

Interview Key Findings

Mom 1

KEY QUOTES

Employers and coworkers mentioned things like

"you're going to work on the weekends."

"You don't know how long you're going to take to come back"

"This isn't the job that you can just turn off"

"Would be interesting to know what exactly could you miss out on when you leave for 6 months"

KEY FINDINGS

- Planning lives in advance before the arrival of a child makes maternity leave and being a full-time employee easier.
- Having family members living close by is helpful

Mom 2

KEY FINDINGS

- Co-workers are not empathetic to mothers because they don't know what mothers are actually going through such as body changes, emotions, sleep changes.
- Supervisors get frustrated and overtly express frustration when mothers have to leave work or go into school for their students.

Mom 3

KEY QUOTES

- *People who do get adequate leave feel very valued and are loyal to their company. I would*

feel more connected to my company if they gave me more leave.

- *"I really love what I do and wanted to be a strong role model for my children by working." Having a career and having an impact. And it makes me happy."*
- *"I felt like I didn't really have a choice. I was overwhelmed by everything that I couldn't think clearly about what my options are. It's a very emotional time. This is when you're redefining myself."*

KEY FINDINGS

- Biggest change for mothers is no longer devoting their extra time for work hours
- Maternity leave package was fine, the time was too short and affected view and development of child

Manager 1

KEY FINDINGS

- Wouldn't hire a pregnant woman because of availability
- We like having moms at our job because they are more empathetic to customers (manager works in healthcare).
- Managers analyze if potential mom employers are coming from stable homes.