

Analysis of the Lived Experiences of Women Who Are Breast-Feeding and Employed in the Workplace

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Introduction

With the advent of the modern world and the prevalence of modernity Women's employment has become a challenging issue. So that some said, The presence of women in the community has led to the growth of women and society and some of the researchers said women's employment are a factor in the removal of mothers from marital and maternal duties. Having a mother with a child's birth finds meaning and the mother's nourishment will cause the baby and the mother to develop physically and mentally. On the other hand, in recent years, the increase in women's education and the subsequent employment of women has made women's employment in our country a social issue and a serious challenge. This article seeks to examine the experiences of women living in Isfahan in breastfeeding laws.

Material & Methods

To the view of these women about employment and lactation. The method used in this research is qualitative and in the method of phenomenology. For this purpose, 16 employed married women with purposeful sampling were selected through purposeful sampling. And they were interviewed deeply. What they got from their interviews were classified in 256 code descriptions. Of these descriptive codes, 24 code assignments were categorized. Finally, 6 explanatory codes were extracted. These explanatory codes include: "Supporting family, job patterns, personality patterns, mother alternatives, work-family activities and non-supporting workplaces."

Discussion of Results & Conclusions

What was obtained from this 6 coding shows most contributors have had a positive attitude toward their employment. But on the other hand, there are limits to maternity and lactation at work. The mothers in this study believe that the rules of lactation in the work environment are not properly observed. On the other hand, since there is no suitable space for keeping children in the workplace, the high distance between the workplace and the child's place of residence makes

mothers virtually unable to use milk pass. Moms often refer to short maternity leave. Mother must return to the work environment where the child is still dependent on the mother and fed with breast milk. On the other hand, the mother faces physical weakness due to delivery and lactation. And this leads to a reduction in breast milk and, in some cases, to discontinue breastfeeding. In this study, mothers often refer to the role of husband's support as a factor in the success of breastfeeding. That is, mothers who have been exclusively breastfed, their husband has been involved in breastfeeding and home affairs. The relationship between the spouses as a factor in the creation of maternal tranquility plays a crucial role in breastfeeding. In mothers who have had a cold emotional relationship with spouses or with violence from their spouses, they have encountered difficulties in lactation the study found that grandmothers play a decisive role in breastfeeding. So that their physical and mental support from mother to child encourages motherhood and increases lactation in mothers. In general, most mothers who can successfully complete the lactation period have adequate support. Guilty feelings about a child are often seen among working women. This guilty sense of duality in the roles of

femininity and motherhood on the one hand has social and occupational roles on the other. This can have a decisive role in undermining the mothers' morale and lactation. The feeling of guilty sentiment was somewhat diminished if it had adequate support and a good alternative to child care. Research has shown that mother's beliefs and knowledge and mother's confidence play an important role in breastfeeding mothers. The mothers who participated in this study had high beliefs and beliefs about breastfeeding and the lack of use of infant formula. And this makes the mothers bear the hardships.

Keywords: Employment of Women, Breastfeeding, Work-Family Conflict, Qualitative Methods, Rules Breastfeeding

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