

10<sup>th</sup> January 2014

Commissioner Broderick  
Sex Discrimination Commissioner  
Australian Human Rights Commission  
GPO Box 5218  
SYDNEY NSW 2001

Dear Commissioner Broderick,

economic Security4Women (eS4W) would like to endorse the submission of the National Working Women's Centres (NWWC) to the national review on the prevalence, nature, and consequences of discrimination relating to pregnancy at work and on return to work after parental leave.

As you know, eS4W is an alliance of women's organisations united in the belief that economic wellbeing and financial security are essential for women and will enable women of all ages to have an equal place in society. Primarily, economic security for women will be achieved through workforce participation and eS4W advocates for change to policies which continue to impact negatively on this participation.

Through advocacy eS4W is determined to:

- promote women's (actual and potential) role in the economy
- achieve equal pay rates for women and narrow the gender pay gap
- improve women's access to relevant and affordable education and training
- improve the provision of appropriate working conditions for women that enhance their career advancement within employment
- increase the application of a gender perspective to public policy and budgetary processes
- improve women's access to sustainable employment and business enterprise
- improve women's access to affordable and accessible childcare (including out of school hours and vacation care)
- improve, across all regions (in particular rural and remote areas), women's access to information and communications technology
- increase awareness of and reduce the rate of gender based discrimination in employment and of occupational segregation
- improve women's financial security through control over economic resources and income for retirement

While we are concerned about the women who experience discrimination at work while pregnant, or on return to work after taking parental leave we are also concerned about the suite of policy areas that impact on women's economic security through their workforce participation.

These include the funding of accessible and affordable childcare, access to flexible work arrangements to accommodate care responsibilities and interactions between rebates, benefits and tax rates that act as disincentives to the workforce participation of many parents.

Yours sincerely

A handwritten signature in black ink, appearing to be 'Sandra Cook', followed by a horizontal line extending to the right.

Sandra Cook  
Chair  
economic Security4Women