**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 301**

**Part C Submission Response**

Challenges:

A lot of my job I have to drive from place to place. I could barely get out of the car when heavily pregnant, and although I mentioned it several times, no accommodation was made for me.

The work car was taken off me for the duration of my Parental Leave, but it's not taken off any male who takes Parental Leave (although the leave is for different lengths of time).

Now that we have 2 children, daycare is as much as my full time wage, so working full time is now redundant - I would like to keep my job there even on a smaller level but there is no part time work available.

There was not much information given to me about what type of paperwork was required in taking Parental Leave, in fact paperwork that was needed several months before hand was only finalised the day I left on leave due to bad communication down the line.

There are no daycare facilities at work, it's very male dominated place where no accommodation for mothers are made. There are "flexible" working hours, but that only means I can start early and finish early, but always still work 9 hours a day - doesn't help much with school being 9am-3pm.

Policies needed - there needs to be help with returning parents and their childcare. Childcare is notoriously hard to juggle as we the parents have to fit in with the childcare centre - i.e.: shuts down on Christmas holidays for several weeks, can't take kids early if have an early start at work etc. And if you bring these dilemmas to work they just tell you to handle it. I would rather quit my job than have to deal with the difficulties in juggling both, and really reaping no monetary rewards as all of my pay now goes to childcare.

This shouldn't just be a work place review, this also needs to include childcare review in conjunction, as both need to work hand in hand for mothers to go back to work and stay sane.