**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: 81**

**Part C Submission Response**

Line managers and bean counters "lean on" people with respect to parental or family leave. Publicly and in documents, family life is seen to be integral but the experience on the ground is different. People who attempt to use leave entitlements are seen to be trouble-makers or inconveniences. There is strong pressure on people (IN THE MOST SUBTLE, SUGGESTIVE WAYS) to very or to postpone taking leave.

As a male grandparent for 12 years, I have been "given the third degree" a number of times about taking leave that I have accrued to see to the needs of interstate children and grandchildren.

If it's this poor for an intelligent, professional male, I can only wonder at the upset that women of all ages feel in my govt dept's various workplaces.