**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: 58**

**Part C Submission Response**

After being employed in the organisation for a period of 2.5yrs I became pregnant. I worked full time up until two weeks until my due date. I took maternity leave for a period of six months before needing to return to work for financial reasons. On return, as a single parent, I applied to return part time. On return to the workplace it was negotiated to work one day for home each week as management wanted me to be 0.8 not 0.6 as requested. I received comments from direct supervisors such as "when are you coming back full time like the real workers without any of this work from home nonsense".

My workload was not adjusted for part-time status, I was left out of social gatherings etc. and I was unsupported with training needs. I tried to negotiate flexible working arrangements in regard to childcare issues and was not supported in my requests. There was a perception that part time workers are not valuable. My career progression was hampered directly as when seeking support from management to attend promotional courses I was told I was not 'ready' as I was only part time, even though my work standards were never an issue, to the contrary, I was producing a very high standard of work to which I received recognition from higher level and external section managers only.

After four years of failing to have my efforts recognised and a workable flexible workplace arrangement in place, I took a demotion and left the section.