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• 中文摘要

目的：瞭解企業(公司)推動職場哺乳親善措施時所遭遇的困難與瞭解職業婦女對持續哺乳所遭遇的困擾與感受。方法：本研究以質性研究法爲主，以深度訪談的方式，訪問台北市具推動職場哺乳親善措施的相關人員與有上班後持續哺乳經驗的職業婦女。共訪談推動職場哺乳的人員五位，職業婦女 13 位。結果：本研究發現，在職場中推動哺乳親善措施並不是相當容易的事情，能夠實施哺乳親善措施的職場以有相當規模的企業，如員工上千人，而且重視公司形象與員工福利。此外高層主管的支持與政府的法令或是政策是公司在推動職場哺乳親善措施時之重要影養因素。由於職場哺乳親善措施或是相關宣導仍不普遍，缺乏適當的擠奶空間與無法抽出時間擠乳仍是職業婦女在持續哺乳時的主要困擾，而兼顧多重角的疲倦、擔心寶寶適應不良、擔心因擠奶影響考績或是上司與同事對上班擠奶有意見亦是職場婦女的重要困擾。結論：哺乳親善措施是支持職業婦女持續哺乳重要的措施，如何提高公司實施哺乳親善措施的意願是推動持續哺乳的重要工作。

• 英文摘要

Objective: This research aimed to better understand the difficulties of promoting breastfeeding friendly policies in the workplace, as well as the problems encountered by working mothers who wish to continue breastfeeding. Methodology: This research adopted a qualitative approach, based on in-depth interviews with five people involved in the promotion of breastfeeding friendly measures in Taipei, and with 13 working breastfeeding mothers who returned to work and continued breastfeeding after the end of their maternity leave. Results: This research found that it was quite difficult to promote breastfeeding friendly policies in the workplace. Only large companies with more than 1,000 employees concerned about their corporate image and employee benefits implemented such policies.

Key factors affecting the promotion of breastfeeding friendly policies were senior management support and official rules and regulations. As the implementation of breastfeeding friendly policies workplace is not widespread, most mothers who wish to continue breastfeeding after returning to work face the problem of a lack of pumping rooms and available pumping time. Other problems affecting the working mothers included fatigue caused by them playing multiple roles, worrying about the baby's adaptability, and concerns about how taking time out to breastfeed would affect their performance review and colleague's views of them. Conclusions: The promotion and implementation of breastfeeding friendly policies in the workplace are very important measures to support working mothers who wish to continue breastfeeding after returning to work. Companies need to be actively encouraged to implement such policies to ensure working mothers can continue to breastfeed.