**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: 62**

**Part C Submission Response**

The main challenges I faced during both of my pregnancies were managing work-loads; particularly during the final trimester, feeling isolated from the organisation whilst on maternity leave, and upon returning to part-time work after my second child, feeling under-valued because I was relegated to a 'special projects' position due to my part-time status. My current organisation offers little in the way of flexible working arrangements for returning mothers, such as job-sharing arrangements and I'm aware of one woman who was denied that option when it was proposed. As an older mother I had already attained a middle-management position within the APS and had been performing highly at that level for some time when I decided to have children. However, leading up to the birth of my first child I decided not pursue promotion into the SES band because I believe there is a prevailing culture within the APS SES that women (but not men) with young children are unreliable and/or will not be available on demand.