if it's everybody's if it suits everybody but ahm and I probably think cos I've done it for so long I've kind of gotten used to it. But I quite like it and. So, it's fine.	Home-work enables her to mind sick child while working; Home & work still separate Home-work as a habit	Childcare Home-work interface Habit	Allowing for co-presence of home & work, but no merging Making home-work a habit	Home-work as family practice	Overlap of home & work (childcare & work under same roof but still separated)
I:	Yeah. What's your favourite part about working from home?					
P:	At the moment, it's the not commuting. It's the not having to spend – that just used to break my heart – ahm the two hours getting to work and two hours back. I just had enough of that. I just got to the stage where I couldn't do it any more. Ahm and not having to have this weight, just being able to start say, drop the kids, get back, just start	Home-work as relief from commuting Commute as weight on her shoulders Ease of home-work in	Commuting Commuting	Evaluating home-work against commuting	Home-work as	

	work, is fantastic. Just the non ahm the lost time in travel. Now I don't mind it so much the days I go up to Dublin cos I only go up once or twice a week in the flight. But even still, they're long enough days and it's just the time spent travelling, it's just, it's great that you know ahm so I have to say I do like that. And I do like that there's I suppose you don't have the distractions that you get in the office, so I like that kind of independence of just being, you know being able to work away, which is great. But as I said just at five o'clock being able to say "I'm finished!" and not have another two-hour drive to get home is fantastic. That's a big part of your day that, you know, you just have the evening, so I find I have much more quality time with the lads because I'm not, by the time I used to get home they'd be wrecked, and just	comparison to commuting Home-work as time-saving compared to commuting Home-work as lack of office distractions Home-work as independent Home-work as enabling quality time with children (vs. commute)	Commuting Home-work vs. office work Commuting Privilege	Evaluating home-work against commuting Comparing home-work with office work Constructing home-work as privilege, opportunity to engage in childcare	family practice Office work practice Home-work as family practice	Peripherality Peripherality at work enables centrality at home

	I hated and ahm now I'm just finished and that's it, I'm five minutes, I'm two minutes down the stairs and I'm home, which is fantastic	Does this mean she's not at home when in her upstairs office?		Making office sound like it's not part of the house		
I:	Great					
P:	Which it is. It is. It is great, so that's a huge benefit and probably a huge motivator for most people I'd say who work at home. Certainly people in our office it was commuting time and that was the big thing ahm…I think certainly the nature of the work sometimes it's easier to focus at home ahm, just the nature of the work is a lot of reading, going through stuff that it I find it very difficult to do in the office. I do very different work, when I go into the office I have meetings and I have to catch up with people and discussing ideas and working through stuff. But when I'm at home, I'm actually the writing or I'm looking at stuff or I'm, it's	Avoiding the commute acts as motivator for home-work Home-work enables focused work Nature of work enables home-work Nature of office work vs. Nature of home-work	Commuting Home-work vs. office work	Evaluating home-work against commuting Comparing home-work with office work	Office work practice Office work practice	Being part of office community Being part of office practice

	a different kind of work. And I find some of that work now would be very difficult to do in the office, like if I have to draft guidelines or documents, it's much easier to focus on that and do it at home.	Nature of work lends itself to home-work				
	Ahm, it's just cos we have an open plan office so it's it's very difficult to kind of do some of that work it's just you know just to kind of clear ahead and	Spatial setup at office a hindrance to focused work	Home-work vs. office work	Comparing home-work with office work	Office work practice	Being part of office practice
I:	Yeah it's the same for us. There'd always be like somebody would just start talking about something and it's really hard not to get involved					
P:	It is. It is and it's very hard to focus, so like, that's great. I think just the nature of the work I'm in at the moment, we're reviewing a lot of ahm awards and qualifications and we've to go through them and		Work content		Organisation practice	Being part of organisation practice ("we")
	rework them and redraft them and ahm I'm writing guidelines and I'm able to do that easier I think than,	Nature of her work lends itself to home-work	Home-work vs. office work	Comparing home-work with office work		

	as I say when I'm in the office it's more sitting down and discussing issues and implementation and plans and it's just a different kind of work than it is in there, which you need as well, I mean you need both but ahm I think it's actually helped to kind of be able to progress some of the work that I'm doing more recently.	Office work suitable for interactive work Home-work facilitates her work	Home-work		Office work practice	Being part of office practice
I:	Sounds like you have a good balance between the office work and –					
P:	Yeah I know it has worked out and I say it's not usual as I say for someone on the role I'm in to be remotely based. Ahm because I'm on the management team and they're all otherwise in Dublin. So that is kind of unusual. But when I got the role they asked me "Look will I stay on and would I do, you know, this project" ahm and I said "Fine", I don't mind what I do as long as I'm in Cork. So it is a bit unusual. People would	Being special Location more important than work content	Being special	Positioning self as unique within organisation	Organisation practice	Peripheral yet influential

	be surprised sometimes they so “Oh you’re not in Dublin?” “No I’m actually in Cork”. Ahm but I mean I make no secret about it because that’s where I’m based remotely ahm but as ah ah people who work remotely tend to be people who are out either monitoring centres or ahm, you know, ahm visiting sites or whatever, which makes sense remotely. And that should have been the role that I would have been doing, would have been at home maybe three days a week and then I’m visiting centres or sites, so. Ahm and that may be the role that I’ll end up doing, eventually. I don’t really mind. I don’t really care now once you know I’ve got my base, so ahm whatever job needs to be done. I’ll do it and kind of get on with it. Ahm so it is unusual, I’m the only one on the – we’ve ten management team and I’m	Special arrangement Revealing home-based location Being different from other remote workers Work location at home more important than job content Being only management staff to work remotely	Being special Being special Being special	Constructing self as unique	Home-work as organisational practice	Being a core participant at work Peripheral, yet influential

	the only one who's actually remote working. The other lady who remote works isn't on the management team. She'd be ahm a project person, ahm but there and I wondered how that would be at the start but ah you know people seem to be okay with it, you know. They haven't asked too many questions. They don't – as long as you're doing work people just get on with it, you know. Ahm, so I mean it's great, I mean for us then cos John is in Cork the week and I can do my job is great. I can still continue to do it. I suppose [not] having to give up or having to change at this stage is brilliant ahm so that's worked out really well so ahm. Ahm and when you go up, I think you're a bit removed from the office. You're not as involved in all the office politics in general. You can be a bit calmer about all that because it's just you	Anxious of people's reaction to her being remotely based Remote status accepted Output more important than visibility Privilege Appreciative of being allowed to work from home Home-work as removing self from office politics	Impression management Performance Privilege Home-work vs. office work	Seeking approval Re-evaluating performance Constructing home-work as privilege Comparing home-work with office work	Organisation practice Organisation practice Office work practice	The privileged home-worker Being peripheral

	don't get into it then					
I:	That's so true					
P:	Yeah. Because you know you're not there on a daily basis and that's good I think. I don't miss that ahm but I would miss colleagues, alright. I would miss now being able to say "Will we go for lunch?" or "We head down for coffee?" And Monday when I was up we went we were to meet, three of us, you know "Let's meet, let's walk down to the coffee shop and we'll find a table to rest up" and at lunchtime just sitting down and having the interaction even if it's only for half an hour at lunch so. But if I, that's why I'm probably I still would go up once a week. I think I've rarely had a whole week where I'm at home. And if I am at home, there might have been once or twice – the bad weather I think the snow I stayed at home that week.	Appreciating being on the periphery Missing social interaction Office work as social interaction Reason for travel to main office: interaction	Office work	Painting picture of office work as source of social interaction	Office work practice Office work practice	Being peripheral How to prevent marginality Preventing marginality
I:	Yeah.					

P:	But I was happy enough to go up by the following Monday just to interact with colleagues and you kind of need that. I think you need it from work-wise anyway to "Look what do you think?" but you also just need it in professional level I think you need to be able to – or just a social level, so ahm you know as I say I miss that on a daily basis, but if if I can go up once or twice a week well then that's great. It works out fine with that at the moment.	Travelling to main office for interaction Social interaction at work as necessary	Office work Interaction	Portraying social interaction as a necessity at work	Office work practice	Preventing marginality
I:	So you wouldn't be too keen on staying at home altogether?					
P:	No. No. I'd find staying at home all the time, as I said if I did one week at home that was enough for me. I'd really then said "Ok" – and there's rarely a week where I'm at home five days, even this week I was in Dublin Monday. And I'm out all day tomorrow at a meeting in the ahm in town so that's	Refraining from full-time home-work	Home-work vs. office work	Constructing full-time home-work as undesirable		

	another kind of working group meeting so ahm…so that's actually quite nice cos I'm only really at home on my own three days then which is fine. And next week then I'm in Dublin on Monday, I think, I can't remember, probably only up one day next week, Monday cos Patrick's Day is Wednesday and there's a meeting on the Thursday but I'll probably just link in by telephone on the Thursday. So I am trying to stay – before Christmas I'd say "Oh I'll be there, I'll be there" and now I'm trying to say "Look if you don't have to travel" – it's only meeting colleagues, so I mean I can do it over the phone, we can they put me on loudspeaker and I just kind of…you know I just link in by phone, which is fine. Ahm, so I'm trying, if I unless I, you know – to minimise it as well to maybe once a week ahm and then the following	Extent of travel vs. home-work: 2 vs. 3 days Refraining from travel unless necessary Teleconference replaces face-to-face meeting Minimising travel	Home-work vs. office work New forms of office work	Specifying her ratio of office work to home-work Constructing excessive travel as inconvenient Creating replacement for visibility	Work practice Office work practice	How to remain between core & peripheral

	week I think I'm up twice a week. There's people looking for meetings and I'm just saying I'm not going up more than twice a week ahm just cos you go you have to manage it as well, you know you just	Refusing to travel more than necessary	Commuting			Refusing core participation
I:	It must be exhausting as well					
P:	Yeah it is, you'd be tired, the days are rough. Ahm, you know so that works out I think fine so no it's I mean it's good. It is. It's a nice balance. It's lovely, it's great to be able to have the flexibility and the freedom to work at home.	Balance between office & home-work Home-work as freedom & flexibility	Home-work vs. office work Flexibility Freedom	Specifying extent of home & office work Portraying home-work as privilege		The privileged home-worker
I:	I know.					
P:	And there's days I think "Will I skive off?" and the days could be, some of work involved, some of it can get to you, it can be quite frustrating so sometimes I think "I'll just go for a walk or something!" (Laughter)	Contemplating using flexibility to "skive off"	Flexibility	Constructing flexibility as opportunity		The flexible home-worker
I:	(Laughter)					
P:	Now I rare- I actually would rarely do ahm…but I	Not abusing flexibility	Flexibility	Refraining from using		

	mean the very odd – there was a time about two years ago where it over the summer it would be quiet and you could say "I'll finish up early" or whatever but that's happening less and less now cos we're so stretched for resources that ahm I don't know that those quiet times are – I think they're kind of a thing of the past across the sector. Ahm I just can't see any of the, there's very little downtime now even over the summer in our business. There used to be but there's very little of that now, which is a shame because you it's just kind of constant, it's non-stop ahm but at least over the summer I'll probably be less inclined to go up. You know, you might only go up maybe once and then have the full week working at home and then go up. So again, you can finish a bit early. You can finish at four or whatever, you can – you	Using flexibility to her advantage Role of employment sector in her work hours Workload constantly high Seasonal difference in negotiating between office & home-work	Flexibility Employment Home-work vs. office work	opportunity Using flexibility as opportunity for leisure Showing effect of economy & employment sector on her work patterns Showing that the extent of home & office work is flexible	Organisation practice	Being part of organisation practice

	can manage your time a little bit more depending on you know what deadlines and things you've got to meet. Which is great. And	Temporal structures are changeable	Flexibility	Highlighting flexibility		The flexible home-worker
	that's great if you've got kids. There is that kind of flexibility there which is great, you know. Ahm…so that's it there's I don't know if there's anything else that you need.	Temporal flexibility great for managing childcare	Flexibility Childcare	Constructing flexibility as childcare opportunity	Home-work as family practice	The flexible home-worker; the mother
I:	Ahm I think most of it I have ahm there's just one thing about relationships, like you talked about how your kids manage with you working from home and how your workmates manage, but other things like friends or family. How do they react to you being here?					
P:	Ahm I suppose I don't really have ahm a lot of family nearby so it's not an issue. I'd say my mum's in Fermoy so from time to time she might be up. But I usually the days I'm working, she you know if she comes up during the	Negotiating between work and mother	Family	Showing how family and her work interact	Home-work as family practice	

	week ahm she might stay a night cos she minds the boys and I have time for me. Ahm I might drop her back in the morning the days I'm working but I'd always say to her "Look I'm working, Mum. I've to start at ten" so I drop her home before I start or you know she'd wait until lunchtime so I'd always kind of drop her either before I start or at lunch, so she's fine, you know she's kind of used to that ahm and the same I think with friends or whatever. I mean they're I suppose most friends are working and most friends that I have from when we were in Naas, that any friends that would either be working or kind of tied up. I never got into I suppose meeting other friends during the day or mums for coffee because I was working so I never was kind of around whether I was at home or not so I kind of never had that	Enforcing boundary around work; Drawing temporal boundary Engaging with mother before work or during lunch break Habit Friends are working Not engaging with friends during workday	Work-family interface Boundaries Work-friends interface	Protecting work Separating home & work Separating work and friends	Home-work as family practice	The worker The worker

	mother-at-home social set because I was just never part of it. Ahm, so in that way it kind of wasn't an issue then. That my friends would have been people I saw at weekends or things like that anyway. I wouldn't have really have had, same as anybody who's going to the office to work, you know, they kind of , friends I suppose you might have had would have been other mothers at home for the boys that you would have met during the day for coffee and stuff, and ah now a very odd thing – I went to, you know, ahm…you know they usually have that Bewley's coffee morning. One of the mums in school was doing it some time back and it was like ten or half ten down there in *location* and I said "I'll drop down for coffee". So I dropped down at half ten, but there was like I only stayed – when I was invited I said	Not being part of a mother-at-home social set Engaging with friends at weekend Constructing self as same as office worker Interrupting workday for coffee morning	Work-friends interface Home-work vs. office work Flexibility	Showing the role of social circle in whether home-work boundaries are an issue Assigning time for leisure Positioning self as office worker Constructing flexibility as opportunity for leisure	Friends practice Mothers' practice	Positioning self as same as office worker The mother Interspersing practices

	"I'm working from home but I'll come down for half an hour". Ahm, I had my coffee and came away so you know I do kind of stick to it fairly I don't kind of go "I'm working but it's probably fine" do you know "I'll stay for a couple of hours". Like I just stay to have my coffee and make my way back. So I suppose I'm kind of fairly strict on it then. It's just I just try to treat it as "I'm working and that's it!" Well this is work, but it did mean I could drop down for coffee and meet her and I do it and I mean same as people who work and drop out to meet people for lunch and then they come back and you know in the afternoon or whatever so it kinda works the same, really.	Emphasising status as worker; Taking break from work Not stretching temporal boundaries too far Not abusing flexibility Adhering to temporal boundaries Treating home-work as office work Home-work as flexible Constructing self as same as office worker	Work-leisure interface Boundaries Flexibility Boundaries Home-work vs. office work Flexibility Traditional work	Minimising effect of leisure on work Protecting work from leisure Showing that flexibility can be abused in 2 directions; Protecting work Turning home-work into professional, office work; Constructing home-work as opportunity for leisure; Positioning self as office worker	Joining mothers' practice briefly; not leaving work practice Work practice	The worker The worker The worker The flexible worker Positioning self as same as office worker
I:	Yeah.					
P:	Yeah, so it's fine. So, any other questions or are you ok?					
I:	I think I have pretty much everything					

P:	Well you can always give me a ring and if there's anything else I can think of – I could probably get you a copy of our eWorking policy from HR, I don't imagine that that would be a big secret, now as I said mine is kind of being treated more as remote working, because our eWorking policy is you have to be in the office three days a week. When I was moving I said "I can't come in three days a week. I can't commit to being in three days a week" ahm "I can come up when I have to come up" so I kind of come up now I think it's as necessary or something like that. I'll see if I can find ah my page, they gave me kind of a one-page with kind of it's a contract just to confirm that I was based in Cork and the requirements and whatever. And I think we are fairly unusual in having it in the public sector. They don't you	Classifying self as remote, not e-worker Negotiating work schedule Travelling to main office if necessary Home-based nature is an official arrangement Organisation as special	Home-work Time Home-work vs. office work Employment Being special	Introducing different forms of home-work Showing that her work schedule is carefully negotiated Legitimising home-work Portraying organisation as unique	Home-work as organisational practice Home-work as organisational practice	Being part of the organisation practice Participating in organisation practice

	know they tried for a while but it never really got going. And it has been fantastic, like a lot of people would have, well certainly a couple would have availed of it, you know would have benefited from ahm less commuting and you know and again, most of them are accessible in emails they mightn't work an exact nine to five. I don't know if anybody not so much not cares, but as long as the work is there it's you know	Home-work as relief from commuting; Re-evaluating performance criteria (swapping visibility, presentism for output)	Privilege Commuting Performance	Constructing home-work as privilege Evaluating home-work against commuting Re-evaluating performance	Home-work as organisational practice	
I:	You probably know whether somebody's doing their work or not					
P:	Yeah yeah. And you kind of know them at this stage and they're contactable and that's, you know, that's it. Ahm cos when I went for a swim one of my colleagues rang and I just missed the call actually when I came up ahm cos I'd left my phone here. And I've two phones, actually I've a work because my direct line	Contactability instead of presentism	Performance	Re-evaluating performance	Home-work as organisational practice	

	at the office is transferred to that. I had to get a separate personal phone because it just, you know it's if it's a mobile number you can put your, I put my out-of-office, but ah you know even through the main line everything was coming through so my phone would be going non-stop if I was on holidays for a day off or something. So I just have a separate phone now and I just that's a work phone really, ahm this one. But she rang I think just a minute to ten I just literally only just missed her call, so I just rang her back and said "Ah you were looking for me" or whatever, just to say "I'm sorry I missed your call I don't start today until ten", whereas in the past I would have said "Oh my God", you know. And now I just kinda go well I just ring her back, it's not the end of the world.	Separate home & work objects Work encroaching Protecting home by having separate work & home phones Impression management has changed: now feeling entitled to being away from desk at times Re-evaluating presentism	Home vs. work Guarding Boundaries Performance Performance	Separating home & work Protecting against work Protecting home Re-evaluating performance Re-evaluating performance	 Home-work as family practice Home-work as organisational practice	The bounded worker The family person
I:	Is that because you're used to it?					

P:	And I suppose I'm just confident that I'm doing…I'm happy enough, I'm doing a good job so I don't really care now what you know ahm…I'm kind doing a good job and I'm doing what I'm supposed to be doing ahm on my project so after that then ah whether ah I start at five to ten or one day and five past nine the next day, it's not really an issue like. Cos I mean lots of people could clock in and they don't necessarily do anything once they clock in then they're you know	Satisfied with own work performance	Performance	Re-evaluating performance		The productive worker
		Evaluating performance on output	Performance	Re-evaluating performance		The productive worker
		Work hours (presentism) not an indicator of performance			Home-work as organisational practice	
		Re-evaluating association of visibility and performance	Home-work vs. office work	Re-evaluating performance		Positioning self as just as worthy as office worker
I:	Exactly					
P:	So I'm not hung up on it now you know whereas in the past I would have thought "Oh God she probably thinks I'm off down the shops or she probably thinks I'm off ahm" and now I don't really care what she thinks. You know I don't mean that but I'm sure they don't and I don't really care what they	Previous worry about impression management; anxious not be perceived as non-worker	Impression management	Worrying about being perceived as non-worker		The worker who worries about being perceived as a non-worker
		Associating performance	Performance	Re-evaluating	Home-work as	

	do as long as they do their job	with output		performance	organisational practice	
I:	Especially cos you might be in the office and it doesn't necessarily mean that you're doing work, you know					
P:	No. No. So I suppose I've kinda gotten more confident in that way. I'm not as kind of sensitive about "What if I miss a call or an email?" Or whatever. Ahm because equally if I'm on the phone and a call comes through and I miss it so ahm I don't kind of worry about it so much now. So it's fine, no. So, I'll see if I can get you a copy of that.	Worrying less about presentism Less impression management	Performance	Re-evaluating performance Re-evaluating performance		

2.3. Interview Questions

The following is a loose guide of interview questions and topics that were to be covered in each interview. Interview questions were developed based on issues raised by the unsolicited data.

Context:

- Occupation
- Age
- Marital status
- Living situation
- Job details
- Employment status
- How many years worked from home?

Beginnings:

- How was the decision made – reasons?
- Whose choice was it?
- Transition and adjustment

Boundaries between work and home:

- Spatial boundaries – where in the house do you work?
- Temporal boundaries – when do you work?
- Mental boundaries – how do you distinguish between work and home?
- Boundary transitions – how do you switch on and off?
- Social boundaries – does spouse work from home, etc.? Any distractions?
- Any views on work-life balance?

Relationships and working from home: How have other people reacted to your home-work and how have relationships been affected? Positioning relative towards others?

- Family relationships, spouses, kids
- Work relationships
- Friendships

Pros and cons:

- What is good about working from home?
- What is bad about working from home?
- Any advice for others considering home-work?

Timelines:

- If previous home-work failure – how did it happen?
- How did you readjust to other forms of employment?
- Future prospects – will you stick to this arrangement?