**Table 2:** Themes, sub-themes and codes of Jordanian worked women's experiences after return from maternity leave.

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| **Themes**  | **Sub theme** | **Codes**  |
| **A new life loaded with duties and responsibilities** | * The challenges of coping with new responsibilities and roles.
* struggle to perform routine self-care and feel exhaustion and tired most of the time
* Lack of time for self and other social relationships.
* changing in the priorities of caretaking for family members (husband, new baby, other children)
 | * Many responsibilities
* New experience with new mothering role
* Difficult adaptation with new role
* Multi tasks need more Time
* Take care of other children
* struggle to perform self care
* Focus on new baby and

 forget eating and home care * thinking of child care and make it the first priority when return to home
* stopping social relationships and focus on nuclear family
* Physical tired and no time for relax
* Stopping to go beauty center
* struggling with time management
* noticed a change in their relationships with their husband, other children, her self
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| **Short maternity leave** | * Need to more maternal leave
* Need more vacation
* Challenges to balance between work and childcare.
* Smallness baby and need to mother care
 | * 3 months of maternity leave is little
* My baby still weak and need to me and continuo to breast feeding
* Asked to extend maternal leave
* Department needs take priorities and no vacation
* Long time hours of work and overload in work environment
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| **The need for a trusted day care** | * feeling miss trust with nursery services (bad hygiene, crowded area, more children and no stuff responsible )
* negative previous experience with other colleges
* preference is given to baby setter to help with child care rather than nursery
* Need to have transportation ( the new child.
* Increased financial requirements
 | * Negative rumors about nursery
* Search for a place for child care.
* Financial expenses for child care centers
* Nanny tack care of 6-7 children at the same time.
* Give regular feeding in the nursery
* Child caught illness from nursery
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| **Intervene with work and the need to support** | * Wanting people to help with child care and support in domestic works
* the family help and supporting who help with child-care is benefit
* the importance of husband support in domestic and childcare
* the importance of work support (department , supervisor, colleges)
 | * Taking help from husband
* Taking help from mother
* Taking help from mother in law
* Taking help from colleges and work place
* Support from elderly daughter and sons
* Baby setter and servant support
* Near the house of her family
* Need support from work place
* Benefit of Breast feeding hour
* flexibility in work system
* Negative effect of work circumstances
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