

# Men's Perspective: Investigating the Perceived Impact of Paternity on Software Engineering

Thank you for participating in our study on impact of paternity on Software Engineering: a Men's Perspective.

The purpose of this study is to investigate the challenges fathers face in global software development teams.

The survey will take about 12 minutes.

## STATEMENT OF INFORMED CONSENT

By answering this survey, you allow the researchers to obtain, use and disclose the anonymous information provided as described below.

## CONDITIONS AND STIPULATIONS

1. I understand that all information is confidential. I will not be personally identified. I agree to complete the survey for research purposes and that the data derived from this anonymous survey may be published in journals, conferences and blog posts.
2. I understand that my participation in this research survey is totally voluntary, and that declining to participate will involve no penalty or loss of benefits. If I choose, I may withdraw my participation at any time. I also understand that if I choose to participate, that I may decline to answer any question that I am not comfortable answering.
3. I understand that I can contact the researchers if I have any questions about the research survey. I am aware that my consent will not directly benefit me. I am also aware that the author will maintain the data collected in perpetuity and may utilize data for future academic work.
4. By consenting to participate, I freely provide consent and acknowledge my rights as a voluntary research participant as outlined above and provide consent to the researchers to use my information in conducting research on the areas noted above.

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\* Indica uma pergunta obrigatória

1. Consent to participate in the research \*

*Marcar apenas uma oval.*

Agree

Disagree *Pular para a seção 3 (You cannot participate)*

Father Requirement

2. 1. Are you a father (biological father, stepfather or adoptive father)? \*

*Marcar apenas uma oval.*

No *Pular para a seção 3 (You cannot participate)*

Yes *Pular para a pergunta 3*

You cannot participate

Sorry, but our survey requires you to agree with our terms and be a father.

General Profile

3. 2. In what country do you live? \*

*Marcar apenas uma oval.*

- Afghanistan
- Albania
- Algeria
- Andorra
- Angola
- Antigua & Deps
- Argentina
- Armenia
- Australia
- Austria
- Azerbaijan
- Bahamas
- Bahrain
- Bangladesh
- Barbados
- Belarus
- Belgium
- Belize
- Benin
- Bhutan
- Bolivia
- Bosnia Herzegovina
- Botswana
- Brazil
- Brunei
- Bulgaria
- Burkina
- Burundi
- Cambodia
- Cameroon
- Canada
- Cape Verde

- Central African Rep
- Chad
- Chile
- China
- Colombia
- Comoros
- Congo
- Congo {Democratic Rep}
- Costa Rica
- Croatia
- Cuba
- Cyprus
- Czech Republic
- Denmark
- Djibouti
- Dominica
- Dominican Republic
- East Timor
- Ecuador
- Egypt
- El Salvador
- Equatorial Guinea
- Eritrea
- Estonia
- Ethiopia
- Fiji
- Finland
- France
- Gabon
- Gambia
- Georgia
- Germany
- Ghana
- Greece
- Grenada

Guatemala

Guinea

Guinea-Bissau

Guyana

Haiti

Honduras

Hungary

Iceland

India

Indonesia

Iran

Iraq

Ireland {Republic}

Israel

Italy

Ivory Coast

Jamaica

Japan

Jordan

Kazakhstan

Kenya

Kiribati

Korea North

Korea South

Kosovo

Kuwait

Kyrgyzstan

Laos

Latvia

Lebanon

Lesotho

Liberia

Libya

Liechtenstein

Lithuania

- Luxembourg
- Macedonia
- Madagascar
- Malawi
- Malaysia
- Maldives
- Mali
- Malta
- Marshall Islands
- Mauritania
- Mauritius
- Mexico
- Micronesia
- Moldova
- Monaco
- Mongolia
- Montenegro
- Morocco
- Mozambique
- Myanmar, {Burma}
- Namibia
- Nauru
- Nepal
- Netherlands
- New Zealand
- Nicaragua
- Niger
- Nigeria
- Norway
- Oman
- Pakistan
- Palau
- Panama
- Papua New Guinea
- Paraguay

Peru

Philippines

Poland

Portugal

Qatar

Romania

Russian Federation

Rwanda

St Kitts & Nevis

St Lucia

Saint Vincent & the Grenadines

Samoa

San Marino

Sao Tome & Principe

Saudi Arabia

Senegal

Serbia

Seychelles

Sierra Leone

Singapore

Slovakia

Slovenia

Solomon Islands

Somalia

South Africa

South Sudan

Spain

Sri Lanka

Sudan

Suriname

Swaziland

Sweden

Switzerland

Syria

Taiwan

- Tajikistan
- Tanzania
- Thailand
- Togo
- Tonga
- Trinidad & Tobago
- Tunisia
- Turkey
- Turkmenistan
- Tuvalu
- Uganda
- Ukraine
- United Arab Emirates
- United Kingdom
- United States
- Uruguay
- Uzbekistan
- Vanuatu
- Vatican City
- Venezuela
- Vietnam
- Yemen
- Zambia
- Zimbabwe

4. In what state do you live? \*

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5. How old are you? \*

*Marcar apenas uma oval.*

- under 21 years old
- 21 to 25 years
- 26 to 30 years
- 31 to 36 years
- 37 to 42 years
- 43 to 47 years
- 48 to 54 anos
- 55 to 60 years
- more than 61 years
- Prefer not to answer

6. What is your marital status? \*

*Marcar apenas uma oval.*

- Single
- Married
- Long-term relationship
- Widowed
- Separated
- Divorced
- Prefer not to answer

7. What is the highest level of education you have completed? \*

*Marcar apenas uma oval.*

- PhD
- Master
- Especialization
- Graduated
- Undergraduate Student

## Children

8. How many children do you have (they can be biological, adopted or stepchild)? \*

*Marcar apenas uma oval.*

- 1
- 2
- 3
- 4
- 5
- More than 5

9. How old is your youngest child? \*

*Marcar apenas uma oval.*

- Less than 1 year
- Between 1 and 3 years
- Between 4 and 6 years
- Between 7 and 9 years
- Between 10 and 12 years
- More than 12 years

10. Do your child (or children) live with you? \*

*Marcar apenas uma oval.*

- Yes
- No

## Professional Life

11. What is your family income? \*

*Marcar apenas uma oval.*

- Up to 3 minimum wages
- Up to 5 minimum wages
- Up to 7 minimum wages
- Up to 9 minimum wages
- More than 10 minimum wages

12. Are you currently employed? \*

*Marcar apenas uma oval.*

- No
- Yes, and I work remotely/from home
- Yes, and I work face to face/in-person
- Yes, and I work in hybrid mode (remotely and face to face)

13. What is the nature of your organization? \*

You can tick more than one if you work for more than one company.

*Marque todas que se aplicam.*

- Federal Public Administration
- State Public Administration
- Private software development companies
- State-owned company (Serpro, state banks, and so on.)
- Research/collaboration projects
- Open source software projects

14. Do you work in the software industry or academia? \*

*Marcar apenas uma oval.*

- Industry *Pular para a pergunta 15*
- Academia *Pular para a pergunta 18*
- Industry and Academia *Pular para a pergunta 20*

15. How many years of experience do you have in software industry ? \*

*Marcar apenas uma oval.*

- Less than 1 year
- Between 1 and 3 years
- Between 4 and 6 years
- Between 7 and 9 years
- Between 10 and 12 years
- Between 13 and 15 years
- More than 15 years

16. How many employees does the organization have? \*

*Marcar apenas uma oval.*

- Up to 20 employees
- From 21 to 49 employees
- From 50 to 99 employees
- From 100 to 199 employees
- From 200 to 399 employees
- From 400 to 599 employees
- More than 600 employees

17. How many members are there on your team? \*

*Marcar apenas uma oval.*

- Less than 5
- From 6 to 10
- From 11 to 15
- From 16 to 20
- More than 21

## Work in Academia

18. How many years of experience do you have as a researcher or professor? \*

*Marcar apenas uma oval.*

- Less than 1 year
- Between 1 and 3 years
- Between 4 and 6 years
- Between 7 and 9 years
- Between 10 and 12 years
- Between 13 and 15 years
- More than 15 years

19. How many members are there on your department/Institution? \*

*Marcar apenas uma oval.*

- Up to 20 members
- From 21 to 49 members
- From 50 to 99 members
- From 100 to 199 members
- From 200 to 399 members
- From 400 to 599 members
- More than 600 members

*Pular para a pergunta 25*

## Work in Industry & Academia

20. How many years of experience do you have in **software industry** ? \*

*Marcar apenas uma oval.*

- Less than 1 year
- Between 1 and 3 years
- Between 4 and 6 years
- Between 7 and 9 years
- Between 10 and 12 years
- Between 13 and 15 years
- More than 15 years

21. Regarding your **industry** experience. How many employees does the organization have? \*

*Marcar apenas uma oval.*

- Up to 20 employees
- From 21 to 49 employees
- From 50 to 99 employees
- From 100 to 199 employees
- From 200 to 399 employees
- From 400 to 599 employees
- More than 600 employees

22. Regarding your **industry** experience. How many members are there on your team? \*

*Marcar apenas uma oval.*

- Less than 5
- From 6 to 10
- From 11 to 15
- From 16 to 20
- More than 21

23. Regarding your **academic** experience. How many years of experience do you have as a researcher or professor? \*

*Marcar apenas uma oval.*

- Less than 1 year
- Between 1 and 3 years
- Between 4 and 6 years
- Between 7 and 9 years
- Between 10 and 12 years
- Between 13 and 15 years
- More than 15 years

24. Regarding your **academic** experience. How many members are there on your department/Institution? \*

*Marcar apenas uma oval.*

- Up to 20 members
- From 21 to 49 members
- From 50 to 99 members
- From 100 to 199 members
- From 200 to 399 members
- From 400 to 599 members
- More than 600 members

*Pular para a pergunta 25*

**Organization**

25. What is the main role you perform in the organization? \*

*Marcar apenas uma oval.*

- Requirements Analyst
- Data Modeling
- Software Engineer
- Programmer/Developer
- Software Tester
- Designer
- Project Manager
- Human-Computer Interaction specialist
- Researcher
- Professor
- Professor and Researcher
- Outro: \_\_\_\_\_

26. How many women are there on your team or department? \*

*Marcar apenas uma oval.*

- Less than 3
- From 4 to 6
- From 7 to 10
- From 11 to 15
- From 16 to 20
- More than 21



27. How many women have leadership positions in your team or department? \*

*Marcar apenas uma oval.*

- None
- 1
- 2
- 3
- 4
- 5
- More than 5

Back to Work

28. How long was your paternity leave? \*

*Marcar apenas uma oval.*

- I did not take paternity leave
- from 1 to 5 days
- from 6 to 10 days
- from 11 to 20 days
- from 21 to 30 days
- from 31 to 40 days
- from 41 to 50 days
- from 51 to 60 days
- from 61 to 120 days
- more than 120 days

29. Would you like your paternity leave to be longer? \*

*Marcar apenas uma oval.*

- No, it was enough.
- Yes, I'd like more days.

30. Did you return to the same position and company after becoming father? \*

*Marcar apenas uma oval.*

- Yes, same role and company
- No, another role and same company
- No, same role and another company
- No, another role and another company

31. If you have changed your position and/or company, could you talk a little about your motivation for the change?

You can answer in Portuguese or English.

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32. How many employments did you have before becoming father? \*

*Marcar apenas uma oval.*

- None
- 1
- 2
- 3
- More than 3

33. Did you maintain the same number of employment relationships after becoming father? \*

*Marcar apenas uma oval.*

- Yes
- No

34. Did you work during your paternity leave? \*

*Marcar apenas uma oval.*

- Yes
- No
- Partially

35. If you worked during your paternity leave, what were the reasons that led you to work during this period?

You can answer in Portuguese or English.

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*Pular para a pergunta 37*

I was not employed when becoming father

36. After you returned to work, did you get a part-time job or a full time-job? \*

*Marcar apenas uma oval.*

- Part-time job
- Full-time job
- Outro: \_\_\_\_\_

Paternity

37. Who performs more child care activities when both are present or when both are able to perform? \*

*Marcar apenas uma oval.*

- I tend to do more childcare activities than my partner.
- The mother does more.
- We do share child caregiving equally.
- Outro: \_\_\_\_\_

38. Would you like to participate more in parenting activities? \*

*Marcar apenas uma oval.*

- Yes
- No

39. If you do not contribute equally to parenting activities, what are the reasons? \*

You can answer in Portuguese or English.

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40. After becoming father, have you faced any of the following situations? \*

*Marque todas que se aplicam.*

- Lack of confidence
- Overload (related to child activities and attention)
- High physical and mental exhaustion (related to child activities and attention)
- Sleep deprivation (related to child activities and attention)
- Guilty (related to child activities and attention)
- Outro: \_\_\_\_\_

41. Have you ever faced any type of prejudice at work for being a father? \*

You can answer in Portuguese or English.

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### Perceptions

42. In your opinion, do you think that **women** suffer any kind of distrust at work for being a mother?

Examples of distrust: do not getting greater responsibilities because she is now a mother, do not be capable of completing a task...

*Marcar apenas uma oval.*

- Definitely
- Probably
- Possibly
- Probably Not
- Definitely Not

43. In your opinion, do you think that **women** suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?

*Marcar apenas uma oval.*

- Definitely
- Probably
- Possibly
- Probably Not
- Definitely Not

### Final Questions: Difficulties and Challenges

44. What challenges and difficulties do you face at work as a father? \*

You can answer in Portuguese or English.

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45. In your opinion, what challenges and difficulties mothers face at work? \*

You can answer in Portuguese or English.

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46. At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it. \*

You can answer in Portuguese or English.

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47. What are your suggestions to mitigate the difficulties that **parents** (father and mother) face at work? \*

You can answer in Portuguese or English.

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48. Are you willing to implement friendly actions for moms and dads at work? \*

*Marcar apenas uma oval.*

Definitely

Probably

Possibly

Probably Not

Definitely Not

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