



From: Sarah Cooke [REDACTED]
Sent: Wednesday, 9 March 2005 5:30 PM
To: Committee, FHS (REPS)

Subject: Balancing Work and Family

I am a stay at home mother of two and have been asked to submit comments on the above Inquiry

1. Financial, career and social disincentives.....

- There is never a good time to start a family in terms of a career.
- A woman is never encouraged to start a family as part of career progression
- Maternity pay should be a legal entitlement

2. making it easier for parents to return to the paid workforce....

- Employers need to be more flexible - flexible work hours to fit in with childcare/schools
- Job sharing could allow more flexibility for two returning to work mothers to share a full time job and to cover when baby/child is sick.

3. Taxation and other matters....

- with cost of childcare it is not always financially viable to return to work.
- in addition, the tax system only allows me to work about 1 day a week before paying tax

Hope this is of use....
kind regards
Sarah Cooke

STANDING COMMITTEE
- 9 MAR 2005
on Family and Human Services