**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 268**

**Part C Submission Response**

I was pregnant in 1999 and took 7 months maternity leave from a permanent full-time position before returning to work part-time.

In October 2002 I successfully applied for another permanent full-time position. Because of my child care responsibilities I negotiated to take up the position on a part-time basis. I was however forced to accept a permanent part-time appointment rather than a temporary part-time appointment because the manager at the time insisted the period of temporary part-time leave for maternity leave could not be extended beyond 2 years.

I am still in the same position and am still working part-time as a result of the determination at the time being forced to either work full-time or accept permanent part-time work.

For financial reasons I have wanted to return to full-time work and have asked my managers for increased hours who say "now is not the time".

Under current arrangements I would have been able to negotiate temporary part-time until my child was attending school and then could have returned to full-time employment.

As a result I am facing historical discrimination and economic hardship. I would like the opportunity to increase my permanent hours which I would have been entitled to under current conditions.