**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 314**

**Part C Submission Response**

The company I work for is a major global investment bank. My title was 'Vice President'. I had been working for the company for approx two years when I notified them I was pregnant. Very early in my pregnancy my manager was made redundant and we were told of a restructure which would be announced shortly. Not long after this I notified them I was pregnant, within 1 month of notifying them I was then told that although my title would remain, the staff reporting to me would be moved to another manager within the team and in fact I would also report to the same manager (basically I was demoted)- but my 'title' remained.

Whilst on Maternity leave since April 2013 I have had little contact with my manager, I tried to contact them mid december however my manager was 'busy 'and said that he was going on leave and lets catch up early Jan. I followed up a few times, finally speaking last week on the 24th Jan 2014 with HR also on the phone and I was notified that there was a restructure and my job was being offshored and I was being made redundant. They would not tell me in this phone call where it was being offshored to- however in a follow up phone call this week they said India. I have searched on their website and cannot find any job openings similar to my role in India. I was requesting to return to work full time, the same capacity as before I went on leave, I was not requesting any special flexible working arrangement. I have not made this up, I am in the process of working out what my legal options are, however after speaking with a barrister just yesterday my understanding is that this sort of thing happens all the time, with little consequence for the companies hence they continue to discriminate.

 I hope this review increases financial penalties for companies that discriminate against working mothers.