**Supporting Working Parents: Pregnancy and Return to Work National Review**

Submissions from women and men who have experienced discrimination at work while pregnant, or while on or on return to work after taking parental leave

**Submission Number: 182**

**Part C Submission Response**

For the most part I benefit from flexible working arrangements available through the NSW Public Service. However, at the time I returned to work I was acting in a senior position, and I was advised that, as there was no one else in a similar position working part time, that arrangement was not supported. To their credit, this initial resistance was overcome. I was unsuccessful in gaining permanent positions whilst I was on maternity leave, and whilst working part time. I have returned to full time work because I have felt that it was the only way to progress in my career (and I have been successful in gaining promotions since I returned to full time work) and also because I felt that when I worked part time, I was paid less for doing the same amount of work!

I work in an organisation where sadly, most of my colleagues (who are solicitors) are women, but all of my superiors are men. Sometimes competent women don't put their hands up for promotion because of family responsibilities, and a fear of rejection, but I still feel that men, promote people who reflect their own experiences.

My husband feels that his career is ignored because of his willingness to work part time to assist with family responsibilities.