

Time	Consent to participate in the research	1. Are you a father (biological father, stepfather or adoptive father)?	2. In what country do you live?	In what state do you live?	How old are you?	What is your marital status?	What is the highest level of education you have completed?	How many children do you have (they can be biological, adopted or stepchild)?	How old is your youngest child?	Do your child (or children) live with you?	What is your family income?
06/04/2023 16:46:49	Agree	Yes	Brazil	BA	37 to 42 years	Married	PhD	1	Between 4 and 6 years	Yes	More than 10 minimum wages
06/04/2023 21:30:51	Agree	Yes	Brazil	Piauí	31 to 36 years	Married	PhD	1	Less than 1 year	Yes	Up to 9 minimum wages
06/04/2023 22:08:55	Agree	Yes	Brazil	São Paulo	37 to 42 years	Married	Especialization	1	More than 12 years	Yes	More than 10 minimum wages
07/04/2023 00:17:12	Agree	Yes	Brazil	Bahia	31 to 36 years	Married	PhD	1	Between 1 and 3 years	Yes	More than 10 minimum wages
07/04/2023 09:11:20	Agree	Yes	Brazil	Distrito Federa	43 to 47 years	Married	PhD	1	Between 1 and 3 years	Yes	More than 10 minimum wages
07/04/2023 09:11:32	Agree	Yes	Brazil	Bahia	31 to 36 years	Married	Master	1	Between 1 and 3 years	Yes	Up to 5 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/Institution ?	How many years of experience do you have in software industry ?
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Academia				Between 7 and 9 years	From 21 to 49 members	
Yes, and I work in hybrid mode (remotely and face to face)	State Public Administration	Academia				Between 4 and 6 years	Up to 20 members	
Yes, and I work remotely/from home	Private software development co	Industry	More than 15 years	More than 600 employees	From 6 to 10			
Yes, and I work remotely/from home	Private software development co	Industry and Academia						Between 10 and 12 years
Yes, and I work face to face/in-person	Federal Public Administration	Academia				More than 15 years	More than 600 members	
Yes, and I work face to face/in-person	State Public Administration	Industry	Between 7 and 9 years	More than 600 employees	From 16 to 20			

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
				Professor and Researcher	From 7 to 10	3	15	Yes, I'd like more days.	Yes, same role and company
				Professor	Less than 3	None	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company
				Data Scientist	Less than 3	None	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
More than 600 employees	From 6 to 10	Between 7 and 9 years	More than 600 members	Programmer/Developer	Less than 3	None	from 51 to 60 days	Yes, I'd like more days.	Yes, same role and company
				Professor and Researcher	From 11 to 15	More than 5	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				DevOps	Less than 3	2	from 6 to 10 days	Yes, I'd like more days.	Yes, same role and company

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
	None	Yes	Partially	As a researcher, my duties kept the same (reviewing papers, conducting research, supervising students, etc.)		The mother does more.	Yes	I wish I could have more time to spend with my child. I have lots of work responsibilities and I can't stay at home as long as I wish.	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)
Not applicable.	1	Yes	Yes	I was the computer science course coordinator at the time and the institution has no deputy coordinator.		The mother does more.	Yes	Work activities. The mother is still in the maternity leave.	Sleep deprivation (related to child activities and attention), Guilty (related to child activities and attention)
	1	Yes	No			The mother does more.	Yes	After finishing my paternity leave, my contribution was more effective at night.	Sleep deprivation (related to child activities and attention)
	1	Yes	No			We do share child caregiving	Yes	I do contribute equally	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)
	More than 3	Yes	Partially	Deadlines.		The mother does more.	Yes	Child focuses more on the mother.	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)
	1	No	No			We do share child caregiving	No	-	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)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
Work-life balance is highly impaired. Sometimes I want to stay with my child, but my workload does not allow me to do that.	Definitely	Possibly	lack of enough time (neither to stay with the child nor to be focused on the work); health-related concerns (e.g., when my child is sick, I can't be 100% focused on the work)	I can't answer.	I have no idea.	Adapting the workplace to welcome children (like a nursery, etc.) would be welcome, although I think this is near impossible.	Possibly
No.	Possibly	Definitely	I struggle to meet all demands of teaching, research and extension and have quality time with my daughter.	I have no idea. I would guess distrust and/or harassment as suggested by previous questions.	Maybe yes. It depends on how they share the caregiving activities and whether they have a good family or professional support at home or not.	Perhaps, reduced working hours and/or children care at work.	Definitely
No, I haven't.	Possibly	Possibly	At the time, due to the criticality of the project I was working on, it was a little more difficult to adjust some schedules to follow up with some queries even at the end of the day. Also, at first I had trouble sleeping due to my daughter's colic at night. It made me a little more stressed at work.	Mothers, because they are more active in caring for their children at this age, have more difficulties with schedules, sometimes having to leave work earlier. Constant preoccupation with the child can hinder his performance a little.	I think yes. Usually the concern is greater on the part of the mother. In case of illness, the mother is more likely to stay at home, and the father goes to work. The mother is always focused on the child's well-being and will constantly stop her activities to find out how the child is doing.	Extend the paternity leave for both. Allow alternative work schedules and have the possibility of working from home office.	Definitely
No	Definitely	Definitely	Tem dias que é bastante difícil de manter a concentração por conta de muitas interrupções (minha filha acaba entrando muitas vezes no escritório). Além disso, o próprio cansaço, por conta de uma rotina de trabalho + cuidados parentais e a própria privação de sono acabam, acabam por prejudicar minha atenção e capacidade de desenvolvimento	Acredito que mães tendem a passar pelas mesmas dificuldades que mencionei anteriormente, agravadas por possíveis fatores, tais como a amamentação. Além disso, acredito que as mães sofram com as relações dentro do próprio ambiente de trabalho, possivelmente passando por situações de assédio, cobrança e pressão.	Sim. Fatores como a amamentação tendem a aumentar as dificuldades pelas quais as mães passam, além de possíveis situações de assédio.	As empresas deveriam equalizar o período de licenciamento de pais e mães. Além disso, poderia haver rotinas específicas para pais de crianças pequenas, com redução de carga horária diária, por exemplo. Por fim, as empresas deveriam adotar políticas de conscientização de seus colaboradores, de forma a evitar situações de assédio.	Definitely
No	Definitely	Definitely	Time restraints.	Double workload, time restraints, guilt for not spending more time with child, complaints for having a "long" maternity leave.	Yes. As per described difficulties.	1 year leave for caring for a newborn. Paternity leave as long as maternity leave.	Definitely
No	Definitely Not	Definitely Not	None	None	Dependendo da empresa, a maternidade não é enxergada com bons olhos	Todo filho exige atenção, paciência e investimento (educação, saúde, lazer). Uma boa condição financeira dos pais auxilia na mitigação das dificuldades mas a presença e a parceria dos pais é mais importante para que a criança se desenvolva bem.	Definitely

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07/04/2023 09:40:31	Agree	Yes	Brazil	Ceara	31 to 36 years	Married	Graduated	1	Less than 1 year	Yes	More than 10 minimum wages
07/04/2023 10:24:00	Agree	Yes	Brazil	CEARA	43 to 47 years	Married	PhD	2	Between 4 and 6 years	Yes	Up to 3 minimum wages
07/04/2023 10:28:43	Agree	Yes	Brazil	Distrito Federa	37 to 42 years	Married	PhD	1	Between 4 and 6 years	Yes	More than 10 minimum wages
07/04/2023 10:46:57	Agree	Yes	Brazil	Distrito Federa	31 to 36 years	Married	PhD	4	Between 1 and 3 years	Yes	More than 10 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/Institution ?	How many years of experience do you have in software industry ?
Yes, and I work remotely/from home	Private software development co	Industry	Between 7 and 9 years	From 21 to 49 employees	From 16 to 20			
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Academia				More than 15 years	From 50 to 99 members	
Yes, and I work remotely/from home	Federal Public Administration	Academia				Between 10 and 12 years	From 21 to 49 members	
Yes, and I work face to face/in-person	Federal Public Administration	Academia				Between 4 and 6 years	From 50 to 99 members	

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
				Cto	From 4 to 6	1	from 6 to 10 days	Yes, I'd like more days.	Yes, same role and company
				Professor and Researcher	From 7 to 10	2	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company
				Researcher	From 7 to 10	More than 5	from 31 to 40 days	Yes, I'd like more days.	Yes, same role and company
				Professor and Researcher	Less than 3	None	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
	1	Yes	Partially	Just need to have a few customers meetings that needed me and answered some questions from the team that only I had the answers		The mother does more.	Yes	The work take more of my time, as well as other non work activities that I am responsible for.	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)
	None	Yes	Partially	orientação de aluno (só os mais importantes para mim) de maneira beeeeeem breve		The mother does more.	Yes	na maioria das vezes são atividades de transporte (motorista), carregar coisas, segurança da casa e por onde anda, atenção às coisas não internas à casa	Overload (related to child activities and attention)
	1	Yes	No			I tend to do more childcare a	Yes		Lack of confidence, Overload (related to child activities and attention), Sleep deprivation (related to child activities and attention), Guilty (related to child activities and attention)
	1	Yes	No			The mother does more.	Yes	The child is more attached to the mother	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)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
No.	Possibly	Definitely Not	Is more difficult to concentrate, because of sleep deprivation as well as the need of perform baby care activities some times during the day to help the mother.	Same as the parent but in a much bigger scale. Even with a longer maternity leave, a child consumes too much time from the parents.	I guess so, usually fathers are not as flexible at work to adjust times to take care of the children. It should be close to the same, but I do not think it is.	Companies should be flexible around times, many times we need to take baby to the doctor, take vaccines, and even the needs baby's have during the day, like eat, bath, etc. company should understand that baby's cannot wait. Besides that, create a environment of empathy and understanding.	Definitely
de maneira geral não. apesar de ter marcado na questão anterior "apenas" sobrecarga, eu dormia melhor quando o filho tinha até 2 meses (EU dormia com ele), mas isso foi uma estratégia minha e da minha esposa. isso nunca impactou o meu trabalho (fora o cansaço, pois quem cuida cansa). acho que essa carga na maior parte de prejuízo foi para minha esposa.	Definitely	Definitely	sinceramente não sei dizer. diria vários se fosse a pergunta para a mão. mas eu cito algo que me atrapalha é logística, tipo transporte, indas e vindas (meu caso em particular). ir do trabalho para o colegio, do colegio para casa, de casa para o trabalho. em cidades pequenas onde o transito não é tao ruim ja atrapalha. imagine em cidades grandes.	a lista é imensa: preconceito por ser mãe; ter que adaptar horarios; se tiver ainda amamentando, horarios inconvenientes; o pai às vezes não ajuda; conciliar desafios profissionais (viagens, palestras, treinamentos, etc); geralmente no colegio quando há algum problema com o filho é para a mãe que ligam para resolver, e ai é sair do horário de trabalho; ser mãe não quer dizer que a carga de trabalho é adequada ou facilitada; dependendo do emprego, ser mãe pode ser mal visto por empregadores (deixo claro que eu não concordo com isso, mas acredito que seja comum); etc	não saberia dizer com detalhes / exemplos, mas acredito que sim. o instinto maternal é algo natural, então isso já implica em mães tendo mais iniciativa que pais, o que consequentemente superam as fronteiras dos trabalhos. vejo muitos pais mais relaxados (mudou nos ultimos anos), mas a sobrecarga sempre cai para a mãe, então isso atrapalha no trabalho sim.	flexibilidade de horários, alocação de atividades pelos supervisores / diretores / gerentes de maneira justa, trabalho remoto (desde que bem conduzido e executado)	Possibly
	Definitely Not	Definitely Not	Adaptar horários e tentar manter o mesmo nível de entrega de antes.	Sobrecarga de atividades por falta de ajuda do parceiro.	Não		Definitely
No	Probably Not	Probably Not	I have less time to work	physical and emotional exhaustion	Yes. Mothers have more emotional attachment to their children. That impacts human relations. Also, since parenting it is more demanding for the mother, it is more likely to the mother to suffer physical and emotional distress	Having a support network is important.	Possibly

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07/04/2023 11:11:01	Agree	Yes	Brazil	Distrito Federa	43 to 47 years	Married	Especialization	2	Between 10 and 12 years	Yes	More than 10 minimum wages
07/04/2023 12:07:03	Agree	Yes	Brazil	São Paulo	37 to 42 years	Married	Graduated	2	Less than 1 year	Yes	More than 10 minimum wages
07/04/2023 13:37:56	Agree	Yes	Brazil	DF	37 to 42 years	Married	PhD	2	Between 1 and 3 years	Yes	Up to 3 minimum wages
07/04/2023 17:48:40	Agree	Yes	United Kingdom	Oxfordshire	43 to 47 years	Long-term relat	PhD	1	Between 4 and 6 years	Yes	More than 10 minimum wages
08/04/2023 08:00:39	Agree	Yes	Brazil	Distrito Federa	more than 61 yea	Married	Master	2	More than 12 years	No	Up to 7 minimum wages
08/04/2023 09:15:01	Agree	Yes	Brazil	Paraná	43 to 47 years	Married	PhD	2	More than 12 years	Yes	More than 10 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/Institution ?	How many years of experience do you have in software industry ?
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Industry	More than 15 years	More than 600 employees	From 6 to 10			
Yes, and I work remotely/from home	Private software development co	Industry	More than 15 years	More than 600 employees	From 6 to 10			
Yes, and I work face to face/in-person	Federal Public Administration	Academia				Between 1 and 3 years	From 21 to 49 members	
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration, Pr	Industry	Between 1 and 3 years	From 100 to 199 employees	From 11 to 15			
Yes, and I work face to face/in-person	Federal Public Administration	Academia				More than 15 years	From 200 to 399 members	
Yes, and I work face to face/in-person	Federal Public Administration, O	Industry and Academia						More than 15 years

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
				Project Manager	From 16 to 20	4	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Data Scientist	Less than 3	None	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Professor and Researcher	From 7 to 10	1	from 6 to 10 days	Yes, I'd like more days.	Yes, same role and company
				Researcher	Less than 3	1	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company
				Professor and Researcher	More than 21	2	I did not take paternity	Yes, I'd like more days.	Yes, same role and company
Up to 20 employees	From 16 to 20	More than 15 years	From 400 to 599 members	Human-Computer Interactio	Less than 3	2	from 6 to 10 days	Yes, I'd like more days.	No, same role and another com

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
	More than 3	No	No			We do share child caregiving	Yes	I do contribute equally	Lack of confidence, Overload (related to child activities and attention), High physical and mental exhaustion (related to child activities and attention)
	More than 3	Yes	No			We do share child caregiving	Yes	We do share equally	High physical and mental exhaustion (related to child activities and attention), Sleep deprivation (related to child activities and attention)
	More than 3	Yes	No			The mother does more.	Yes	I can not give milk	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)
	1	Yes	No			The mother does more.	Yes	My partner has stopped working to dedicate more time to childcare.	Lack of confidence, Overload (related to child activities and attention), Sleep deprivation (related to child activities and attention), Guilty (related to child activities and attention)
	None	Yes	Yes			We do share child caregiving	Yes	Falta de tempo	Overload (related to child activities and attention), Sleep deprivation (related to child activities and attention), Guilty (related to child activities and attention)
pany	1	Yes	Yes	A legislação brasileira, e o tempo para cumprir o doutorado.		We do share child caregiving	Yes	No. Eu contribuí o máximo que pude, trocando horários com minha esposa.	Overload (related to child activities and attention), High physical and mental exhaustion (related to child activities and attention), Guilty (related to child activities and attention)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
No	Possibly	Possibly	Quando o pai é muito presente na vida dos filhos (como eu, por exemplo) as pessoas tendem a achar que não ligamos para o trabalho. A cultura (ou falta dela) da população continua achando que homens trabalham fora e mulheres cuidam da casa. O mundo mudou e muitos não perceberam.	Normalmente obrigam, silenciosamente, à mãe a escolher entre filhos e carreira.	No Governo não, existe uma certa proteção, na indústria, com certeza. Vide resposta anterior.	A pandemia melhorou muito a situação com o modelo híbrido de trabalho, trazendo benefícios de estar próximo da família e conseguir dividir as atividades ligadas às crianças com a mãe. Algo interessante que está em teste na Inglaterra é a semana de 4 dias para trabalho. Em alguns casos de 2a a 5a e, em outros, 2a e 3a + 5a e 6a. Algo interessante que acredito não termos maturidade ainda aqui no Brasil (na maioria das carreiras), mas que parece ajudar a diminuição no relacionamento das famílias.	Probably
No	Possibly	Possibly	As a father we need to share our day to do our activities and our kids activities, with my kid being older it's easier to manage however when my youngest born thing will change a lot	I think it's harder for moms as they have to keep breastfeeding and this separation after maternity leave affects even more	I think so as we have seen many of them being laid off after they return to work	Probably we need to discuss this topic with some companies HR's to do interviews with their employees	Definitely
Only to be always tired	Possibly	Possibly	Less time to do the work	Less time to do the work and fewer job opportunities because she can be pregnant again.	Mother's have difficulty to find jobs because her licenses are longer. The boss prefers contract men.	Give long licenses for both: mothers and fathers	Definitely
I don't think so	Probably	Probably Not	Not enough childcare hours. Deseases often mean the child has to stay home.	The double workload. People still believe it is a woman's responsibility to manage the house and the children.	Yes.	More and better childcare should be available for all.	Probably
Nao	Possibly	Probably Not	Lidar com meus estudantes. Seus comportamentos me lembram meus filhos	ser profissional e mãe ao mesmo tempo não é fácil.	Hoje um dia não acho isso não.	Dividir sempre a carga de atenções que os filhos exigem	Definitely
Diminui muito o rendimento para atender a família.	Definitely	Definitely	Preconceito pois muito se falava que era tarefa da mãe e não compartilhado. O pai tem de trabalhar e sustentar, o filho era resposta apenas da mãe. Era o que me diziam	As metas são difíceis para os 2. Não há trégua.	Pra mulher é muito mais difícil	Não temos suporte das 2 famílias.	Probably

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08/04/2023 22:03:25	Agree	Yes	United States	Florida	43 to 47 years	Married	PhD	2	Less than 1 year	Yes	More than 10 minimum wages
09/04/2023 15:01:43	Agree	Yes	Brazil	Bahia	26 to 30 years	Married	Graduated	1	Between 4 and 6 years	Yes	More than 10 minimum wages
09/04/2023 21:49:33	Agree	Yes	Germany	LZ	37 to 42 years	Married	PhD	3	Less than 1 year	No	Up to 3 minimum wages
10/04/2023 02:54:03	Agree	Yes	Brazil	PE	43 to 47 years	Married	PhD	2	Between 1 and 3 years	Yes	More than 10 minimum wages
10/04/2023 06:50:27	Agree	Yes	Brazil	Luxembourg	31 to 36 years	Married	Master	2	Between 4 and 6 years	Yes	More than 10 minimum wages
10/04/2023 07:54:25	Agree	Yes	Brazil	Ceará	31 to 36 years	Married	Undergraduate Stud	2	More than 12 years	Yes	Up to 9 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/institution ?	How many years of experience do you have in software industry ?
Yes, and I work remotely/from home	Private software development co	Industry	More than 15 years	More than 600 employees	Less than 5			
Yes, and I work remotely/from home	Private software development co	Industry	Between 1 and 3 years	Up to 20 employees	Less than 5			
Yes, and I work face to face/in-person	Research/collaboration projects	Industry and Academia						Between 7 and 9 years
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration, R	Academia				Between 13 and 15 years	From 50 to 99 members	
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration, St	Industry and Academia						More than 15 years
Yes, and I work remotely/from home	Private software development co	Industry	Between 7 and 9 years	More than 600 employees	From 16 to 20			

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
				Software Engineer	Less than 3	None	more than 120 days	No, it was enough.	Yes, same role and company
				Programmer/Developer	Less than 3	None	I did not take paternity	No, it was enough.	No, another role and another company
From 50 to 99 employees	From 11 to 15	Between 4 and 6 years	From 21 to 49 members	Professor and Researcher	Less than 3	1	I did not take paternity	No, it was enough.	Yes, same role and company
				Professor and Researcher	From 11 to 15	2	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company
More than 600 employees	From 6 to 10	Between 13 and 15 years	Up to 20 members	Software Engineer	From 7 to 10	2	from 6 to 10 days	Yes, I'd like more days.	Yes, same role and company
				Programmer/Developer	Less than 3	2	I did not take paternity	No, it was enough.	Yes, same role and company

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
	More than 3	Yes	No			We do share child caregiving	No	Na	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)
I wasn't working when I h	None	No	No	I wasn't employed. But I was still studying to graduate.		We do share child caregiving	Yes	I am working and my partner isn't	None
	2	Yes	Yes			The mother does more.	Yes	oveas for my work away from the family	it made me more driven and motivated
	1	Yes	Partially	Responder email, basicamente		The mother does more.	Yes	Optamos por não ter babá ou empregada doméstica, exceto diarista 1 vez por semana. Escolhemos 3 dias de escola integral para a criança pequena (3 anos). Durante a fase de distanciamento social na pandemia, ficamos nos alternando em casa entre trabalho, cuidados com a criança e atividades domésticas. A carga maior de limpeza e cozinha é comigo e a mãe acaba cuidando do nosso filho enquanto estou nestas atividades.	Overload (related to child activities and attention), High physical and mental exhaustion (related to child activities and attention)
	More than 3	No	No			We do share child caregiving	Yes	.	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)
	1	Yes	No			I tend to do more childcare a	Yes	N/D	Overload (related to child activities and attention), Sleep deprivation (related to child activities and attention)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
No	Probably	Possibly	Less availability and more scheduling uncertainty	Don't know	Yes, probably. For smaller children that breastfeed moms have a very difficult time going back to work.	Longer leave, flexible ramp back schedules	Probably
Of course. I have to drive him to school and pick up. But I don't mind working less for that.	Definitely	Definitely	I have to take him to school, pick up. Also take him to do exams... basically I have less time. Not that I care much though	Overload of work. Distrust.	Yes. Not only they tend to have to take more care about the child, they also have to deal with the distrust from employees and colleagues.	End capitalism.	Definitely
no	Possibly	Probably Not	none, except to keep going through the day I have to video call and talk to all of my kids	no idea	.	.	Definitely
Não que eu tenha percebido	Probably	Possibly	Conciliar reuniões e horários de cuidar de atividades das crianças (levar/buscar na escola, natação, inglês). Quando não há planejamento de compras de mantimentos, preparar as refeições torna-se um caos.	Carga mental com preocupações com filhos e especialmente quando as crianças ficam doentes, que demandam maior atenção.	Sim. Crianças tendem a ter um vínculo mais forte com a mãe. É difícil para o pai substituí-la em alguns momentos, principalmente quando estão doentes.	Flexibilidade de horários, atividades e formato do trabalho (híbrido/remoto).	Definitely
No.	Probably	Probably	More responsibility to maintain the job and earn enough money. And the need to divide time to care and give attention to the child.	More responsibility to maintain the job and earn enough money. And the need to divide time to care and give attention to the child.	Probably most part of the problems with the family are solved by the mother.	Divide responsibilities.	Definitely
No	Definitely	Probably	N/D	N/D	N/D	N/D	Definitely

Time	Consent to participate in the research	1. Are you a father (biological father, stepfather or adoptive father)?	2. In what country do you live?	In what state do you live?	How old are you?	What is your marital status?	What is the highest level of education you have completed?	How many children do you have (they can be biological, adopted or stepchild)?	How old is your youngest child?	Do your child (or children) live with you?	What is your family income?
10/04/2023 08:30:18	Agree	Yes	Brazil	Ceará	26 to 30 years	Married	Especialization	2	Between 1 and 3 years	Yes	Up to 5 minimum wages
10/04/2023 09:12:01	Agree	No									
10/04/2023 09:29:19	Agree	Yes	Brazil	Ceará	26 to 30 years	Married	Graduated	1	Less than 1 year	Yes	Up to 3 minimum wages
10/04/2023 09:32:01	Agree	Yes	Brazil	CE	26 to 30 years	Long-term relat	Especialization	1	Between 1 and 3 years	Yes	Up to 3 minimum wages
10/04/2023 09:57:51	Agree	Yes	Brazil	Bahia	26 to 30 years	Long-term relat	Graduated	1	Between 1 and 3 years	Yes	Up to 5 minimum wages
10/04/2023 09:59:15	Agree	Yes	Brazil	Ceará	31 to 36 years	Divorced	Especialization	1	Between 7 and 9 years	Yes	Up to 3 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/institution ?	How many years of experience do you have in software industry ?
Yes, and I work remotely/from home	Private software development co	Industry	Between 4 and 6 years	More than 600 employees	More than 21			
Yes, and I work remotely/from home	Private software development co	Industry	Between 10 and 12 years	More than 600 employees	From 6 to 10			
Yes, and I work remotely/from home	Private software development co	Industry	Between 7 and 9 years	From 400 to 599 employees	From 6 to 10			
Yes, and I work remotely/from home	Private software development co	Industry	Between 1 and 3 years	From 50 to 99 employees	From 11 to 15			
Yes, and I work remotely/from home	Research/collaboration projects	Industry	Between 7 and 9 years	From 400 to 599 employees	From 6 to 10			

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
				Designer	From 7 to 10	1	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Software Engineer	From 4 to 6	1	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company
				Product Owner	Less than 3	More than 5	from 11 to 20 days	Yes, I'd like more days.	No, another role and another co
				Programmer/Developer	Less than 3	None	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Programmer/Developer	Less than 3	1	from 1 to 5 days	No, it was enough.	No, another role and same com

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
	2	No	No			We do share child caregiving	Yes	.	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)
	More than 3	Yes	No			We do share child caregiving	Yes	I contribute equally to parenting activities	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)
Melhoria salarial para um	2	Yes	Partially	Entrega de projetos		The mother does more.	No	Eu trabalho e ela fica mais tempo com a filha. O trabalho dela é esse.	Lack of confidence, Overload (related to child activities and attention), High physical and mental exhaustion (related to child activities and attention), Guilty (related to child activities and attention)
	1	Yes	No			We do share child caregiving	Yes	em um determinado periodo, não participo mais por conta da amamentação a criança fica mais tempo com a mãe por conta disso.	Lack of confidence, Overload (related to child activities and attention)
Após o nascimento de mi	3	Yes	No			I tend to do more childcare a	Yes	Tenho a guarda quase que integral de minha filha	High physical and mental exhaustion (related to child activities and attention)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
Sim. Sinto que as pessoas têm menos confiança no meu trabalho. Também não consigo dar 100% da atenção e motivação que eu dava antes de ser pai	Definitely	Probably	Gestão de tempo; perda de confiança	Gestão de tempo; diminuição da concentração; estresse; perda de confiança	Sim. A sobrecarga materna é superior a paterna, na maioria dos casos. Também já percebi que é esperado que as mães sejam perfeitas, mas o mesmo comportamento não é esperado dos pais. Pais e mães, na maioria das vezes que observo, são tratados como menos produtivos	Grupos de apoio; flexibilidade de horário; maior tempo de licença paternidade; auxílio creche	Definitely
No.	Probably	Probably	Collabore equality in parenting when at work and help my wife to get free time.	Probably in some works mothers has difficulty to promoted	Yes, because in many cases mothers is viewed like a "more responsible of baby"	Create a sleep routine to baby, like this parentes have a good night sleep to can work and collabore daily.	Definitely
Sim. Perca de foco	Possibly	Probably	Como eu trabalho em casa, muitos acontecimentos eu preciso resolver de última hora. Isso acaba tirando meu foco e atrapalhando o trabalho.	Além da expectativa salarial menor que as dos homens, a sociedade entende que elas precisam cuidar de seus bbs. Fora que existem mães solas que precisam amamentar, mudança de rotina e de body. enfim	Acredito que sim, devido a estrutura social que nós temos.	Não sei..	Probably Not
não	Definitely	Probably	Por conta do Home office, eu que fico mais tempo com ela, então quando ela esta em casa demanda um tempo de atenção pois gosta de ficar comigo e isso afeta a minha produtividade.	Além do que ja foi exposto nas perguntas anteriores, como, desconfiança, assedio por conta da maternidade existe o lado emocional ao deixar seu filho(a) para trabalhar, pois a sociedade implicitamente impoe que uma mãe que sai para trabalhar não é uma boa mãe.	Com toda certeza, culturalmente o homem é menos julgado, afetado por ser pai. Muito por conta do papel que o pai assumia de ser o provedor, hoje em dia as coisas mudaram e se vê cada vèz mais homens sendo pai e não apenas provedor e a mulher sofre com tudo que ja foi dito, a desconfiança, o assedio, a pressão, etc..	Acredito que passa pela humanização da empresa, dar o devido suporte e apoio para esses pais. Compreender que a criança estando doente nenhum pai vai ser produtivo, entender que não se trata mais só de como aquela pessoa esta mas sim de uma outra e saber que um funcionario que se sente acolhido e feliz naquela empresa será muito mais produtivo do que um vendedor de horas.	Definitely
No	Probably	Possibly	Ajustes de rotina	Ajustes de rotina	Não acredito que é muito do 'preto ou branco'. Pode variar muito da organização em que se trabalha, da rotina que foi definida com o conjuge da capacidade de se auto gerenciar, cultura do lugar em que se vive etc. A cultura da organização impacta muito em como pais e mães são tratados em relação as obrigações da paternidade/maternidade.	No	Probably

Time	Consent to participate in the research	1. Are you a father (biological father, stepfather or adoptive father)?	2. In what country do you live?	In what state do you live?	How old are you?	What is your marital status?	What is the highest level of education you have completed?	How many children do you have (they can be biological, adopted or stepchild)?	How old is your youngest child?	Do your child (or children) live with you?	What is your family income?
10/04/2023 10:25:15	Agree	Yes	Brazil	Ceará	37 to 42 years	Married	Master	1	Between 1 and 3 years	Yes	More than 10 minimum wages
10/04/2023 10:47:15	Agree	Yes	Brazil	Bahia	26 to 30 years	Single	Graduated	2	Between 1 and 3 years	Yes	Up to 3 minimum wages
10/04/2023 12:07:41	Agree	Yes	Brazil	Ceará	21 to 25 years	Married	Graduated	2	Between 1 and 3 years	Yes	Up to 5 minimum wages
10/04/2023 12:31:01	Agree	Yes	Brazil	DF	48 to 54 anos	Married	Master	3	More than 12 years	Yes	More than 10 minimum wages
10/04/2023 12:31:51	Agree	Yes	Brazil	Rio Grande do	31 to 36 years	Married	Master	1	Between 1 and 3 years	Yes	Up to 7 minimum wages
10/04/2023 13:27:35	Agree	Yes	Brazil	DF	43 to 47 years	Married	PhD	2	Between 4 and 6 years	Yes	More than 10 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/Institution ?	How many years of experience do you have in software industry ?
Yes, and I work in hybrid mode (remotely and face to face)	Private software development co	Industry	More than 15 years	More than 600 employees	From 11 to 15			
Yes, and I work remotely/from home	Private software development co	Industry	Between 1 and 3 years	From 50 to 99 employees	From 6 to 10			
Yes, and I work remotely/from home	Private software development co	Industry	Between 4 and 6 years	More than 600 employees	From 6 to 10			
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Industry	More than 15 years	From 200 to 399 employees	From 6 to 10			
Yes, and I work remotely/from home	Private software development co	Industry	Between 13 and 15 years	More than 600 employees	From 6 to 10			
Yes, and I work face to face/in-person	Open source software projects	Academia				Between 13 and 15 years	From 50 to 99 members	

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
				Project Manager	From 16 to 20	More than 5	from 6 to 10 days	Yes, I'd like more days.	Yes, same role and company
				Software Engineer	Less than 3	None	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Software Tester	Less than 3	1	from 1 to 5 days	Yes, I'd like more days.	No, another role and another cc
				CTO	Less than 3	1	from 1 to 5 days	No, it was enough.	Yes, same role and company
				Software Engineer	More than 21	More than 5	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company
				Project Manager	From 7 to 10	4	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
	2	Yes	No			We do share child caregiving	Yes	Amount of work, more than one job	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)
	None	Yes	No			The mother does more.	No	Durante o expediente não contribuo na mesma proporção que minha parceira, porém após o expediente e durante meus horários de almoço, contribuo ativamente em proporções muitas vezes maiores que minha parceira.	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)
When I became a father,	3	No	No			The mother does more.	Yes	I'm working all day, so I can't help my wife with making breakfast, bathing, etc. I have some activities, like preparing lunch and taking it to school, which I do during my lunch break at work.	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)
	None	No	No			We do share child caregiving	Yes	I think I contributed equally.	None
Mudei de carreira por dec	1	Yes	No			The mother does more.	Yes	Devido ao tempo que fico trabalhando, meu filho tem mais apego a mãe de forma geral, apesar de ter momentos e contextos que prefere a mim. Por isso ela acaba tendo mais tempo com ele mesmo quando estamos ambos disponíveis.	Lack of confidence, Overload (related to child activities and attention), Guilty (related to child activities and attention)
	3	No	Partially	Deadlines		The mother does more.	Yes	Lack of confidence	Sleep deprivation (related to child activities and attention)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
Yes, in my last job	Definitely	Definitely	Principalmente concentração.	Ter que se precipitar a tudo que for ocorrer. Na minha experiência, homens normalmente são mais reativos, e mulheres se preocupam em já deixar tudo pra frente pronto.	Sim. Infelizmente é comum que as mulheres tenham q se esforçar e estarem atentas a tudo que pode ocorrer. Homens vao prestar mais atencao se estiver muito na cara.	Difícil, as realidades sao muito diferentes. No caso aqui de casa, nós transferimos a responsabilidade ao deixar na escola Integral.	Probably
Não	Probably	Probably	Saber dizer não para alguns momentos em que meu filho pede atenção.	Realizar as tarefas do cotidiano e se organizar nas demandas de seu trabalho	Sim, no geral em nossa sociedade as mulheres acabam assumindo maior papel tanto nas tarefas domésticas quanto no cuidado com as crianças.	Escola em tempo integral e rede de apoio composta principalmente pela família	Probably
No.	Definitely	Probably	Tiredness from not having a good night's sleep. The concern when a child is sick, it is difficult to focus on work.	Distrust of everyone, feeling of guilt for not being with the child, worry.	Yes, mothers suffer much more than fathers in this regard. In addition to the changes in the body after having a child, mother and child create a much greater bond from the belly and that also goes through breastfeeding.	Extend the period of maternity leave if the woman had complications in childbirth or had a cesarean section Extend the period of paternity leave if the employee's wife had complications in the pregnancy or had to undergo surgery, so that she can have a companion Decrease the woman's workload by up to 2 hours during the period when she is breastfeeding.	Definitely
No.	Probably	Probably Not	None	I think, in most cases, women already have a double shift when they work outside the home. As a Mother, this journey becomes threefold.	I think it's a reality. Women have more tasks in raising children, such as breastfeeding. I also think that women seem more concerned about their children than men.	Especially for women, I think maternity leave could be more appropriate, and the return to work could be facilitated with reduced working hours and remote work.	Probably
Nunca sofri nenhum tipo de preconceito, ao menos não de forma negativa. Outros pais e mães na verdade sentem uma conexão natural por compartilharmos essa característica.	Probably	Probably	Trabalhando de casa, quando meu filho chora eu me desconcentro e me preocupo, e costumo ir até ele, e isso afeta a capacidade de foco. Bem como interrupções que possam acontecer quando minha esposa precisa de mim.	A falta de rede de apoio profissional e a compreensão e flexibilidade que possam ser necessários dependendo do contexto.	Acredito que de forma geral as mães tem um maior impacto em sua carreira, por ser considerado que elas terão que dividir sua atenção ou energia também com suas atividades maternas, enquanto que os pais não.	Políticas institucionais claras com relação a flexibilizações oferecidas para pais e mães de forma equilibrada, assim como diversos mecanismos internos e externos de validação dessas políticas, bem como estratégias de proteção que estejam presentes nelas.	Definitely
No	Probably Not	Probably Not	Ver que a educação precedente não esta sendo suficiente	O mesmo da anterior	No	As dificuldades são as mesmas para os profissionais dedicados, independente dos filhos	Possibly

Time	Consent to participate in the research	1. Are you a father (biological father, stepfather or adoptive father)?	2. In what country do you live?	In what state do you live?	How old are you?	What is your marital status?	What is the highest level of education you have completed?	How many children do you have (they can be biological, adopted or stepchild)?	How old is your youngest child?	Do your child (or children) live with you?	What is your family income?
10/04/2023 13:42:47	Agree	Yes	Brazil	Ceará	31 to 36 years	Married	Master	1	Between 4 and 6 years	No	Up to 7 minimum wages
10/04/2023 14:00:13	Agree	Yes	Brazil	Ceará	37 to 42 years	Married	Especialization	3	Less than 1 year	Yes	Up to 9 minimum wages
10/04/2023 14:12:58	Agree	Yes	Brazil	Distrito Federa	more than 61 yea	Married	Master	4	More than 12 years	Yes	More than 10 minimum wages
10/04/2023 14:45:52	Agree	Yes	Brazil	Distrito Federa	43 to 47 years	Married	Especialization	4	More than 12 years	Yes	More than 10 minimum wages
10/04/2023 14:46:54	Agree	Yes	Brazil	DF	43 to 47 years	Married	Especialization	2	Between 10 and 12 years	Yes	More than 10 minimum wages
10/04/2023 15:34:33	Agree	Yes	Brazil	Distrito Federa	43 to 47 years	Married	Especialization	2	Between 4 and 6 years	Yes	More than 10 minimum wages
10/04/2023 16:40:54	Agree	Yes	Brazil	Brasilia	43 to 47 years	Married	PhD	2	Between 1 and 3 years	Yes	More than 10 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/Institution ?	How many years of experience do you have in software industry ?
Yes, and I work face to face/in-person	State Public Administration	Academia				Between 10 and 12 years	From 21 to 49 members	
Yes, and I work remotely/from home	Private software development co	Industry	Between 13 and 15 years	More than 600 employees	From 16 to 20			
Yes, and I work face to face/in-person	Open source software projects	Academia				More than 15 years	From 21 to 49 members	
Yes, and I work face to face/in-person	State Public Administration	Industry	More than 15 years	More than 600 employees	More than 21			
Yes, and I work remotely/from home	Federal Public Administration	Industry	Between 13 and 15 years	More than 600 employees	From 11 to 15			
Yes, and I work remotely/from home	Private software development co	Industry	More than 15 years	From 400 to 599 employees	From 16 to 20			
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Academia				Between 13 and 15 years	More than 600 members	

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
				Professor	From 7 to 10	1	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Software Tester	From 7 to 10	4	from 6 to 10 days	Yes, I'd like more days.	Yes, same role and company
				Professor and Researcher	From 4 to 6	1	from 1 to 5 days	No, it was enough.	Yes, same role and company
				Project Manager	From 16 to 20	3	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Usuário gestor.	From 4 to 6	4	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Software Architect	From 4 to 6	3	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Professor and Researcher	More than 21	None	from 6 to 10 days	Yes, I'd like more days.	Yes, same role and company

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
	2	No	Yes			The mother does more.	Yes	Pelo fato de trabalhar distante da cidade onde meu filho e esposa mora.	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)
	2	Yes	No			We do share child caregiving	Yes	While in work, I can't contribute much	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)
	1	Yes	No			The mother does more.	Yes	Habilidades específicas	Sleep deprivation (related to child activities and attention), Guilty (related to child activities and attention)
	1	Yes	No			The mother does more.	Yes	Face-to-face work with an overload	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)
	1	Yes	No			The mother does more.	Yes	Faltou cultura entre os dois. Acho que ficou meio no automático. Mas depois se arrendemos de ter feito isso, mesmo que de forma inconsciente.	Lack of confidence, Guilty (related to child activities and attention)
	3	Yes	No			We do share child caregiving	Yes	We do equally.	Overload (related to child activities and attention), Sleep deprivation (related to child activities and attention)
	More than 3	Yes	No			We do share child caregiving	Yes	I would like to spend more time a day with my children.	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)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
Sim, quando o mesmo fica doente e precisa da minha presença, não existe compreensão.	Definitely Not	Probably	Principal desafio são os horários. Pois não são flexíveis.	Mesmo problema com a flexibilidade dos horários e compreensão quando os mesmo ficam doente.	Sim, Pois na maioria das vezes, as mães arcam com a maior responsabilidade perante os filhos.	Uma sugestão é conhecer melhor a rotina dos dois afim do compartilhamento de responsabilidades.	Possibly
No	Possibly	Possibly	When more work time is needed after regular work time. Keep up with Tech updates	They naturally are more involved on the birth process, all hormones variation. And they also have a strong sense of commitment with children	yes	asdf	Possibly
No	Probably	Possibly	Tempo para estar mais próximo	Dificuldade para conciliar compromissos familiares e profissionais	Sim. Exige mais afastamentos justificados	Uma ampliação dos direitos legais	Probably
Loss of sleep and need to wake up earlier to help with the kids	Possibly	Probably	Difficulty in negotiating vacation periods. And the biggest challenge is staying employed	Difficulty in readjusting to work while breastfeeding. Show yourself as capable as before motherhood, even with all the difficulties.	I think that for women it is much more difficult because they undergo many more changes, from physical condition, breastfeeding, readaptation when returning to work, among others.	The period of paternity leave could be longer to support women for a longer period, companies should be more prepared to welcome mothers on return and better conditions of stability	Definitely
Não.	Probably	Probably	Falta de disponibilidade para participar de reuniões fora de hora.	Falta de compreensão por parte das chefias imediatas.	Com certeza. Desde as oscilações mensais de humor, como a possibilidade de licenças maiores que os homens.	Criação de leis que garantam os direitos a paternidade e materialidade, pois os Benefícios disso serão obtidos em médio e longo prazo com uma sociedade mais humanizada.	Definitely
No	Definitely	Possibly	None	Free time to dedicate to the children.	Mothers face more difficulties, in my opinion. Women have more responsibilities regarding the children and the house.	In my case, I work remotely and it is an advantage to manage the relationship with children. I think who is working 100% in person, could have a hybrid option to work.	Possibly
No.	Probably	Probably Not	it's common for people at work to think that you should work at night, and other times and days, outside the contract. Some people think that family comes second. In my view this is wrong. With that, I always have to say "no" to other work demands.	I understand that women are more pressured not to take leadership positions, as they cannot 'leave' the family to work.	Yes. due to the fact that, for example, women breastfeed and fathers do not, and that, therefore, they may have to leave work at any time. Another fact that weighs in relation to the woman being able to get pregnant again and stay out of work for a while.	1) work on demand, 2) work remotely or hybridly, 3) work for goals, without the requirement to keep parents exclusively in a face-to-face work environment.	Definitely

Time	Consent to participate in the research	1. Are you a father (biological father, stepfather or adoptive father)?	2. In what country do you live?	In what state do you live?	How old are you?	What is your marital status?	What is the highest level of education you have completed?	How many children do you have (they can be biological, adopted or stepchild)?	How old is your youngest child?	Do your child (or children) live with you?	What is your family income?
10/04/2023 16:56:31	Agree	Yes	Brazil	Goias	31 to 36 years	Married	Graduated	1	Between 10 and 12 years	Yes	More than 10 minimum wages
10/04/2023 18:23:17	Agree	Yes	Brazil	Distrito Federa	31 to 36 years	Married	Especialization	1	Between 1 and 3 years	Yes	Up to 9 minimum wages
10/04/2023 18:33:54	Agree	Yes	Brazil	Tocantins	26 to 30 years	Married	Graduated	2	Between 4 and 6 years	Yes	Up to 5 minimum wages
10/04/2023 20:47:43	Agree	Yes	Brazil	Bahia	31 to 36 years	Married	PhD	1	Between 1 and 3 years	Yes	Up to 9 minimum wages
10/04/2023 21:12:41	Agree	Yes	Brazil	São Paulo	37 to 42 years	Married	Master	2	Between 7 and 9 years	Yes	More than 10 minimum wages
11/04/2023 00:00:20	Agree	Yes	Brazil	BA	43 to 47 years	Married	PhD	2	More than 12 years	No	More than 10 minimum wages
11/04/2023 09:14:54	Agree	Yes	Brazil	Bahia	31 to 36 years	Married	Master	1	Between 7 and 9 years	Yes	Up to 5 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/Institution ?	How many years of experience do you have in software industry ?
Yes, and I work remotely/from home	Private software development co	Industry and Academia						Between 13 and 15 years
Yes, and I work face to face/in-person	Federal Public Administration	Industry	Between 10 and 12 years	From 50 to 99 employees	From 6 to 10			
Yes, and I work remotely/from home	Private software development co	Industry	Between 4 and 6 years	Up to 20 employees	Less than 5			
Yes, and I work face to face/in-person	State Public Administration	Academia				Between 4 and 6 years	From 50 to 99 members	
Yes, and I work remotely/from home	Federal Public Administration	Industry	Between 10 and 12 years	More than 600 employees	From 6 to 10			
Yes, and I work face to face/in-person	Federal Public Administration	Industry	More than 15 years	More than 600 employees	From 11 to 15			
Yes, and I work face to face/in-person	State Public Administration	Academia				Between 4 and 6 years	More than 600 members	

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
Up to 20 employees	From 6 to 10	Between 10 and 12 years	Up to 20 members	Programmer/Developer	From 4 to 6	2	I did not take paternity leave	Yes, I'd like more days.	Yes, same role and company
				Programmer/Developer	From 4 to 6	1	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company
				Programmer/Developer	Less than 3	None	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Professor and Researcher	From 16 to 20	More than 5	from 6 to 10 days	Yes, I'd like more days.	Yes, same role and company
				Data Modeling	Less than 3	None	from 21 to 30 days	Yes, I'd like more days.	Yes, same role and company
				Software Engineer	Less than 3	None	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Professor	From 7 to 10	None	I did not take paternity leave	Yes, I'd like more days.	Yes, same role and company

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
	2	Yes	Yes	Prazo de entrega de funcionalidades		I tend to do more childcare a	No	Trabalho remoto me proporciona passar mais tempo e em consequência assumir mais responsabilidades na criação (buscar na escola, alimentar, orientar nas tarefas de casa e educação)	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)
	1	Yes	No			We do share child caregiving	Yes	Procuramos fazer por igual	Sleep deprivation (related to child activities and attention)
Mudei para participar de	1	Yes	Yes			The mother does more.	Yes	Contribuo o que posso, geralmente horário de almoço	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)
	1	Yes	Yes			We do share child caregiving	Yes	I contribute equally.	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)
	2	Yes	No			I tend to do more childcare a	No	Eu costumava participar mais nos cuidados com a criança, especialmente a noite.	Overload (related to child activities and attention), Sleep deprivation (related to child activities and attention)
	1	Yes	Partially	Problems in a client that only I could quickly resolve.		The mother does more.	Yes	She has chosen take care of our children and not work out of home.	Overload (related to child activities and attention), Sleep deprivation (related to child activities and attention), Guilty (related to child activities and attention)
	1	No	No			We do share child caregiving	Yes	O filho também é meu.	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)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
Não	Definitely	Probably Not	Pressão na obrigação de sempre entregar/superar as expectativas a fim de manter/melhorar as condições financeiras da família	Dificuldade em receber/assumir cargos e demandas de dedicação maior devido a geralmente ser a maior responsável pela criação da criança e ter que se ausentar em alguns momentos para priorizar questões relacionadas a criança.	Sim pelo fato histórico das mães se ausentarem mais para cuidar de questões relacionadas aos filhos que os pais.	Seguridade familiar (seguros e planos de saúde) e um plano de carreira/financeiro podem proporcionar uma segurança e perspectivas maiores ajudando assim ao foco e comprometimento maior no serviço.	Definitely
Não	Possibly	Probably Not	Privação de sono	Ficar longe do filho; possíveis faltas por conta da criança	As mães sofrem com uma falta de memória e até uma dificuldade na execução das atividades rotineiras	Mais tempo de licença maternidade/paternidade	Definitely
Não	Probably	Probably	Não enfrento pois a empresa é bem tranquila em relação a isso, e minha esposa cuida das crianças durante o dia. A noite eu ajudo.	Não sei	Enfrentam. Pois algumas precisam amamentar, e geralmente os filhos são mais grudados na mãe por isso.	Flexibilização de horário	Definitely
No	Probably Not	Probably Not	Time to spend with the child during some online meetings.	Balancing work and family responsibilities	Mothers are often expected to take on the majority of the responsibilities for raising children, which can make it challenging for them to balance work and family.	Flexible work arrangements e On-site child care!	Probably
Não. Apesar dos cuidados com a criança, consegui desempenhar a contento as atividades laborais.	Definitely	Probably	As noites acordado podem ter tornado um pouco mais difícil concentrar no trabalho. Além disso, em algumas ocasiões foi preciso deixar o trabalho mais cedo ou até mesmo faltar. Contudo, a ausência foi compensada posteriormente.	Falta de oportunidades em função da possibilidade de maternidade.	Sim, a gravidez em si e o processo de amamentação consomem muita energia da mãe e impactam negativamente nas oportunidades de trabalho, como promoções e ocupação de cargos de chefia.	Horário flexível e possibilidade de trazer a criança para mais perto do trabalho.	Definitely
No.	Possibly	Probably Not	It's very hard to choose between using my off time for my family or for to grow in my career.	How to choose between to stay with their children always that they need and to fully dedicate themselves to their professional career including travels and many hours away of home.	Yes, because mothers normally are more lovely and connected with their children that fathers that normally are more pragmatic.	Nowadays, I think that to choose a job that permits doing their work remotely could mitigate many problems.	Possibly
Não	Definitely	Definitely	Sobrecarga por não conseguir descansar fora do trabalho e a jornada de trabalho de docência imposta por ser professor substituto.	Sobrecarga.	Sim. Independente da divisão das tarefas domésticas, os filhos sempre recorrerão as mães, com isso a responsabilidade e preocupação aumentam. Com isso, no trabalho, as mães tendem a chegarem mais indispostas e afetar o seu desempenho.	Mais compreensão e horários flexíveis.	Definitely

Time	Consent to participate in the research	1. Are you a father (biological father, stepfather or adoptive father)?	2. In what country do you live?	In what state do you live?	How old are you?	What is your marital status?	What is the highest level of education you have completed?	How many children do you have (they can be biological, adopted or stepchild)?	How old is your youngest child?	Do your child (or children) live with you?	What is your family income?
11/04/2023 11:01:55	Agree	Yes	Brazil	Distrito Federa	43 to 47 years	Married	Master	2	Between 10 and 12 years	Yes	More than 10 minimum wages
11/04/2023 11:11:10	Agree	Yes	Brazil	DF	43 to 47 years	Married	Especialization	2	Between 7 and 9 years	Yes	More than 10 minimum wages
11/04/2023 11:33:02	Agree	Yes	Brazil	DF	48 to 54 anos	Divorced	PhD	2	More than 12 years	Yes	More than 10 minimum wages
11/04/2023 11:59:46	Agree	Yes	Brazil	Distrito Federa	37 to 42 years	Married	PhD	2	Between 7 and 9 years	Yes	More than 10 minimum wages
11/04/2023 12:10:10	Agree	Yes	Brazil	RN	48 to 54 anos	Married	PhD	1	Between 7 and 9 years	Yes	More than 10 minimum wages
11/04/2023 13:44:16	Agree	Yes	Brazil	Distrito Federa	55 to 60 years	Divorced	Master	1	More than 12 years	No	Up to 7 minimum wages
11/04/2023 14:07:10	Agree	Yes	Brazil	Federal Distric	37 to 42 years	Married	PhD	1	Less than 1 year	Yes	More than 10 minimum wages
11/04/2023 17:18:53	Agree	Yes	Brazil	DF	43 to 47 years	Separated	PhD	1	More than 12 years	Yes	More than 10 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/Institution ?	How many years of experience do you have in software industry ?
Yes, and I work remotely/from home	State-owned company (Serpro, s	Industry	More than 15 years	More than 600 employees	From 6 to 10			
Yes, and I work remotely/from home	Federal Public Administration	Industry	More than 15 years	More than 600 employees	Less than 5			
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Academia				More than 15 years	From 50 to 99 members	
Yes, and I work face to face/in-person	Federal Public Administration	Academia				More than 15 years	From 21 to 49 members	
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Academia				Between 13 and 15 years	From 21 to 49 members	
Yes, and I work face to face/in-person	Private software development co	Industry and Academia						More than 15 years
Yes, and I work face to face/in-person	Federal Public Administration	Academia				Between 13 and 15 years	From 21 to 49 members	
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Academia				Between 13 and 15 years	From 50 to 99 members	

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/Institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
				Software Engineer	From 11 to 15	2	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company
				Programmer/Developer	Less than 3	1	from 11 to 20 days	No, it was enough.	Yes, same role and company
				Professor and Researcher	From 11 to 15	4	from 21 to 30 days	No, it was enough.	Yes, same role and company
				Professor and Researcher	From 7 to 10	None	from 6 to 10 days	Yes, I'd like more days.	Yes, same role and company
				Professor and Researcher	From 7 to 10	2	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
From 50 to 99 employees	From 11 to 15	More than 15 years	From 21 to 49 members	Software Engineer	From 4 to 6	1	I did not take paternity	Yes, I'd like more days.	Yes, same role and company
				Professor and Researcher	From 7 to 10	More than 5	from 21 to 30 days	Yes, I'd like more days.	Yes, same role and company
				Professor	More than 21	More than 5	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
	2	No	No			We do share child caregiving	No	I contribute equally	Overload (related to child activities and attention), Sleep deprivation (related to child activities and attention)
	3	Yes	No			We do share child caregiving	Yes	Dividimos as atividades	Sleep deprivation (related to child activities and attention), Guilty (related to child activities and attention)
	None	Yes	Yes	Atividades de orientação remotas.		Eu cuido de um e a ex cuida	Yes	Eu moro em Brasília e a ex em Florianópolis.	Overload (related to child activities and attention), Guilty (related to child activities and attention)
	More than 3	Yes	Yes	Não pude deixar de atender demandas relacionadas à pesquisa e ao ensino.		We do share child caregiving	Yes	Acredito que minha contribuição com as crianças foi menor quando elas tinham menos de 2 anos. Depois disso, acredito que dividimos melhor as tarefas relativas aos cuidados.	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)
	3	No	Partially	Some urgent research work		The mother does more.	Yes	Usually I contribute more to other family activities (shop, car, trips, outside activities)	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)
	More than 3	Yes	Yes	The needs during my daughter's growth could be met even while working.		The mother does more.	Yes	Need to work.	Overload (related to child activities and attention), Guilty (related to child activities and attention)
	2	Yes	No			The mother does more.	Yes	I'm the only one with formal employment at the moment.	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)
	1	Yes	Partially	Projects and deadlines		We do share child caregiving	Yes	Lack of common interest.	Sleep deprivation (related to child activities and attention)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
Yes mainly related to Sleep deprivation	Definitely	Probably	Refusal of promotions and trips	Excessive accumulation of tasks	Yes. Many of the mothers are responsible for their children's health care and education alone.	Reduced working hours, remote work	Definitely
Não prejudicou	Probably Not	Probably Not	Dificuldades com saúde e escola.	Dificuldades com saúde e escola.	Mães tem mais dificuldades porque são as primeiras a serem comunicadas quando os filhos precisam de algo.	O teletrabalho ajuda os pais a terem mais tempo para os filhos.	Probably
Não.	Probably	Probably Not	Nenhuma dificuldade.	Para mães de recém-nascidos e bebês compartilhar as rotinas de cuidados com o trabalho pode sim sobrecarregar.	Não vejo essas dificuldades.	Fazer apenas o possível, visando a sua saúde física e mental.	Probably
Não. Muito pelo contrário.	Definitely	Possibly	O principal desafio é conciliar meus horários de trabalho com os escolares.	Assédios devido a eventuais ausências por acompanharem as crianças nas consultas médicas. Dificuldades em conciliar tarefas domésticas e profissionais. E	Acredito que sim. As mulheres acabam assumindo os principais cuidados com as crianças, principalmente quando os filhos são mais novos. Com isso, enfrentam mais dificuldades em conciliar as atividades domésticas e profissionais.	Talvez políticas de acompanhamento psicológico com as mães, tratamento e distribuição de trabalhos diferenciados.	Definitely
No	Definitely	Definitely	How to organize the agenda when my daughter is at home in the afternoons that I need to work and my wife is giving classes.	People may think they are not able to accomplish some activities because of extensive work at home with kids.	Yes, for sure. The society (including different companies/universities) usually brings more pressure to her related to kids and work.	Try to improve the activities management related to home and university. It would also be good to have schools with more extensive time for kids.	Definitely
No	Possibly	Possibly	I didn't pay more attention to my daughter	I think there is still distrust among leaders in hiring women because they could get pregnant.	Yes. I think there is still distrust among leaders in hiring women because they could get pregnant.	Equals oportunities	Probably
Lack of time	Definitely	Definitely	Lack of time	Lack of time, bad environment and lack of compassion.	Sim. Algumas demandas, como amamentação exclusiva, inviabilizam certos trabalhos. A mãe passa a sofrer grandes dilemas quanto ao trabalho e a saúde da sua criança. Uma vez que, certas demandas, não podem ser assumidas pelos pais, as dificuldades aumentam em todos os sentidos. Esse é apenas um dentre vários exemplos. Os saltos de desenvolvimento da criança também costumam custar mais às mães.	Licenças maiores. O correto deveria ser, pelo menos, 1 ano para a mãe e 6 meses para o pai.	Probably
No	Possibly	Possibly	Conciliating child care and work load.	Conciliating child care and work load.	Probably	Cheaper and more accessible day care.	Probably

Time	Consent to participate in the research	1. Are you a father (biological father, stepfather or adoptive father)?	2. In what country do you live?	In what state do you live?	How old are you?	What is your marital status?	What is the highest level of education you have completed?	How many children do you have (they can be biological, adopted or stepchild)?	How old is your youngest child?	Do your child (or children) live with you?	What is your family income?
11/04/2023 17:30:40	Agree	Yes	Brazil	Bahia	43 to 47 years	Married	PhD	2	More than 12 years	Yes	More than 10 minimum wages
11/04/2023 21:19:10	Agree	Yes	Brazil	Distrito Federa	37 to 42 years	Married	PhD	2	Between 1 and 3 years	Yes	More than 10 minimum wages
11/04/2023 22:58:00	Agree	Yes	Brazil	Bahia	37 to 42 years	Married	Especialization	1	Between 4 and 6 years	Yes	More than 10 minimum wages
12/04/2023 07:27:03	Agree	Yes	Brazil	Distrito Federa	37 to 42 years	Married	Master	3	Between 10 and 12 years	Yes	More than 10 minimum wages
12/04/2023 15:09:33	Agree	Yes	Brazil	Pará	37 to 42 years	Married	PhD	2	Between 1 and 3 years	Yes	Up to 9 minimum wages
12/04/2023 15:20:45	Agree	Yes	Brazil	Maranhão	37 to 42 years	Married	PhD	2	Less than 1 year	Yes	More than 10 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/Institution ?	How many years of experience do you have in software industry ?
Yes, and I work in hybrid mode (remotely and face to face)	State Public Administration	Academia				More than 15 years	More than 600 members	
Yes, and I work face to face/in-person	Federal Public Administration	Academia				Between 10 and 12 years	From 50 to 99 members	
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Industry	More than 15 years	More than 600 employees	More than 21			
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Industry	More than 15 years	More than 600 employees	More than 21			
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Academia				Between 10 and 12 years	From 50 to 99 members	
Yes, and I work face to face/in-person	Federal Public Administration	Academia				Between 13 and 15 years	Up to 20 members	

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
				Professor	More than 21	4	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Professor	From 16 to 20	2	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company
				Software Engineer	Less than 3	2	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company
				Squad Manager	More than 21	5	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Professor	More than 21	1	from 6 to 10 days	No, it was enough.	Yes, same role and company
				Professor and Researcher	From 4 to 6	1	from 31 to 40 days	Yes, I'd like more days.	Yes, same role and company

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
	1	Yes	No			We do share child caregiving	No	We contribute equally	Overload (related to child activities and attention), Guilty (related to child activities and attention)
	1	Yes	No			We do share child caregiving	No	-	Overload (related to child activities and attention), High physical and mental exhaustion (related to child activities and attention), Guilty (related to child activities and attention)
	3	Yes	No			The mother does more.	Yes	The extra workload that I have compared to my partner makes me less helpful in taking care of our child. Nevertheless, I also believe that a bit more proactivity is necessary regardless of the situation.	Overload (related to child activities and attention), High physical and mental exhaustion (related to child activities and attention), Guilty (related to child activities and attention)
	1	No	No			The mother does more.	Yes	When I become a father, I used to work since early and, for sometime, to study at night. There weren't enough time to contribute equally.	Overload (related to child activities and attention), Sleep deprivation (related to child activities and attention)
I am OK where I am.	2	No	No			The mother does more.	Yes	Job activities	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)
	1	Yes	Partially			The mother does more.	Yes	I am working and my wife left her job for the kids.	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)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
I had to reduce workload	Probably	Possibly	Colleagues who are not parents can accomplish more tasks and thus achieve more results than I can.	Mothers dedicate more hours and are more burdened with care and attention to their children, so they may be discriminated against as less capable of working.	In general, mothers dedicate more hours and are more burdened with care and attention to their children than fathers.	Parents (especially single mothers or single fathers) could have a reduction in hours to dedicate to the care of young children or people with special needs. Day care centers close to the work environment can help with routine and child care. Educational programs and parenting experience-sharing groups at work can help in dealing with negative impacts.	Definitely
Diretamente, não. Mas o tempo dedicado ao trabalho diminui consideravelmente.	Probably	Probably	Nada direto. Somente uma diminuição no tempo disponível para me dedicar ao trabalho.	-	sim	-	Possibly
No	Possibly	Possibly	The main challenge is to be able to disconnect from work outside of working hours and redirect our focus, attention, and time towards personal activities such as spending time with family.	Balance workload and confront potential problems/prejudices that may arise from being a woman and mother.	Generally speaking, yes, mostly due to the societal model we live in, which is sexist and based on patriarchy.	It depends greatly on the type of work. One example could be having flexible working hours (where possible), based on deliverables and targets rather than set hours worked. Another example would be remote work.	Definitely
Rarely. Only when my kids got sick.	Possibly	Probably Not	Sleep deprivation and get more tired at the end of week. Some of my professional colleagues has children requires health attention. For them, the job routine is more complex.	The same fathers challenges and difficulties, but in a higher degree.	I think mothers have a more exhaustive routine, dedicating to the study and health agenda of children too.	Flexibility of job's times and expansion of hybrid mode.	Probably
We need to pass more time with the children and job activities should be postdated	Probably	Probably	No one.	One of the highest is to be thinking every time in the child's. This can prejudice the attention that they need to employ in other activities.	Yes. An example of my thoughts is described in the last question.	Equality of actions and tasks.	Definitely
No	Probably	Possibly	Mainly sleepy privation causes other difficulties	Due to breast-feeding the sleepy privation is harder for women than to man	Yes, due to the previous answer	Reduced working hours in the initial months	Probably

Time	Consent to participate in the research	1. Are you a father (biological father, stepfather or adoptive father)?	2. In what country do you live?	In what state do you live?	How old are you?	What is your marital status?	What is the highest level of education you have completed?	How many children do you have (they can be biological, adopted or stepchild)?	How old is your youngest child?	Do your child (or children) live with you?	What is your family income?
12/04/2023 15:33:45	Agree	Yes	Brazil	Paraná	48 to 54 anos	Married	PhD	1	More than 12 years	Yes	More than 10 minimum wages
12/04/2023 17:15:04	Agree	Yes	Brazil	PR	43 to 47 years	Married	PhD	2	Between 4 and 6 years	Yes	More than 10 minimum wages
12/04/2023 19:34:18	Agree	Yes	Brazil	Pernambuco	43 to 47 years	Married	PhD	1	Between 7 and 9 years	Yes	More than 10 minimum wages
12/04/2023 20:37:38	Agree	Yes	United States	Arizona	43 to 47 years	Married	PhD	2	Between 10 and 12 years	Yes	More than 10 minimum wages
12/04/2023 20:41:04	Agree	Yes	Brazil	DF	55 to 60 years	Married	Master	2	More than 12 years	Yes	More than 10 minimum wages
12/04/2023 21:23:22	Agree	Yes	Brazil	Minas Gerais	31 to 36 years	Married	Master	2	Between 1 and 3 years	Yes	Up to 3 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/Institution ?	How many years of experience do you have in software industry ?
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Academia				More than 15 years	From 21 to 49 members	
Yes, and I work face to face/in-person	Federal Public Administration	Academia				More than 15 years	From 21 to 49 members	
Yes, and I work face to face/in-person	Federal Public Administration	Industry and Academia						More than 15 years
Yes, and I work face to face/in-person	State Public Administration, Rese	Academia				Between 10 and 12 years	From 50 to 99 members	
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Industry	More than 15 years	More than 600 employees	From 11 to 15			
Yes, and I work face to face/in-person	Private software development co	Industry and Academia						Between 7 and 9 years

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
				Professor and Researcher	From 11 to 15	1	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Professor and Researcher	From 11 to 15	5	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
From 21 to 49 employees	From 6 to 10	More than 15 years	More than 600 members	Researcher	From 7 to 10	2	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company
				Professor	From 11 to 15	None	from 6 to 10 days	No, it was enough.	Yes, same role and company
				Programmer/Developer	From 4 to 6	2	from 1 to 5 days	No, it was enough.	Yes, same role and company
More than 600 employees	From 11 to 15	Between 1 and 3 years	From 21 to 49 members	Professor	From 4 to 6	2	I did not take paternity	Yes, I'd like more days.	Yes, same role and company

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
	More than 3	Yes	No			I tend to do more childcare a	No	none	Overload (related to child activities and attention), Sleep deprivation (related to child activities and attention)
	1	Yes	No			We do share child caregiving	Yes	Atividades profissionais	Overload (related to child activities and attention), Sleep deprivation (related to child activities and attention), Guilty (related to child activities and attention)
	More than 3	No	Yes	Money		I tend to do more childcare a	Yes	-	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)
	1	Yes	No			We do share child caregiving	Yes	NA	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)
	More than 3	No	No			We do share child caregiving	Yes	N/A	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)
	1	Yes	No	I was in a project that I played a fundamental role and I did not need to be way since my last daughter born at Friday evening		The mother does more.	Yes	I got three jobs and she is concerned on taking care of children. Even though the amount of work I support my partner as much as I can	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)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
no	Probably	Definitely	Well, sometimes I cannot do something because of my family.	less time to work because of parenting duties	Yes, because the society expects more from mothers than from fathers.	tempo igual e obrigatório de licença paternidade e maternidade	Definitely
Sim. A produtividade em termos de atividades de pesquisa nunca mais foi a mesma.	Definitely	Probably	Falta de tempo	Falta de tempo, Falta de confiança na sua capacidade de realizar uma tarefa que exija dedicação e esforço.	Sim, acredito que a maioria das pessoas enxerga uma mulher que é mãe como não sendo capaz de se comprometer com atividades profissionais devido a possibilidade de ter que deixar o trabalho para ter que atender alguma urgência com os filhos.	Como o trabalho geralmente é colaborativo, diminuir temporariamente carga de atividades e os requisitos de desempenho.	Definitely
No	Probably Not	Probably Not	Less time to work.	A lot of less time to work.	Yes. Unfortunately is a cultural question yet.	Treat both the same.	Definitely
No.	Probably	Probably	Balance the time at work and time with them. Have people to understand my schedule given the time I devote to my kids.	Prejudice because of stereotyping. Lack of trust.	Yes. The stereotyping is a problem. The culture that mother's are the main caregiver too. All come from these probably.	I believe that understanding needs and making things flexible for parents would be a great step. Welcoming children at work in some cases.	Definitely
No	Definitely Not	Definitely Not	None	None	No. I believe there is no particular reason that make things different for parents, mother or father.	I have no suggestion.	Definitely
No	Possibly	Probably	Stay with them, have energy enough, and do a good job.	The same, but in general, women have more responsibility at home. In my case, I try to do most of homework at the time of my breaks during the day.	It depends on how things are at home. Do the children sleep well? Does the partner work? Outside or at home? Does the children study? How supportive is the partner? Are relatives living near by? In general, men work more outside. It might overweight women.	Equal responsibility and rights. We were living abroad and my wife worked at the time our children were born. As she had the parent leave of two years, we decided to have the second child. A long parental leave was fundamental to have the second child in a row.	Probably

Time	Consent to participate in the research	1. Are you a father (biological father, stepfather or adoptive father)?	2. In what country do you live?	In what state do you live?	How old are you?	What is your marital status?	What is the highest level of education you have completed?	How many children do you have (they can be biological, adopted or stepchild)?	How old is your youngest child?	Do your child (or children) live with you?	What is your family income?
12/04/2023 21:46:22	Agree	Yes	Brazil	São Paulo	43 to 47 years	Married	PhD	2	Between 10 and 12 years	Yes	More than 10 minimum wages
12/04/2023 22:21:51	Agree	Yes	Brazil	Ceará	43 to 47 years	Married	PhD	4	Less than 1 year	Yes	More than 10 minimum wages
13/04/2023 00:44:57	Agree	Yes	Brazil	Alagoas	37 to 42 years	Married	PhD	3	Between 7 and 9 years	Yes	More than 10 minimum wages
13/04/2023 06:49:33	Agree	Yes	Germany	Bavaria	31 to 36 years	Married	PhD	2	Less than 1 year	Yes	Up to 5 minimum wages
13/04/2023 16:03:33	Agree	Yes	Iceland	-	31 to 36 years	Married	PhD	1	Between 4 and 6 years	Yes	Up to 5 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/institution ?	How many years of experience do you have in software industry ?
Yes, and I work face to face/in-person	Federal Public Administration	Academia				Between 7 and 9 years	From 200 to 399 members	
Yes, and I work face to face/in-person	State Public Administration, Rese	Academia				Between 13 and 15 years	Up to 20 members	
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration, Re	Industry and Academia						Between 7 and 9 years
Yes, and I work remotely/from home	Private software development co	Industry	Between 4 and 6 years	From 200 to 399 employees	From 6 to 10			
Yes, and I work in hybrid mode (remotely and face to face)	Research/collaboration projects	Academia				Between 10 and 12 years	From 21 to 49 members	

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
				Professor and Researcher	From 4 to 6	None	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Professor	Less than 3	1	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
From 400 to 599 employees	From 16 to 20	Between 13 and 15 years	More than 600 members	Scrum Master	From 7 to 10	1	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company
				Programmer/Developer	From 7 to 10	3	more than 120 days	No, it was enough.	Yes, same role and company
				Professor and Researcher	From 4 to 6	4	more than 120 days	Yes, I'd like more days.	Yes, same role and company

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
	2	Yes	No			We do share child caregiving	Yes	Contribuímos de forma igual	Overload (related to child activities and attention), High physical and mental exhaustion (related to child activities and attention)
	1	No	Partially	Orientação de alunos, escrita de artigos, coordenação de projetos, que são atividades que não param		I tend to do more childcare a	No	Apesar de ter uma carga de trabalho maior que minha esposa, eu considero que minhas atividades paternas são tão frequentes (e às vezes até mais) do que as delas.	High physical and mental exhaustion (related to child activities and attention), Sleep deprivation (related to child activities and attention)
	1	Yes	Partially	Precisei corrigir algumas provas que estavam pendentes.		We do share child caregiving	Yes	Gostaria de trabalhar menos para ter mais tempo para meus filhos.	Guilty (related to child activities and attention)
	1	Yes	No			We do share child caregiving	No	-	Lack of confidence, Overload (related to child activities and attention), High physical and mental exhaustion (related to child activities and attention)
	1	Yes	Partially	Ongoing projects, part-time leave.		We do share child caregiving	Yes	-	Lack of confidence, Sleep deprivation (related to child activities and attention)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
No	Probably	Probably	Sinto que dividindo de forma igual, como fazemos, os desafios são mais fáceis.	Sinto que dividindo de forma igual, como fazemos, os desafios são mais fáceis.	Com certeza, historicamente a mulher sempre é vista como mais responsável pela criação dos filhos, o que é errado pois deveria ser uma responsabilidade compartilhada.	Realizar as divisões de responsabilidade de forma igual e balanceada permitindo que os dois sigam a carreira profissional.	Probably
No	Definitely Not	Probably Not	Ter que dividir atenção entre trabalho e os filhos, estar disponível para eventuais saídas para consultas médicas, levar trabalho para casa.	Ter que dividir atenção entre trabalho e os filhos, estar disponível para eventuais saídas para consultas médicas, levar trabalho para casa	Sim, pois geralmente elas são quem estão mais presentes no dia-a-dia das tarefas infantis, como ajudar no dever de casa, preparar refeição, ter cuidados de saúde.	Redução de jornada de trabalho sem redução salarial, maior flexibilidade com horários.	Probably Not
No	Definitely	Definitely	Nenhum.	Muitos: a sobrecarga de trabalho da mulher geralmente não é compreendida como um problema, porque muitas vezes os afazeres domésticos é naturalizado para ser algo de mulher.	Sim, pelo mesmo motivo que coloquei na questão anterior. Geralmente as mulheres se sobrecarregam mais com as atividades doméstica e cuidados com as crianças, e muitas vezes, se questionam, muitas vezes não são bem compreendidas. Em uma empresa que trabalhei em 2009, o gerente comentou algo do tipo para uma mulher, questionando que ela sabia dos problemas e riscos que a maternidade traria, quando a mesma se lamentou que estava exausta.	1) As pessoas precisam ter mais empatia; 2) O machismo tem que acabar, se não, até mesmo outras mulheres podem julgar outras mulheres que são mães.	Definitely
No	Probably Not	Probably Not	I cannot be available at all times at which childless colleagues might expect me to be reachable	They need to interrupt their work from time to time for nursing. This may be difficult to understand for childless colleagues	Yes. Some people do not want to understand why young mothers work at all. Society in Germany is a lot less liberal in this regard than one might think.	Clear rules	Definitely
No, never.	Possibly	Probably Not	Mainly having to schedule around childcare, e.g. pickup from daycare, and dealing with sudden illness.	In Iceland, it tends to be similar to father's, luckily. However, they still tend to be more involved in childcare in most households, so maybe more strain than fathers. Finally, in my experience more guilt compared to fathers.	Yes, see above	Depends who is in charge. I think society needs to work on equality and the image of fathers and mothers with respect to sharing childcare. The Nordics are quite far there. Fathers need to work on their self image that it's actually a good thing to participate properly in childcare and not "unmanly" or the like.	Definitely

Time	Consent to participate in the research	1. Are you a father (biological father, stepfather or adoptive father)?	2. In what country do you live?	In what state do you live?	How old are you?	What is your marital status?	What is the highest level of education you have completed?	How many children do you have (they can be biological, adopted or stepchild)?	How old is your youngest child?	Do your child (or children) live with you?	What is your family income?
13/04/2023 16:29:14	Agree	Yes	Brazil	Paraná	37 to 42 years	Married	PhD	2	Between 1 and 3 years	Yes	More than 10 minimum wages
13/04/2023 17:23:49	Agree	Yes	Brazil	Ceara	37 to 42 years	Married	Undergraduate Stud	2	Less than 1 year	Yes	Up to 7 minimum wages
13/04/2023 21:39:32	Agree	Yes	Brazil	Tocantins	37 to 42 years	Married	Master	2	Between 1 and 3 years	Yes	More than 10 minimum wages
13/04/2023 22:20:31	Agree	Yes	Brazil	Sao Paulo	37 to 42 years	Married	Master	3	More than 12 years	Yes	More than 10 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/Institution ?	How many years of experience do you have in software industry ?
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Academia				Between 10 and 12 years	Up to 20 members	
Yes, and I work remotely/from home	Private software development co	Industry	Between 13 and 15 years	More than 600 employees	From 6 to 10			
Yes, and I work in hybrid mode (remotely and face to face)	Private software development co	Industry and Academia						More than 15 years
Yes, and I work in hybrid mode (remotely and face to face)	Research/collaboration projects	Industry	Between 13 and 15 years	More than 600 employees	From 11 to 15			

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
				Professor and Researcher	Less than 3	None	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company
				Programmer/Developer	From 4 to 6	2	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company
More than 600 employees	More than 21	More than 15 years	More than 600 members	Software Engineer/Professo	More than 21	More than 5	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Commercial	From 7 to 10	2	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
	1	Yes	No			We do share child caregiving	Yes	Contribuo igualmente.	Lack of confidence, Sleep deprivation (related to child activities and attention)
	More than 3	Yes	No			We do share child caregiving	Yes	Dividimos as atividades	Overload (related to child activities and attention), Sleep deprivation (related to child activities and attention), Guilty (related to child activities and attention)
	1	No	No			The mother does more.	Yes	After having acquired more than one professional contract, working in more than one job, the overall working hours go through the three periods of the day, so this is an important factor for this reason. None the less, I stay awake during most of the night and at the dawn, after my last working shift, so my spouse can rest and I end having some time, exclusively, with the children.	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)
	3	Yes	Yes	Day to day meetings		The mother does more.	Yes	Hybrid work Model. Work extended hours from Home	Sleep deprivation (related to child activities and attention)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
Acredito que, por ser homem e estar em um cargo no serviço público, não me senti prejudicado no trabalho, porém sinto que muitas mulheres tem maior dificuldade no seu retorno as atividades depois de entrarem para a maternidade.	Definitely	Probably	Como homem não encontro dificuldades além daquelas de logística inerente ao dever de pai. Vejo que isso não ocorre o mesmo com mulheres.	Nos espaços públicos, em especial nas escolas e universidades, tratar da flexibilidade para mães é menos difícil, mas ainda sim há barreiras. Já na iniciativa privada tenho a impressão que as demandas da maternidade não são bem vindas para as empresas.	Dentro do espaço de escola que trabalho, atualmente se tem muito cuidado com a necessidades que as mães tem com o atendimento as demandas da maternidade, porém esta não vejo como realidade na maioria dos locais. Vemos muitas restrições de colocar mulheres em cargos de gestão. Vejo que a grande maioria daquelas que ocupam um cargo não tem filhos ou já tem filhos adultos.	Creio que a dedicação a maternidade e paternidade deveria ser vista como um investimento para a sociedade como um todo. Gratificar uma mulher que se torna mãe faria com que, na minha visão, ela se tornasse mais feliz com o trabalho e consequentemente desempenharia melhor ainda seu papel. Uma criança com cuidado na sua primeira infância será um adulto mais saudável mentalmente, mais feliz e contribuirá muito para a sociedade.	Definitely
Queda de performance	Probably	Probably	O meu filho mais velho tem TEA e necessita de várias terapias, então o desafio que eu tenho é conciliar trabalho, terapias do filho mais velho, enquanto minha esposa cuida do recém nascido.	Acredito que o mais difícil é conciliar tudo, visto que a carga mental delas costuma ser bem maior.	Sim, pois ainda vivemos em uma sociedade machista que enxerga que cuidar de filhos e da casa é um papel exclusivo das mães.	Eu acho que a curto prazo as empresas poderiam prover locais de trabalho amigáveis onde pais podem ir com seus bebês, flexibilidade de horário, auxílios creche, e a longo prazo trabalhar no sentido de educar a sociedade que crianças precisam de cuidados e da presença dos pais. Uma boa medida também seria diminuir a carga horária de trabalho de todos os trabalhadores.	Definitely
No	Definitely	Definitely	I can say that the work, itself, does not present any difficulties for me as father, regarding the tasks I need to perform. However, since becoming a father, I feel that, from myself, it increased the expectation for matureness and a greater sense of corresponding differently than before, as when having to demonstrate how, as a parent, I should behave differently as a role model for other people and how my children would, in the future, learn about my legacy of commitment, responsibility and character	I know of a matter of fact, as it relates to my wife, that she faces a greater sense of self charging about caregiving with our children, about her being to much worried of letting them with third parties, about how they will behave or will be taken care of in mininum details during the day. Also, it is challenging the thought of the need of being more present or following the professional carrer, including the social pressure of being a good mother, wife and taking care of her home. Also, at work, the pressure for results and performance, and the direction of tasks is a real challenge.	I believe that mothers face more difficulties than fathers. The pressure for results and performance tend to force working hours beyond the contract. This means that more working hours will be needed outside the office and fathers are morke likely to have some kind of precedence than mothers, that tend to reserve their time to fully support the needs of children and the home. However, I believe that both, mother and father, can increase their communication and sense of cooperation in order to understand how they should optimize the time, distribute tasks among them.	I think that companies are increasing their concern and internal policies about mental health and the integrity of their workers. One of these policies could lead to an increment of total time of paternity leave, starting with one month for fathers and six month for mothers. Also, the four-working days week could provide more quality of time for the families and, at the same time, improve performance at work. Another suggestion should be the stablishment of internal behavior policy, increase of courses and speeches about good behavior at the office between man and women, increase of woman in main roles at decisory and tactical level, I think, tend to mitigate the difficulties.	Definitely
No	Probably	Probably	Financial responsibilities and distress	Double daily shifts	Yep, especially in areas where traveling and social extended meetings are required	N/A	Definitely

Time	Consent to participate in the research	1. Are you a father (biological father, stepfather or adoptive father)?	2. In what country do you live?	In what state do you live?	How old are you?	What is your marital status?	What is the highest level of education you have completed?	How many children do you have (they can be biological, adopted or stepchild)?	How old is your youngest child?	Do your child (or children) live with you?	What is your family income?
14/04/2023 10:47:47	Agree	Yes	Brazil	Bahia	37 to 42 years	Married	PhD	2	Less than 1 year	Yes	More than 10 minimum wages
14/04/2023 10:52:12	Agree	Yes	Brazil	Alagoas	43 to 47 years	Married	PhD	1	Between 1 and 3 years	Yes	More than 10 minimum wages
14/04/2023 13:07:55	Agree	Yes	Brazil	Distrito Federa	37 to 42 years	Married	PhD	2	Between 4 and 6 years	Yes	More than 10 minimum wages
14/04/2023 15:19:11	Agree	Yes	Brazil	Rio Grande do	37 to 42 years	Married	Master	2	Between 7 and 9 years	Yes	More than 10 minimum wages
14/04/2023 19:52:41	Agree	Yes	Brazil	PR	37 to 42 years	Married	PhD	2	Between 10 and 12 years	Yes	Up to 9 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/Institution ?	How many years of experience do you have in software industry ?
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Academia				Between 7 and 9 years	From 21 to 49 members	
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Academia				More than 15 years	From 21 to 49 members	
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Academia				Between 4 and 6 years	From 21 to 49 members	
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Academia				More than 15 years	From 100 to 199 members	
Yes, and I work face to face/in-person	Federal Public Administration	Academia				Between 4 and 6 years	Up to 20 members	

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
				Professor and Researcher	From 4 to 6	3	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company
				Professor and Researcher	From 4 to 6	None	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company
				Professor and Researcher	From 7 to 10	None	from 21 to 30 days	No, it was enough.	Yes, same role and company
				Professor	More than 21	1	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Programmer/Developer	From 4 to 6	1	from 6 to 10 days	Yes, I'd like more days.	Yes, same role and company

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
	2	Yes	Partially	Mostly quick communication with students		I tend to do more childcare a	Yes	I have a flexible work schedule, and tend to concentrate work after the children sleep. The mother works in a fixed schedule.	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)
	1	Yes	Partially	Respostas de e-mails, projetos de pesquisa, orientações.		We do share child caregiving	Yes	Contribuímos igualmente.	Overload (related to child activities and attention), Sleep deprivation (related to child activities and attention), Guilty (related to child activities and attention)
	3	Yes	No			The mother does more.	Yes	Work overload	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)
	1	Yes	No			We do share child caregiving	Yes		Overload (related to child activities and attention), High physical and mental exhaustion (related to child activities and attention), Guilty (related to child activities and attention)
	2	No	Partially	Some tasks were performed only by me.		We do share child caregiving	Yes	I contributed equally.	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)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
No	Probably	Possibly	It is very difficult to schedule meetings, because it depends on finding another caregiver for the scheduled time, which may be unavailable (e.g., the mother) or not qualified. Also, it is difficult to become available at any moment to solve immediate problems. Some problems require full focus, which may be incompatible with taking care of a child.	The same problems, plus taking care of a child's lactation.	Yes. First, because the mother is expected to be the only source of feeding for a 0–6 month old baby. Last, because society expects that the mother to be the main caregiver, leading to a situation where children and work compete to be the first priority.	Allow remote meetings and asynchronous communication, so parents can choose to work when they are not actively giving care.	Probably
Não.	Definitely	Definitely	Cansaço, restrição de horários.	Cansaço, dificuldade de manter a mesma posição e emprego, discriminação.	Sim, pelos motivos citados acima. Geralmente para a mulher esses desafios e dificuldades são bem maiores e impactantes do que para homens. Inclusive no serviço público.	Legislação, muitas, flexibilidade, conscientização.	Definitely
No	Probably	Probably Not	Reduced availability to work while maintaining The same level of workload/productivity.	In my situation, the same challenges.	Not in my position, I guess.	Reduced the workload (in terms of the number of hours worked by week).	Definitely
No	Possibly	Probably Not	Conciliar o tempo de trabalho e o tempo com os filhos, principalmente quando trabalhando em casa.	Conciliar tempo com os filhos e o trabalho, preconceito.	Eu penso que as mulheres sofrem mais dificuldades.	Diminuição de jornada de trabalho, horários mais flexíveis.	Definitely
No.	Possibly	Probably Not	After being a father, I couldn't participate more actively in long tasks.	Women need to pay more attention to children at the beginning. For this reason, they may not have as much availability to carry out work tasks at the same speed as other colleagues. We need to understand this.	Same answer as above.	Longer leaves and then returning to work to have a reduced shift for a while, to then return full time.	Probably

Time	Consent to participate in the research	1. Are you a father (biological father, stepfather or adoptive father)?	2. In what country do you live?	In what state do you live?	How old are you?	What is your marital status?	What is the highest level of education you have completed?	How many children do you have (they can be biological, adopted or stepchild)?	How old is your youngest child?	Do your child (or children) live with you?	What is your family income?
14/04/2023 21:08:48	Agree	Yes	Brazil	Paraná	37 to 42 years	Married	PhD	1	Less than 1 year	Yes	More than 10 minimum wages
15/04/2023 08:42:37	Agree	Yes	Sweden	Stockholm	37 to 42 years	Married	Master	1	Between 1 and 3 years	Yes	More than 10 minimum wages
15/04/2023 10:02:47	Agree	Yes	Brazil	DF	43 to 47 years	Married	Especialization	1	Between 1 and 3 years	Yes	Up to 5 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/Institution ?	How many years of experience do you have in software industry ?
Yes, and I work face to face/in-person	Federal Public Administration	Academia				Between 10 and 12 years	From 21 to 49 members	
Yes, and I work in hybrid mode (remotely and face to face)	Private software development co	Industry	Between 10 and 12 years	More than 600 employees	From 6 to 10			
Yes, and I work remotely/from home	Federal Public Administration	Industry and Academia						More than 15 years

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
				Professor and Researcher	Less than 3	None	from 11 to 20 days	Yes, I'd like more days.	No, another role and same com
				Software Engineer	Less than 3	None	more than 120 days	No, it was enough.	Yes, same role and company
More than 600 employees	More than 21	Less than 1 year	Up to 20 members	Programmer/Developer	More than 21	More than 5	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
I am an associate profess	1	Yes	Partially	Although I was at paternity leave, it was the end of the academic semester and I had to evaluate some final exams and do some course bureaucracy ("close" content, frequency and grades diaries). I also had to some minor coordinator tasks (only one to two hours or work, but, still, work).		We do share child caregiving	No	I do my best to contribute equally to parenting activities and to support my wife. (Remaining of the answer will be in Portuguese). No final da gravidez (de risco), minha esposa teve síndrome de HELLP e, posteriormente, depressão pós parto, o que demandou minha atenção para ambos (nosso filho e ela). Além disso, como ela também é professora no mesmo departamento em que atuo, eu também estava atento a garantir as condições de trabalho para o retorno dela em 2023 (o que não foi trivial, dada a ausência de apoio à maternidade na instituição além do legalmente exigido, o que pode ser reflexo de um departamento que, no momento da licença, tinha apenas uma mulher em atividade (minha esposa)). Devido a isso, minhas atividades ficaram comprometidas no período, mas não me arrependo e faria tudo novamente. Na verdade, isso só me fez dedicar mais esforço para defender melhores políticas e fiscalizar ações relacionadas à diversidade, inclusão e equidade no meio acadêmico.	Lack of confidence, Overload (related to child activities and attention), High physical and mental exhaustion (related to child activities and attention)
	More than 3	Yes	No			I tend to do more childcare a	No	I can work more flexibly and feel secure in my job.	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)
	More than 3	Yes	Yes			We do share child caregiving	Yes	Time	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)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
Eu não sofri preconceito, ao menos diretamente, por ser um pai. No entanto, indiretamente, pelo fato da minha esposa ter enfrentado dificuldades durante a gravidez e no retorno ao trabalho, também senti parte do preconceito que ela sofreu.	Probably	Definitely	<p>Conciliar a família com o trabalho é, definitivamente, o maior desafio. Inicialmente deixaríamos nosso filho apenas meio período na escola (berçário), mas foi necessário colocar em tempo integral para conseguir conciliar família e trabalho (no caso, foi uma dificuldade compartilhada do pai e da mãe). Mesmo assim, existe o cenário em que o filho é acometido por uma doença e não pode ir para a escola, exigindo a ausência do pai ou da mãe do trabalho e incorrendo na necessidade extra de repor essas aulas perdidas (o que envolve alguma burocracia).</p> <p>Outra dificuldade é alcançar um novo equilíbrio entre atividades de trabalho, atividades voltadas à família como um todo e atividades voltadas ao cuidado pessoal (saúde física e mental).</p> <p>Uma dificuldade a ser encontrada em breve é falta de espaço adequada para levar a criança em caso de necessidade no local de trabalho. O ambiente de trabalho possui espaço no limite do adequado para o trabalho de um professor e, certamente, não é o suficiente para manter uma criança (além da pouca segurança quanto à objetos pequenos, arestas e afins).</p>	<p>A começar com o retorno às atividades, elas enfrentam a insegurança das condições e atividades de trabalho que encontrarão. Devido à ausência da licença-maternidade, as mães acabam esquecidas no planejamento das atividades.</p> <p>De modo geral, os ambientes de trabalho não estão preparados para uma mãe e seu filho: ambiente para preparar alimentos para a criança, local adequado para amamentação.</p> <p>De modo geral, eu diria que todas as dificuldades e desafios que as mulheres enfrentam, de modo geral, são amplificadas ao retornar como mães. Mesmo que as dificuldades e desafios permaneçam os mesmos de sempre, a energia e tempo disponíveis para tratar deles se encontra reduzido em virtude da maternidade, o que torna as coisas mais difíceis.</p>	No meu trabalho, sim, porque as mulheres são a minoria e a maioria dos homens desconhece as dificuldades enfrentadas pelas mulheres e mães. Se a instituição não possui uma política de apoio a mulheres e mães, dificilmente essas dificuldades serão adequadamente tratadas.	<p>Políticas institucionais de apoio à maternidade e paternidade:</p> <ul style="list-style-type: none"> - Assegurar condições de retorno às atividades (pós-licença) no mínimo idênticas àquelas do momento da saída. No caso específico das mulheres, a política também deve abranger o período de gravidez. - Com relação ao plano de carreira e avaliações de desempenho, reduzir ao menos proporcionalmente as exigências quando ocorrer licença paternidade ou maternidade durante o interstício. - Em caso de doenças das crianças, flexibilizar ou facilitar a reposição de atividades. <p>Disponibilidade de creche no local de trabalho seria algo excelente.</p>	Definitely
No	Probably Not	Definitely Not	Managing time, attending meetings.	Same.	.	.	Definitely
Lack of time	Definitely	Possibly	Lack of time	Exhaustion	Yes. Pregnancy is exhaustive	Need more time on personal life	Definitely

Time	Consent to participate in the research	1. Are you a father (biological father, stepfather or adoptive father)?	2. In what country do you live?	In what state do you live?	How old are you?	What is your marital status?	What is the highest level of education you have completed?	How many children do you have (they can be biological, adopted or stepchild)?	How old is your youngest child?	Do your child (or children) live with you?	What is your family income?
15/04/2023 11:00:22	Agree	Yes	Brazil	DF	43 to 47 years	Married	Master	2	Between 7 and 9 years	Yes	More than 10 minimum wages
15/04/2023 15:20:47	Agree	Yes	Brazil	Distrito Federa	55 to 60 years	Married	Especialization	2	More than 12 years	Yes	Up to 9 minimum wages
15/04/2023 15:51:52	Agree	Yes	Brazil	Distrito Federa	43 to 47 years	Married	Especialization	2	Between 7 and 9 years	Yes	Up to 7 minimum wages
15/04/2023 17:27:23	Agree	Yes	Brazil	MT	43 to 47 years	Married	Master	2	Between 10 and 12 years	Yes	More than 10 minimum wages
15/04/2023 19:43:40	Agree	Yes	Brazil	Distrito Federa	43 to 47 years	Married	Especialization	3	Between 4 and 6 years	Yes	Up to 3 minimum wages
15/04/2023 20:07:00	Agree	Yes	Brazil	Bahia	37 to 42 years	Married	Especialization	1	Between 1 and 3 years	Yes	Up to 5 minimum wages
15/04/2023 20:23:05	Agree	Yes	Brazil	Paraíba	43 to 47 years	Married	Master	2	More than 12 years	Yes	Up to 7 minimum wages
15/04/2023 20:40:08	Agree	Yes	Brazil	DF	55 to 60 years	Married	Especialization	3	More than 12 years	Yes	More than 10 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/Institution ?	How many years of experience do you have in software industry ?
Yes, and I work face to face/in-person	State Public Administration	Academia				Between 13 and 15 years	Up to 20 members	
Yes, and I work face to face/in-person	State-owned company (Serpro, s	Industry	More than 15 years	More than 600 employees	From 11 to 15			
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Industry	More than 15 years	More than 600 employees	Less than 5			
Yes, and I work face to face/in-person	Federal Public Administration	Industry and Academia						More than 15 years
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Industry	More than 15 years	More than 600 employees	Less than 5			
Yes, and I work face to face/in-person	State Public Administration	Academia				Between 4 and 6 years	From 50 to 99 members	
Yes, and I work remotely/from home	Federal Public Administration, R	Academia				Between 13 and 15 years	From 100 to 199 members	
Yes, and I work remotely/from home	Private software development co	Industry	More than 15 years	More than 600 employees	More than 21			

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
				Professor and Researcher	Less than 3	3	from 21 to 30 days	Yes, I'd like more days.	Yes, same role and company
				Gerente de Equipe	Less than 3	2	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Project Manager	Less than 3	1	from 6 to 10 days	No, it was enough.	Yes, same role and company
More than 600 employees	More than 21	Between 13 and 15 years	Up to 20 members	Admin	More than 21	More than 5	from 6 to 10 days	Yes, I'd like more days.	Yes, same role and company
				Data Modeling	From 4 to 6	1	from 6 to 10 days	Yes, I'd like more days.	Yes, same role and company
				Professor	More than 21	5	from 6 to 10 days	Yes, I'd like more days.	Yes, same role and company
				Professor	More than 21	More than 5	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Data Modeling	From 4 to 6	1	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
	1	Yes	Yes	I was in a class. It's needed to finish		We do share child caregiving	Yes	equally	Sleep deprivation (related to child activities and attention), Guilty (related to child activities and attention)
Cuidar do desenvolvimento	2	No	No			The mother does more.	No	Falta de tempo, excesso de atividades	Guilty (related to child activities and attention)
	2	Yes	No			The mother does more.	Yes	Porque a criança, enquanto muito pequena, naturalmente é mais ligada a mãe... Ao crescer, as atividades são melhor distribuídas e ambos conseguem dividir igualmente as atribuições	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)
	1	Yes	No			We do share child caregiving	No	I do.	Overload (related to child activities and attention)
	3	No	No			We do share child caregiving	Yes	We contribute equally parenting activities.	High physical and mental exhaustion (related to child activities and attention), Sleep deprivation (related to child activities and attention)
	2	Yes	No			The mother does more.	Yes	Possuo dois vínculos empregatícios, trabalhando nos 3 turnos e as atividades docentes demandam tempo fora da sala de aula.	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)
	More than 3	Yes	Yes	I was a freelancer at one of the jobs, they had bills to pay and I couldn't help but make money		We do share child caregiving	Yes	NA	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)
	More than 3	No	No			The mother does more.	Yes	Mais horas de trabalho	Sleep deprivation (related to child activities and attention)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
i need to take in to and from school in mid day	Possibly	Possibly	work times and attention do my childs	the same	depends on her family	work time flexibility	Possibly
Não	Probably	Probably	Nenhuma	Amamentação, tempo de dedicação ao filho, escola e coordenar demais atividades domésticas	Sim. É óbvio.	Trabalho é trabalho, dentro das regras da sociedade, cada um tem que se adaptar.	Possibly
Não	Probably	Possibly	Conciliar o tempo e atender simultaneamente todas as demandas	Conciliar o tempo e atender simultaneamente todas as demandas	Depende do casal dividir bem as atribuições	Oferta de teletrabalho quando possível	Definitely
No	Possibly	Probably Not	Being a father does not affect my work	Some prejudice of immature people	Not always.	Everyone should try to ensure the best quality of life for children.	Definitely
No	Possibly	Probably	Quando as crianças estão doentes, conciliar trabalho e atenção a eles.	Deixar o filho em casa após a licença maternidade.	Sim. A mãe passa mais tempo com filhos, desde o ventre, portanto é natural elas mais dificuldades.	Tele trabalho e flexibilidade do horário resolve uma boa parte dos problemas.	Definitely
Não	Probably	Possibly	As elaborações das aulas e atividades, são sempre um desafio pois como geralmente realizo essas tarefas em casa, é o momento de estar e ser mais presente na vida de minha filha.	Acredito que o principal desafio é sentirem que seus filhos estão bem, protegidos e sendo cuidados por terceiros enquanto trabalham.	Sim, as mães tem mais dificuldades por possuírem mais demandas das crianças do que os pais.	Trabalhar de forma hibrida sempre que for possível. Ou a flexibilidade da jornada de trabalho	Probably
decrease in production and more limited overtime, and, as a result, I was called attention by superiors (work and graduate advisors)	Definitely	Definitely	activities that needed my attention, mainly related to the illness of the children, clashed with work schedules, which generated dissatisfaction from my superiors, culminating in the reduction of working hours and loss of salary	greater attention to children, more demanding schedules, doubled workload (work and home), fatigue...	for the most part, yes. my case is a point outside the curve.	the biggest one: balanced management of time and tasks with home and children	Definitely
Não	Probably Not	Definitely Not	Dividir a responsabilidade do trabalho e o tempo de dedicação para os filhos	Jornada dupla, cansa e muito	Sim, muitos não gostam de ter mulheres pela licença e também a necessidade de se ausentar algumas vezes para dar suporte ao filho	Trabalho hibrido ajudaria e muito e daria inclusive mais resultado para a empresa e para os filhos	Definitely

Time	Consent to participate in the research	1. Are you a father (biological father, stepfather or adoptive father)?	2. In what country do you live?	In what state do you live?	How old are you?	What is your marital status?	What is the highest level of education you have completed?	How many children do you have (they can be biological, adopted or stepchild)?	How old is your youngest child?	Do your child (or children) live with you?	What is your family income?
15/04/2023 20:45:36	Agree	Yes	Brazil	Rio de Janeiro	31 to 36 years	Married	Master	1	Between 7 and 9 years	Yes	More than 10 minimum wages
15/04/2023 20:54:51	Agree	Yes	Brazil	Parana	43 to 47 years	Married	PhD	3	Between 7 and 9 years	Yes	More than 10 minimum wages
15/04/2023 21:30:58	Agree	Yes	Brazil	Goiás	43 to 47 years	Married	PhD	2	Between 7 and 9 years	Yes	More than 10 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/institution ?	How many years of experience do you have in software industry ?
Yes, and I work remotely/from home	Private software development co	Industry	More than 15 years	From 400 to 599 employees	From 6 to 10			
Yes, and I work face to face/in-person	State Public Administration	Academia				More than 15 years	More than 600 members	
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration, R	Academia				More than 15 years	From 50 to 99 members	

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
				Software Engineer	Less than 3	None	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Professor and Researcher	Less than 3	None	I did not take paternity	Yes, I'd like more days.	Yes, same role and company
				Professor and Researcher	From 16 to 20	2	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
	1	Yes	No			We do share child caregiving	Yes	N/A	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), Depression
	1	Yes	Yes	Atividade de pesquisa		The mother does more.	Yes	Foco no trabalho	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)
	1	Yes	No			We do share child caregiving	No	Eu contribuo de forma igual nos cuidados com as crianças.	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)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
No	Definitely	Definitely	I don't have as much time available as I had before.	They are often have delayed promotions and aren't included in projects that are important to the company.	Yes. People tend to assume women will bear most of the load related to raising the child.	To be honest, I can't think of any.	Probably
Nao	Probably	Probably	Foco	Foco	Sim,vínculo afetivo mais forte na mae	Semana de trabalho menor, 30 horas, por exemplo	Probably
Sim pois em várias ocasiões tive que parar tudo que estava fazendo para me dedicar aos meus filhos. Eu e minha esposa dividimos igualmente os cuidados com as crianças e na cozinha. Porém, ela acaba fazendo mais nos cuidados da casa e ela tem estado em situação de muito estresse e eu me sinto muito culpado. Isso tem atrapalhado muito nosso rendimento enquanto profissionais.	Probably	Definitely	Definitivamente, o machismo por parte de uma grande maioria dos homens com quem trabalho é uma das maiores dificuldades que enfrento. Para estes homens eu tenho que me dedicar mais do que me dedico.	Falta de compreensão, dificuldade no equilíbrio entre as tarefas domésticas e profissionais, cuidados com as crianças em situação de doenças, cobranças sociais de mulheres impecavelmente bem vestidas e maqueadas.	Sim, porque as mulheres são cobradas da mesma forma que os homens. Esta situação é muito desgastante para as mulheres.	Investimento por parte da União na implantação de mais creches de qualidade, facilitação na despesa em caso de problemas de saúde com filhos, flexibilização da carga horária para incentivo aos cuidados com a educação dos filhos.	Possibly

Time	Consent to participate in the research	1. Are you a father (biological father, stepfather or adoptive father)?	2. In what country do you live?	In what state do you live?	How old are you?	What is your marital status?	What is the highest level of education you have completed?	How many children do you have (they can be biological, adopted or stepchild)?	How old is your youngest child?	Do your child (or children) live with you?	What is your family income?
15/04/2023 21:40:44	Agree	Yes	Brazil	PR	31 to 36 years	Married	Master	1	Less than 1 year	Yes	Up to 9 minimum wages
15/04/2023 21:44:20	Agree	Yes	Brazil	Paraná	31 to 36 years	Separated	Master	2	Between 4 and 6 years	Yes	Up to 5 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/Institution ?	How many years of experience do you have in software industry ?
Yes, and I work remotely/from home	Private software development co	Industry	Between 13 and 15 years	More than 600 employees	More than 21			
Yes, and I work face to face/in-person	State Public Administration	Industry	Between 10 and 12 years	More than 600 employees	From 11 to 15			

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
				Software Engineer	From 11 to 15	4	from 21 to 30 days	Yes, I'd like more days.	Yes, same role and company
				Programmer/Developer	Less than 3	1	I did not take paternity leave	Yes, I'd like more days.	No, same role and another company

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
	1	Yes	No			We do share child caregiving	No	We already contribute equally and have a deal on these contributions	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)
Salário maior	More than 3	No	Yes			I tend to do more childcare a	Yes	A mãe dos meus filhos tinha depressão e eu fico a maior parte do tempo com meus filhos desde então	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)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
Never	Probably Not	Possibly	As my daughter is still young I need to be OOO frequently to take her to doctor appointments and vaccines, etc.	I see that the need to be absent for baby feeding can be somewhat challenging if the mother does not work from home	I think so. Mothers has naturally more responsibilities given baby feeding. Some fathers could also be not as open to share the childcare duties as we are here.	Facilitating the work from home for women that doesn't have this possibility could help. At least 6 months of paternity leave too, it would be great to women have the possibility to proper feed the baby till the food introduction as well as taking care of the baby till the end of Collics and the proper development of some sort of independency at baby's development. I have extended paternal leave provided by the company and I think all father's should have this as a right too, it is important to have this time to know the baby and help the mom with puerperal phase. Extental parent leave is even more important to cases like ours, where the parents has no family at the city to support at this moment.	Definitely
Sim, perdi oportuidades de crescimento, inclusive mudança de cidade devido a responsabilidade com meus filhos	Definitely	Definitely	Dificuldade de cumprir horário, devido a compromisso dos horários de escola, principalmente sair mais cedo todos os dias para buscá-los no horário	Constante alerta, se o filho precisar da mãe ela precisaria deixar o trabalho para cuidar do filho. Já vi casos de mulher não ser contratada pro ser mãe de filho pequeno também.	Sim, geralmente a responsabilidade dos filhos recai sobre a mãe. A sociedade vê na relação homem e mulher como sendo o homem com a responsabilidade do trabalho e a mulher com a responsabilidade dos filhos. As empresas a meu ver tem tentado mudar esse cenário, mas não é muito simples.	Flexibilidade de horário, ou trabalho remoto quando possível. Em relação a trabalhos que envolve pouco contato humano, pode ser feito remotamente sem maiores problemas. Para um programador de software, as reuniões são feitas remotas e o desenvolvimento também, bem como as entregas, desde que cumpridas dentro do prazo. Nesse caso a responsabilidade de cuidar dos filhos seria mais fácil, não tendo descolamentos ou necessidade de passar um dia com filho doente em casa, sem poder trabalhar.	Definitely

Time	Consent to participate in the research	1. Are you a father (biological father, stepfather or adoptive father)?	2. In what country do you live?	In what state do you live?	How old are you?	What is your marital status?	What is the highest level of education you have completed?	How many children do you have (they can be biological, adopted or stepchild)?	How old is your youngest child?	Do your child (or children) live with you?	What is your family income?
16/04/2023 02:38:51	Agree	Yes	Netherlands	North Holland	37 to 42 years	Married	Especialization	2	Between 1 and 3 years	Yes	Up to 5 minimum wages
16/04/2023 08:37:36	Agree	Yes	Brazil	Federal Distric	31 to 36 years	Married	PhD	2	Less than 1 year	Yes	More than 10 minimum wages
16/04/2023 10:34:26	Agree	Yes	Brazil	Pernambuco	37 to 42 years	Married	Graduated	1	Between 1 and 3 years	Yes	Up to 7 minimum wages
16/04/2023 12:40:57	Agree	Yes	Brazil	RJ	37 to 42 years	Married	Especialization	1	Between 7 and 9 years	Yes	More than 10 minimum wages
16/04/2023 16:08:19	Agree	Yes	Brazil	DF	43 to 47 years	Married	Master	1	Between 1 and 3 years	Yes	More than 10 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/Institution ?	How many years of experience do you have in software industry ?
Yes, and I work in hybrid mode (remotely and face to face)	Private software development co	Industry	More than 15 years	More than 600 employees	Less than 5			
Yes, and I work face to face/in-person	Federal Public Administration	Academia				Between 7 and 9 years	From 21 to 49 members	
Yes, and I work remotely/from home	Private software development co	Industry	More than 15 years	From 21 to 49 employees	From 6 to 10			
Yes, and I work face to face/in-person	Federal Public Administration	Industry	More than 15 years	More than 600 employees	More than 21			
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Industry	More than 15 years	More than 600 employees	From 6 to 10			

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
				Software Engineer	More than 21	3	from 6 to 10 days	Yes, I'd like more days.	Yes, same role and company
				Professor and Researcher	More than 21	More than 5	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company
				Programmer/Developer	Less than 3	1	from 6 to 10 days	Yes, I'd like more days.	Yes, same role and company
				Project Manager	Less than 3	1	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company
				Software Engineer	From 7 to 10	None	from 21 to 30 days	Yes, I'd like more days.	Yes, same role and company

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
	More than 3	Yes	Partially	Support unanswered team questions		We share as much as possible	Yes	We share as much as possible because we have 2 children (one is autistic). Balance also varies according to required home activities to be done.	Overload (related to child activities and attention), Sleep deprivation (related to child activities and attention)
	More than 3	Yes	Yes	Os estudantes não podiam ficar sem aulas e não tinha um substituto formal.		The mother does more.	Yes	O tempo que fico fora para o trabalho.	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)
	1	Yes	No			The mother does more.	Yes	Tento participar de tudo da minha filha, principalmente por trabalhar em casa. Porém, no final, minha esposa sempre está mais tempo com nossa filha. A figura que a mãe representa é muito forte.	Lack of confidence, High physical and mental exhaustion (related to child activities and attention), Sleep deprivation (related to child activities and attention)
	2	Yes	Yes	Correção de bugs.		The mother does more.	No	Cuido das tarefas domésticas, garantindo que a mãe possa se dedicar as tarefas de rotina da criança.	Sleep deprivation (related to child activities and attention), Guilty (related to child activities and attention)
	3	Yes	No			The mother does more.	Yes	Por enquanto, minha filha ainda é mais apegada à mãe.	Lack of confidence, Overload (related to child activities and attention), Sleep deprivation (related to child activities and attention)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
No	Definitely	Probably	overlap of parenting and work time due to school agenda	Higher load of work because most partners dont give equal support, overstress, sleep deprivation, impostor syndrome, guilty for not being taking care of children longer	Yes. Working on an international team makes people (re)actions different according to their background. Some cultures are more prone to push parenting more towards women than others. Only when team/company gives support, it is possible to even the game a bit more. It is not uncommon that parents have to work on out-of-office hours to compensate their lack of day work related to parenting activities. This eventually bring unhealthy work environments and more sick leaves. Work/life balance must be the standard across the industry.	I mentioned some above. Along with that, financial support for daycare, possibility to reduce working shifts (with or without paycheck impact), extra holiday works and a more parent-friendly team culture would help	Definitely
No	Possibly	Possibly	Tempo limitado para participar de certos eventos em horários dedicados a atenção e cuidados com as crianças (12h, por exemplo)	As mesmas que os pais. Se a criança for pequena (é amamentada), certamente as mães sentem falta da criança e de amamentá-la.	Sim. A mulher, ao engravidar, é a que enfrenta os maiores desafios de saúde e os maiores afastamentos. Isso pode refletir negativamente nas posições que ocupam.	Propor atividades em horários que respeitem os compromissos dos pais com os filhos.	Definitely
Não	Possibly	Probably Not	Manter o foco no trabalho estando sempre em casa é o maior desafio. Quando ela está na escola, está tranquilo, mas, quando ela chega, fica muito difícil. Ela é muito nova, ainda não entende que o pai está trabalhando e não pode ficar com ela.	Acho que as maiores dificuldades são que, normalmente, o porto seguro maior da criança é a mãe. Por mais participativo que eu seja na vida da minha filha, na maioria dos casos, ela quer a mãe. Então, a presença da mãe termina sendo essencial, levando a faltas no trabalho. Principalmente no primeiro ano de idade.	Não. A empresa que eu trabalho é ótima.	O tempo de licença paternidade tem que ser igual ao da mulher. Os primeiros meses são absurdamente difíceis para a mulher lidar com tudo sozinha. Se o homem tivesse o mesmo período poderia ajudar e diminuir bastante as dificuldades das mulheres com os filhos.	Possibly
Ausências pontuais	Definitely	Probably	Menos tempo de ócio.	A divisão de responsabilidades entre trabalho e filho.	Com certeza.	Major liberdade na divisão de tempo de licenças entre pai e mãe a sociedade entender que cidadão saudável nasce de um ambiente de criação saudável e apoiar essa fase com políticas que garatam impactos iguais para mães e pais.	Definitely
No	Probably Not	Probably Not	When I daughter gets sick it is tough to have focus.	Children, at least until 3 to 4 years, tend to be more needy.	Yes.	Paternity and maternity leave should be equal.	Definitely

Time	Consent to participate in the research	1. Are you a father (biological father, stepfather or adoptive father)?	2. In what country do you live?	In what state do you live?	How old are you?	What is your marital status?	What is the highest level of education you have completed?	How many children do you have (they can be biological, adopted or stepchild)?	How old is your youngest child?	Do your child (or children) live with you?	What is your family income?
16/04/2023 19:37:20	Agree	Yes	Brazil	Distrito Federa	37 to 42 years	Married	Especialization	3	Between 10 and 12 years	Yes	More than 10 minimum wages
16/04/2023 20:04:01	Agree	Yes	Brazil	Federal Distric	37 to 42 years	Married	Master	2	Between 4 and 6 years	Yes	More than 10 minimum wages
16/04/2023 20:25:17	Agree	Yes	Brazil	DF	37 to 42 years	Married	Especialization	2	More than 12 years	Yes	More than 10 minimum wages
17/04/2023 01:35:06	Agree	Yes	Brazil	Pernambuco	43 to 47 years	Married	PhD	1	Between 1 and 3 years	Yes	More than 10 minimum wages
17/04/2023 07:19:24	Agree	Yes	Brazil	Distrito federal	21 to 25 years	Married	Undergraduate Stud	1	Between 4 and 6 years	Yes	Up to 5 minimum wages
17/04/2023 08:52:43	Agree	Yes	Brazil	Distrito Federa	43 to 47 years	Married	PhD	2	More than 12 years	Yes	More than 10 minimum wages
17/04/2023 09:43:05	Agree	Yes	Brazil	Federal Distric	31 to 36 years	Married	Especialization	1	More than 12 years	Yes	Up to 5 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/Institution ?	How many years of experience do you have in software industry ?
Yes, and I work remotely/from home	Private software development co	Industry	Between 10 and 12 years	More than 600 employees	From 16 to 20			
Yes, and I work remotely/from home	Private software development co	Industry	More than 15 years	More than 600 employees	More than 21			
Yes, and I work remotely/from home	Federal Public Administration	Industry	More than 15 years	More than 600 employees	Less than 5			
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration, Re	Industry and Academia						More than 15 years
Yes, and I work remotely/from home	State-owned company (Serpro, s	Industry and Academia						Between 1 and 3 years
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Academia				Between 10 and 12 years	From 50 to 99 members	
Yes, and I work in hybrid mode (remotely and face to face)	State-owned company (Serpro, s	Industry	Between 7 and 9 years	More than 600 employees	More than 21			

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
				Líder de desenvolvimento	Less than 3	1	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Programmer/Developer	From 4 to 6	2	from 21 to 30 days	No, it was enough.	Yes, same role and company
				Programmer/Developer	Less than 3	More than 5	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
From 100 to 199 employees	From 16 to 20	Between 13 and 15 years	From 50 to 99 members	Chief Product & Technology	From 16 to 20	More than 5	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
More than 600 employees	From 11 to 15	Less than 1 year	Up to 20 members	Programmer/Developer	Less than 3	None	from 1 to 5 days	Yes, I'd like more days.	No, another role and another co
				Professor and Researcher	Less than 3	None	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				SOC Analyst	From 7 to 10	4	I did not take paternit	No, it was enough.	Yes, same role and company

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
	3	Yes	No			The mother does more.	Yes	Passo muito tempo fora de casa trabalhando. Agora no trabalho remoto estou ajudando um pouco mas não de costume.	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)
	1	Yes	No			The mother does more.	Yes	Heavy workload	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)
	More than 3	Yes	No			We do share child caregiving	Yes	-	Sleep deprivation (related to child activities and attention), Guilty (related to child activities and attention)
	2	No	Yes	Minha esposa estava com contrato de trabalho suspenso e não recebeu nada de licença maternidade		We try to do share child care	Yes	Naturalmente a criança necessita mais da mãe.	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)
company	1	No	Partially			We do share child caregiving	Yes	Tempo	Sleep deprivation (related to child activities and attention)
	2	Yes	Partially	The deadlines were set before the paternity leave and were not changed		We do share child caregiving	Yes	They are equal	Lack of confidence, Overload (related to child activities and attention), Sleep deprivation (related to child activities and attention), Guilty (related to child activities and attention)
	None	Yes	No			We do share child caregiving	Yes	I contributed equally	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)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
Não.	Probably	Probably		Creio que por natureza as mães possuem mais trabalho com os filhos e isso inclui a preocupação com filhos, etc. Conheço algumas colegas que se ausentam mais vezes que os homens e quase sempre para acompanhar os filhos.	Sim.	A empresa em que trabalho é bem flexível para possíveis ausências, mas em outras empresas isso é tratado com um problema. Creio que ter algum tipo de apoio seria bem-vindo.	Definitely
No	Definitely Not	Definitely Not	More responsibility	Time managing between family and work demand.	No, for me the womans have the same level of respect that a man on workplace.	I think the best solution is reduce the worked hours of day.	Definitely
No	Probably Not	Definitely Not	None	Lack of time	No	Flexible time	Possibly
Não	Possibly	Possibly	Eaustão física e mental	Muito mais exaustão física e mental	Com certeza	Difícil, acredito que comparado ao resto do mundo o Brasil até tem políticas de apoio, mas quando você não tem família por perto (rede de apoi) tudo é muito mais difícil	Probably
Não	Probably Not	Probably Not	Tempo	Tempo	Não	Organizar e planejar melhor o tempo	Possibly
No	Definitely	Definitely	To share my time between parenthood and work. Overthinking professional choices considering the children as priority.	Overload of domestic work. Prejudice on career development. Prejudice on decision making and management skills. And much more.	Definitely! Mothers usually assume more responsibility with children on top of usual unbalanced domestic work, having less rest time. They face an extra prejudice on being a mother added to the prejudice of being woman. The little chance they have to progress their career are decreased for being a mother. And much more.	To change corporate mindset that overestimates workaholic behaviour.	Probably
None	Probably Not	Probably Not	Sometimes I need to leave work to attend to my child's urgent needs	Mother"s generally have more responsibilities with children	I think there are more solo mother that take care of things alone	Home office, planing, benefits to help pay for babysitting and empathy	Definitely

Time	Consent to participate in the research	1. Are you a father (biological father, stepfather or adoptive father)?	2. In what country do you live?	In what state do you live?	How old are you?	What is your marital status?	What is the highest level of education you have completed?	How many children do you have (they can be biological, adopted or stepchild)?	How old is your youngest child?	Do your child (or children) live with you?	What is your family income?
17/04/2023 10:53:30	Agree	Yes	Brazil	Amazonas	48 to 54 anos	Married	PhD	2	More than 12 years	Yes	More than 10 minimum wages
17/04/2023 11:06:44	Agree	Yes	Brazil	Amazonas	48 to 54 anos	Married	PhD	3	More than 12 years	Yes	More than 10 minimum wages
17/04/2023 14:27:19	Agree	Yes	Brazil	Bahia	31 to 36 years	Married	Graduated	1	Between 4 and 6 years	Yes	More than 10 minimum wages
17/04/2023 15:32:07	Agree	Yes	Brazil	São Paulo	31 to 36 years	Divorced	Graduated	1	Between 7 and 9 years	Yes	Up to 9 minimum wages
17/04/2023 17:54:51	Agree	Yes	Australia	ACT	31 to 36 years	Married	PhD	1	Less than 1 year	Yes	Up to 3 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/Institution ?	How many years of experience do you have in software industry ?
Yes, and I work face to face/in-person	Federal Public Administration	Academia				More than 15 years	From 21 to 49 members	
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Academia				More than 15 years	More than 600 members	
Yes, and I work remotely/from home	Private software development co	Industry	Between 13 and 15 years	From 21 to 49 employees	From 6 to 10			
Yes, and I work remotely/from home	Private software development co	Industry	Between 1 and 3 years	More than 600 employees	From 16 to 20			
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Academia				Between 4 and 6 years	From 50 to 99 members	

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
				Professor and Researcher	From 11 to 15	More than 5	from 21 to 30 days	Yes, I'd like more days.	Yes, same role and company
				Professor and Researcher	From 16 to 20	None	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Software Engineer	Less than 3	None	from 6 to 10 days	Yes, I'd like more days.	Yes, same role and company
				Data Scientist	From 4 to 6	1	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Researcher	From 4 to 6	2	more than 120 days	No, it was enough.	Yes, same role and company

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
	None	Yes	Partially	complete some commitments		The mother does more.	Yes	lack of planning and time	Overload (related to child activities and attention), Sleep deprivation (related to child activities and attention)
	2	Yes	No			The mother does more.	Yes	work	High physical and mental exhaustion (related to child activities and attention), Sleep deprivation (related to child activities and attention)
	2	Yes	No			We do share child caregiving	Yes	-	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)
	1	No	No			We do share child caregiving	No	i do contribute equally	Overload (related to child activities and attention), High physical and mental exhaustion (related to child activities and attention), Guilty (related to child activities and attention)
Haven't been back yet.	None	Yes	No			We do share child caregiving	No	We try to contribute equally, however since I'm still on parental leave, my partner tends to do a bit more when we're both free.	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)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
it is difficult to answer, but maybe efficiency drop	Definitely	Possibly	adjust my time to dedicate to them.	difficulties reconciling motherhood and career	?	To share child care responsibilities as much as possible.	Definitely
No	Definitely	Probably	Today, my children are all of legal age, so I no longer have difficulties in raising them in relation to my work.	fatigue, double shift	Yes, basically because of the double shift	psychological follow-up	Probably
no	Probably	Probably	Manage a sick boy at home during the work time	Manage a sick boy at home during the work time	-	-	Definitely Not
during the child sick days is more difficult to deliver the same level at work	Probably Not	Probably Not	sometimes I need to leave the work to give child attention (daily routine to wake up, dressing, etc)	same as myself as a father	it depends to each case. Historically we do have this culture to leave the most part of the work demanded by a child to the mother (specially during breastfeed period). But the parents should align the tasks to be performed and the responsible person to do it. Communication is gold. Even being divorced, the shared custody helps me to deliver 50% of the time "spent" with my child.	Communication and Concession. Divide and conquer	Possibly
No, I haven't.	Probably	Possibly	The main issue in the first few months after the baby was born and my partner was on maternity leave was actually timing. Research workloads sometimes go beyond that 9-5 schedule which is trickier when one has a kid. Working from home when the kid is around is also harder/impossible. Finally, having a child does bring some financial stress (eg childcare costs) which may impact on work (eg needing to look for a different position/job).	I believe they are similar to the above, plus the physiological ones (eg need to breastfeed etc). At least in my experience at the university, there's an attempt to minimize the distinction between father / mother in terms of parental duties - there is the notion of primary carer which can be either parent, and the leave is with respect to the primary carer. There are also "return to work" optional leave and arrangements that you can try to get to do part time work after the parental leave. However this is pretty much the exception and not the rule in Australia.	Not really - see the answer above.	The example we have at the university tries to mitigate this. There's the notion of a primary carer which is independent of the father / mother distinction. I'm not 100% sure but I believe that if there's an issue it would be more related to infrastructure, say for example, allowing mothers to breastfeed at work. There's also the inherent issue with the job itself, meaning that it's virtually impossible to work extra hours given that parenthood is so demanding, but this can probably be mitigated by an arrangement between both parents.	Probably

Time	Consent to participate in the research	1. Are you a father (biological father, stepfather or adoptive father)?	2. In what country do you live?	In what state do you live?	How old are you?	What is your marital status?	What is the highest level of education you have completed?	How many children do you have (they can be biological, adopted or stepchild)?	How old is your youngest child?	Do your child (or children) live with you?	What is your family income?
18/04/2023 11:04:57	Agree	Yes	Brazil	Distrito Federa	48 to 54 anos	Married	Especialization	2	Between 4 and 6 years	Yes	More than 10 minimum wages
18/04/2023 12:02:42	Agree	Yes	Brazil	Distrito Federa	37 to 42 years	Married	Especialization	1	Between 1 and 3 years	Yes	More than 10 minimum wages
18/04/2023 18:59:11	Agree	No									
18/04/2023 21:52:38	Agree	Yes	Brazil	Ceará	43 to 47 years	Married	Master	1	Between 4 and 6 years	Yes	More than 10 minimum wages
18/04/2023 23:26:39	Agree	Yes	Brazil	Ceara	48 to 54 anos	Married	Graduated	2	Between 10 and 12 years	Yes	Up to 5 minimum wages
19/04/2023 08:39:26	Agree	Yes	Brazil	Bahia	37 to 42 years	Married	Master	1	Between 10 and 12 years	Yes	Up to 9 minimum wages
19/04/2023 09:15:01	Agree	Yes	Brazil	Ceara	37 to 42 years	Married	Especialization	1	Between 7 and 9 years	Yes	Up to 9 minimum wages
19/04/2023 10:56:09	Agree	Yes	Brazil	Df	37 to 42 years	Divorced	Especialization	2	More than 12 years	Yes	More than 10 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/Institution ?	How many years of experience do you have in software industry ?
Yes, and I work in hybrid mode (remotely and face to face)	Private software development co	Industry	More than 15 years	Up to 20 employees	Less than 5			
Yes, and I work remotely/from home	State-owned company (Serpro, s	Industry	More than 15 years	More than 600 employees	From 6 to 10			
Yes, and I work remotely/from home	Federal Public Administration	Industry	More than 15 years	More than 600 employees	From 6 to 10			
Yes, and I work remotely/from home	State-owned company (Serpro, s	Industry	More than 15 years	More than 600 employees	From 6 to 10			
Yes, and I work face to face/in-person	Research/collaboration projects	Academia				More than 15 years	Up to 20 members	
Yes, and I work remotely/from home	Federal Public Administration	Industry	More than 15 years	More than 600 employees	Less than 5			
Yes, and I work remotely/from home	Federal Public Administration, Pr	Industry and Academia						Between 10 and 12 years

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
				Software Engineer	Less than 3	None	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Software Engineer	Less than 3	None	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company
				Programmer/Developer	Less than 3	None	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company
				Software Engineer	Less than 3	4	from 21 to 30 days	Yes, I'd like more days.	Yes, same role and company
				Professor and Researcher	Less than 3	1	I did not take paternity	Yes, I'd like more days.	Yes, same role and company
				Programmer/Developer	Less than 3	1	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company
More than 600 employees	From 6 to 10	Between 1 and 3 years	More than 600 members	Programmer/Developer	Less than 3	More than 5	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
	3	No	Yes	I was software house coordinator / engineering and projects did not stopped as team and customers solicitations		The mother does more.	Yes	work activities and studying	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)
	1	Yes	No			I tend to do more childcare a	Yes	The mother work hours is more than mine.	Happiness
	2	Yes	No			The mother does more.	Yes	Falta de tempo por conta do trabalho	Overload (related to child activities and attention), Sleep deprivation (related to child activities and attention)
	1	Yes	No			The mother does more.	No	Different task, different person - each one with its own hability	Guilty (related to child activities and attention)
	More than 3	Yes	Yes	Company demand		We do share child caregiving	Yes	I contribute	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)
	1	Yes	No			I tend to do more childcare a	Yes	menos dedicação da parceira	Overload (related to child activities and attention), High physical and mental exhaustion (related to child activities and attention), Guilty (related to child activities and attention)
	None	Yes	No			We do share child caregiving	Yes	Na	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)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
not from company but personal productivity got worse	Definitely		none	people tend to diminishing women with children because they think they cant deal with effort needed to the job, specially if is a leader job.	yes. more bias against a women that she can deal with the job, more compassion for people, and other myths.	in brazil full time schools with a reasonable (affordable) price, less not important reunions and work to be more productive in 8 hours a day. no afterwork / weekend interruptions by job colleagues or bosses, to have relax time be relax at all.	Definitely
No	Possibly	Possibly	Timeshare between the child and work	Timeshare between the child and work	I dont know	Reduce parents' work hours	Definitely
Não	Possibly	Definitely Not	A principal dificuldade é está em casa por conta do home office, mas não está presente como gostaria por conta do trabalho	Conciliar trabalho com férias escolares e doenças da criança	Acredito que sim, pois as crianças acabam requerendo mais a atenção da mãe do que do pai	Manter um ritmo de trabalho mais sustentável	Definitely
I'd like to work more than I do, more hours, extra time.	Probably	Probably	I'd like to pay more attention to my kids	They have to, or are compelled to, pay more attention to their kids.	I'm living in a country that women takes care of house and family, even when they work. Men are supposed to be the financial provider for the family. So, usually women are being challenged in work results, and in house and family results. Men are challenged to earn for the family needs.	That's a cultural challenge, added with religion, social stigmas, gender prejudice and more. My initial suggestion would be equality: in salaries, in housekeeping charges, in educational tasks for the kids, in emotional attention. But it faces resistences from the status quo of our families.	Probably
No	Definitely	Definitely	O meu maior desafio, sem dúvida é conseguir organizar minha agenda para estar disponível para minha família, principalmente se as atividades são em horários de trabalho.	Precisam estar disponíveis o tempo inteiro e quando precisam faltar, que normalmente acontece em momentos raros, as mulheres tem esse tipo de cobrança, como se a sua atenção a família/filho desviasse sempre sua atenção do trabalho.	Sim! As mulheres de modo geral... Felizmente já percebemos mudanças em muitos ambientes de trabalho, mas o fato de percebermos algumas empresas fazendo esforço para realizar um tratamento igualitário, prova que existe a diferença no tratamento.	Eu acredito que uma empresa em que sua cultura organizacional cuida e prestigia o bem estar dos seus funcionários, preservando que eles possam vivenciar momentos importantes em família, tenho certeza que o bem estar vivenciado em casa, torna o trabalhar mais produtivo, criativo e colaborativo.	Definitely
menos produtividade	Probably	Probably	proporcionar atenção quando filho impossibilitado de ir pra escola durante expediente ou sobrejornada	equalizar preocupações, responsabilidades demais ou subestimadas	sim. em grande maioria, mães são mais sobrecarregadas	horário flexível, metas realistas e saudáveis, compreensão	Probably
No	Probably Not	Possibly	Balance work with family matters	Balance work with family matters	Yes. Our society puts more pressure on them	Same paternity leave would reduce the gap	Definitely

Time	Consent to participate in the research	1. Are you a father (biological father, stepfather or adoptive father)?	2. In what country do you live?	In what state do you live?	How old are you?	What is your marital status?	What is the highest level of education you have completed?	How many children do you have (they can be biological, adopted or stepchild)?	How old is your youngest child?	Do your child (or children) live with you?	What is your family income?
19/04/2023 15:20:39	Agree	Yes	Portugal	Algarve	55 to 60 years	Married	Master	2	Less than 1 year	Yes	Up to 5 minimum wages
19/04/2023 21:18:43	Agree	Yes	Brazil	CE	43 to 47 years	Married	Graduated	2	Between 10 and 12 years	Yes	More than 10 minimum wages
19/04/2023 22:45:39	Agree	Yes	Brazil	Ceara	43 to 47 years	Married	Master	4	Between 1 and 3 years	Yes	More than 10 minimum wages
20/04/2023 10:33:01	Agree	Yes	Brazil	Bahia	37 to 42 years	Married	Master	2	Between 1 and 3 years	Yes	Up to 9 minimum wages
21/04/2023 13:12:35	Agree	Yes	Brazil	Paraná	43 to 47 years	Married	Especialization	2	Between 10 and 12 years	Yes	Up to 7 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/institution ?	How many years of experience do you have in software industry ?
Yes, and I work face to face/in-person	State Public Administration	Industry and Academia						More than 15 years
Yes, and I work remotely/from home	State-owned company (Serpro, s	Industry	More than 15 years	More than 600 employees	From 16 to 20			
Yes, and I work in hybrid mode (remotely and face to face)	State-owned company (Serpro, s	Industry	More than 15 years	More than 600 employees	From 11 to 15			
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Academia				Between 10 and 12 years	From 21 to 49 members	
Yes, and I work face to face/in-person	State-owned company (Serpro, s	Industry	More than 15 years	More than 600 employees	From 16 to 20			

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
From 400 to 599 employees	Less than 5	Less than 1 year	Up to 20 members	Professor and Researcher	Less than 3	More than 5	from 51 to 60 days	Yes, I'd like more days.	Yes, same role and company
				Programmer/Developer	Less than 3	More than 5	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Software Engineer	Less than 3	None	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company
				Professor and Researcher	From 7 to 10	None	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				IT Managment	Less than 3	None	from 6 to 10 days	Yes, I'd like more days.	Yes, same role and company

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
	1	Yes	No			The mother does more.	Yes	habits of Portuguese mothers	Overload (related to child activities and attention), Guilty (related to child activities and attention)
	3	Yes	No			We do share child caregiving	Yes	-	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)
	More than 3	Yes	No			We do share child caregiving	No	.	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)
	More than 3	Yes	Partially			I tend to do more childcare a	Yes	Fico mais com as crianças e a mãe mais com cozinha	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), Queda de cabelos
	1	Yes	No			The mother does more.	Yes	Minha esposa contribui mais por não trabalhar. Eu não contribuo tanto por conta do trabalho	Lack of confidence, Sleep deprivation (related to child activities and attention), Guilty (related to child activities and attention)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
not that I realized	Definitely	Probably	the need to leave on time and some challenges in balancing work and family responsibilities.	mothers may face a variety of challenges and difficulties at work that are related to their role as a caregiver: work-life balance, discrimination and bias, lack of flexibility, access to childcare and financial insecurity.	mothers can experiencing more work-life conflicts than fathers, this can impact their career progression, job opportunities, and financial security. They can also may face biases and stereotypes from employers and colleagues that assume they are less committed to their jobs or less capable than their male counterparts.	There are several ways in which organizations can mitigate the difficulties that parents, both fathers and mothers: Offer flexible work arrangements, provide parental leave, address biases and discrimination, provide access to affordable childcare and foster a supportive culture.	Definitely
-	Probably Not	Definitely Not	Often I have to assist my family between work time.	Same	No	-	Possibly
Sim, alguns se mostram surpresos pela quantidade de filhos	Probably	Possibly	Conciliar o trabalho com as tarefas cotidianas como escola, enfermidades, etc.	Conciliar o trabalho com as tarefas cotidianas.	Sim.	Mudanças na legislação. Melhorar suporte educacional. Escolas funcionam 4 horas enquanto nos exigem 8h de trabalho. Férias das crianças são maiores do que dos pais. Facilitar o acesso a áreas de lazer para os pais e crianças.	Definitely
Não	Probably	Possibly	Carga horária	A paternidade/maternidade demanda tempo. Consequentemente menos disponibilidade para trabalho, mudança de rotina, de atividades de lazer...	Não necessariamente. A paternidade/maternidade demanda tempo. Consequentemente menos disponibilidade para trabalho, mudança de rotina, de atividades de lazer...	Espaços infantis no trabalho e eventos. Ter no ambiente de trabalho espaços e possibilidades receptivas para crianças	Definitely
No	Definitely	Possibly	Pelo trabalho não vejo nenhum empecilho pelo fato de ser pai	Além do preconceito existente nas empresas que elas ficam afastadas por mais tempo, há discriminação com as mães quando o filho fica doente	Sim. Elas acabam enfrentando uma dupla jornada quando retornam para casa após o trabalho. Além disso, vejo elas sendo responsáveis pela criança em outros locais (escola, aulas extraclasse, cursos de idiomas...)	É necessária uma mudança na cultura da sociedade, com o pai participando mais da criação dos filhos. Mas além de partir da pessoa, as empresas também precisam mudar essa cultura organizacional de achar que é só a mãe que cuida (face a licença do trabalho ser maior para a mulher, por exemplo).	Definitely

Time	Consent to participate in the research	1. Are you a father (biological father, stepfather or adoptive father)?	2. In what country do you live?	In what state do you live?	How old are you?	What is your marital status?	What is the highest level of education you have completed?	How many children do you have (they can be biological, adopted or stepchild)?	How old is your youngest child?	Do your child (or children) live with you?	What is your family income?
21/04/2023 23:30:48	Agree	Yes	Brazil	Distrito Federa	43 to 47 years	Married	Especialization	2	Between 10 and 12 years	Yes	More than 10 minimum wages
22/04/2023 02:31:48	Agree	Yes	Brazil	Ceará	31 to 36 years	Married	PhD	1	Between 1 and 3 years	Yes	Up to 7 minimum wages
22/04/2023 11:27:05	Agree	Yes	Brazil	Bahia	43 to 47 years	Married	Master	1	Between 7 and 9 years	Yes	More than 10 minimum wages
22/04/2023 12:18:09	Agree	Yes	Brazil	Goiás	37 to 42 years	Married	Especialization	2	Between 7 and 9 years	Yes	More than 10 minimum wages
22/04/2023 14:42:36	Agree	Yes	Brazil	Distrito federal	37 to 42 years	Married	PhD	2	Between 1 and 3 years	Yes	More than 10 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/Institution ?	How many years of experience do you have in software industry ?
Yes, and I work face to face/in-person	Federal Public Administration	Industry	Less than 1 year	From 100 to 199 employees	Less than 5			
Yes, and I work face to face/in-person	Federal Public Administration	Academia				Between 7 and 9 years	From 50 to 99 members	
Yes, and I work face to face/in-person	Federal Public Administration	Academia				Between 10 and 12 years	From 100 to 199 members	
Yes, and I work face to face/in-person	State Public Administration	Industry	More than 15 years	More than 600 employees	From 6 to 10			
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration, R	Industry and Academia						More than 15 years

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
				Project Manager	Less than 3	1	from 6 to 10 days	Yes, I'd like more days.	Yes, same role and company
				Professor and Researcher	From 16 to 20	More than 5	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company
				Professor	Less than 3	None	from 1 to 5 days	Yes, I'd like more days.	No, another role and same com
				Software Engineer	From 7 to 10	3	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
More than 600 employees	More than 21	Between 10 and 12 years	From 50 to 99 members	Professor	From 11 to 15	More than 5	from 21 to 30 days	No, it was enough.	Yes, same role and company

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
Eu saí da área operacion	1	Yes	Yes	Não trabalhei.		The mother does more.	Yes	Infelizmente eu não estou conseguindo educar meus filhos gêmeos de 10 anos como eu gostaria e imaginava antes de ser pai, já que o meu trabalho no Exército é dedicação exclusiva, tenho hora para entrar no quartel, mas não tenho hora para sair. Atualmente a minha contribuição é cerca de 30% do dia somente, ficando os outros 70% com a minha esposa dona de casa, que realiza a maior parte das tarefas escolares e do cursinho de inglês com eles durante a semana. Normalmente eu ajudo com os estudos somente nos finais de semana e esporadicamente durante a semana.	Guilty (related to child activities and attention)
	1	Yes	No			We do share child caregiving	Yes	Tento cuidar do meu filho de forma igual a minha esposa	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)
Não houve mudanças. Aq	2	No	Partially	Resolver o problema do acúmulo de atividade que geralmente um professor possui.		The mother does more.	Yes	Existem atividades que somente a mãe é capaz de fazer. Embora mesmo existindo atividades que possam ser realizadas pelo pai, estas não são capazes de compensar a entrega geralmente feita pela mãe.	Sleep deprivation (related to child activities and attention), Guilty (related to child activities and attention)
I did become Data Scienc	1	Yes	No			We do share child caregiving	Yes	I do.	Overload (related to child activities and attention)
	3	Yes	No			The mother does more.	Yes	Eu acabo tendo mais atividades profissionais do que a minha esposa. Cerca de 80% da renda familiar vem das minhas atividades.	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)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
Não.	Possibly	Possibly	Hoje eu não enfrento nenhum desafio no trabalho por ser pai. Porém há cerca de 5 anos atrás eu precisava chegar mais cedo no trabalho para conseguir realizar todas as tarefas e poder voltar para casa logo após o término do expediente e auxiliar minha esposa com os cuidados domésticos das crianças (dar o jantar, banhar, vestir, conversar, brincar e estudar).	Na minha opinião as mães sempre trabalham mais do que os pais, principalmente se a mulher trabalha fora de casa. Consequentemente a mulher trabalha dobrado: fora e dentro de casa.	Sim. Para mim as mulheres sempre serão mais sobrecarregadas no trabalho e em casa pois vivemos em uma sociedade machista. E muitas vezes os maridos não ajudam as esposas nos afazeres domésticos e nos cuidados dos filhos.	Organizar melhor sua rotina doméstica e laboral, visando atender melhor aos horários rotineiros dos filhos após o expediente do trabalho.	Definitely
Não	Definitely	Definitely	Algumas tarefas não conseguem ser concluídas como acontecia anteriormente, pois agora preciso dar atenção ao meu filho. Não consigo produzir artigos da mesma forma e com a mesma rapidez que fazia antes.	Ter que se ausentar para buscar o filho na escola ou creche. Faltar quando o filho está doente	Sim. Dependendo da empresa é mais difícil para se ausentar e ter que sair mais cedo para cuidar do filho. Em empresa pública acredito que seja mais tranquilo	Ter empatia, pois as situações podem ser enfrentadas por todos e cada criança tem uma particularidade que pode necessitar de cuidados especiais	Definitely
Não	Possibly	Possibly	Dificuldade em conciliar o tempo necessário para cuidar da criança e as atividades de trabalho.	Dificuldade em conciliar o tempo necessário para cuidar da criança e as atividades de trabalho.	Embora a responsabilidade seja compartilhada, existem necessidades da criança que só podem ser supridas pela mãe. Isso naturalmente produz uma sobrecarga física e psicológica sobre as mães. Aliado a isso, ainda existe a incompreensão do ambiente frente às especificidades enfrentadas por essas mães.	Restringir o uso da tecnologia utilizada para a comunicação no trabalho ao ambiente de trabalho.	Possibly
No.	Probably	Definitely Not	I have little license (in hours) to accompany my children at school meetings, doctor etc.	Mothers many times don't rest sufficiently and this can affect her work.	Sometimes Yes.	More flexibility of schedules, maybe.	Definitely
No	Probably	Probably Not	Privação de sono	Privação de sono. Responsabilidades com a família.	Com certeza	Só o tempo resolverá a privação de sono.	Probably Not

Time	Consent to participate in the research	1. Are you a father (biological father, stepfather or adoptive father)?	2. In what country do you live?	In what state do you live?	How old are you?	What is your marital status?	What is the highest level of education you have completed?	How many children do you have (they can be biological, adopted or stepchild)?	How old is your youngest child?	Do your child (or children) live with you?	What is your family income?
22/04/2023 19:10:07	Agree	Yes	Brazil	Tocantins	31 to 36 years	Married	Master	2	Less than 1 year	Yes	More than 10 minimum wages
23/04/2023 18:30:19	Agree	Yes	Brazil	Distrito Federa	more than 61 yea	Divorced	Master	2	More than 12 years	Yes	Up to 3 minimum wages
23/04/2023 21:34:26	Agree	Yes	Brazil	Brasilia	31 to 36 years	Long-term relat	Graduated	1	More than 12 years	No	Up to 7 minimum wages
24/04/2023 10:27:01	Agree	Yes	Brazil	Distrito Federa	more than 61 yea	Divorced	Master	5	More than 12 years	No	More than 10 minimum wages
24/04/2023 10:58:51	Agree	Yes	Brazil	BA	37 to 42 years	Single	Master	1	Between 10 and 12 years	No	Up to 7 minimum wages
24/04/2023 11:09:02	Agree	Yes	Brazil	Distrito Federa	43 to 47 years	Separated	Especialization	3	Between 4 and 6 years	Yes	Up to 5 minimum wages
24/04/2023 11:58:19	Agree	Yes	Brazil	bahia	55 to 60 years	Married	Especialization	3	More than 12 years	No	Up to 3 minimum wages
24/04/2023 12:14:58	Agree	Yes	Brazil	Brasilia	48 to 54 anos	Married	Master	2	More than 12 years	Yes	Up to 9 minimum wages
24/04/2023 12:41:06	Agree	Yes	Brazil	District Federa	48 to 54 anos	Married	Graduated	2	More than 12 years	Yes	Up to 5 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/Institution ?	How many years of experience do you have in software industry ?
Yes, and I work face to face/in-person	Federal Public Administration	Industry	Between 1 and 3 years	More than 600 employees	Less than 5			
Yes, and I work face to face/in-person	Private software development co	Academia				More than 15 years	More than 600 members	
No	Private software development co	Academia				Between 4 and 6 years	Up to 20 members	
Yes, and I work face to face/in-person	Federal Public Administration	Industry	More than 15 years	From 50 to 99 employees	From 11 to 15			
Yes, and I work face to face/in-person	Federal Public Administration	Academia				More than 15 years	From 100 to 199 members	
No	Private software development co	Industry	Between 1 and 3 years	From 200 to 399 employees	From 6 to 10			
Yes, and I work face to face/in-person	State Public Administration	Industry and Academia						More than 15 years
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Industry and Academia						More than 15 years
Yes, and I work remotely/from home	Federal Public Administration, Pr	Industry	More than 15 years	More than 600 employees	From 11 to 15			

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
				Researcher	Less than 3	1	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company
				Professor and Researcher	Less than 3	None	I did not take paternity leave	Yes, I'd like more days.	Yes, same role and company
				Researcher	Less than 3	None	from 1 to 5 days	No, it was enough.	Yes, same role and company
				Project Manager	From 4 to 6	2	I did not take paternity leave	Yes, I'd like more days.	Yes, same role and company
				Professor	Less than 3	More than 5	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Requirements Analyst	Less than 3	1	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
More than 600 employees	More than 21	More than 15 years	More than 600 members	Professor	More than 21	2	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
More than 600 employees	From 6 to 10	Less than 1 year	Up to 20 members	Researcher	From 4 to 6	2	from 6 to 10 days	Yes, I'd like more days.	Yes, same role and company
				BI Consultant	From 4 to 6	2	I did not take paternity leave	Yes, I'd like more days.	Yes, same role and company

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
	1	Yes	No			I tend to do more childcare a	Yes	Acredito que as tarefas de casa estão bem distribuídas.	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)
Higher wage	None	Yes	Yes	There was no law for paternity leave		The mother does more.	Yes	Less time at home	High physical and mental exhaustion (related to child activities and attention)
	More than 3	No	No			The mother does more.	No	Oportunidade	Sleep deprivation (related to child activities and attention)
Yes. A lot of expenses an	2	No	Yes	At the time there was no paternity leave and it made no difference to me either.		The mother does more.	Yes	ack of time. Reason for having 2 jobs.	High physical and mental exhaustion (related to child activities and attention)
	1	Yes	Yes			The mother does more.	Yes	I live in other city that my child	Sleep deprivation (related to child activities and attention)
	More than 3	No	No			The mother does more.	Yes	Time management, lack of time for inparent leave. Lack of skills with younger babies.	High physical and mental exhaustion (related to child activities and attention), Sleep deprivation (related to child activities and attention)
a unica salario e por caus	More than 3	Yes	No	nao		We do share child caregiving	Yes	nao	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)
no change	3	Yes	No	have not worked		The mother does more.	No	certain activities, such as breastfeeding, are exclusive	Overload (related to child activities and attention), Sleep deprivation (related to child activities and attention)
Salary, quality of life and	2	Yes	Yes	Paternity leave is exclusive to women.		We do share child caregiving	No	Lack of time	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)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
Não	Probably	Probably Not	Viagens longas.	Tempo para amamentação, viagens longas.	Acredito que sim. Mães normalmente são mais envolvidas com o trabalho de casa.	Flexibilidade de horário.	Definitely
No	Definitely	Definitely	Pressure for being absent and can not help the mother	concern about loosing the job	Yes.	Regulation and more severe rules for the companies	Definitely
Nao	Definitely	Possibly	O fato de nao poder ficar sem o trabalho	Assédio	Nao, pois cada um tem sua responsabilidade	Mais respeito e consciência	Definitely
No. have always been very receptive in this context.	Probably	Probably Not	lack of time for activities or unforeseen circumstances that children have during working hours at the company.	I think in sharing chores and also in the time devoted to caring for the children.	Yes. I believe that mothers' attention to their children in certain periods of the children's phase encouraged more attention and affection for a good formation and also for a good life harmony.	Greater flexibility in the times shared between raising children and companies.	Probably
No	Possibly	Possibly	Nothing	Double journey and responsibility	I think yes.	Planning	Possibly
Not really.	Definitely	Possibly	Major difficulty is to balance time among family parenting, work, studying and self-care.	Lack of time to offer breastfeeding support, finding affordable, quality kindergartens for child care, discrimination against new parents, lack of flexibility and understanding the importance of parenting for young children.	Cultural tradition may impose some difficulties for mothers. More than for fathers. Mothers also are fired after parent leave sometimes.	breast-feeding support (time) and support for kindergartens (time and money); more time for fathers leave; remote jobs.	Definitely
nao	Possibly	Possibly	assedio moral por causa de chefes incompetentes, que estão na função, sem nível superior por indicação ou tempo de serviço no cargo.	falta de creches e turnos alternativos para exercerem suas habilidade	sim, por que o pai sempre esta disponivel para o trabalho e as maes geralmente não tem aonde deixar seus filhos ou com quem adoece é sempre a mae q vai primeiro	turno de 6 horas no trabalho e semana de 4 dias(segunda , terca, quarta e quinta)	Possibly
No, have never faced that	Possibly	Possibly	worries and time competition	availability of time and dedication to activities	culturally, the demands and the level of attributions that fall on women are greater	probably any law support and awereness campaign	Possibly
No. Everyone knows it's a blessing.	Possibly	Definitely Not	Answering my wife's call and having to run home leaving work behind.	Body and mind in different places gets in the way of work.	Yes. The maternal need to be with the child during the breastfeeding period is physically and mentally greater than the father's.	It would be great if the workplace has a nursery or facilities that take care of the children while the parents work.	Definitely

Time	Consent to participate in the research	1. Are you a father (biological father, stepfather or adoptive father)?	2. In what country do you live?	In what state do you live?	How old are you?	What is your marital status?	What is the highest level of education you have completed?	How many children do you have (they can be biological, adopted or stepchild)?	How old is your youngest child?	Do your child (or children) live with you?	What is your family income?
24/04/2023 12:47:38	Agree	Yes	Brazil	Bahia	48 to 54 anos	Long-term relat	Graduated	1	More than 12 years	No	Up to 7 minimum wages
24/04/2023 13:44:04	Agree	Yes	Brazil	Brasília	31 to 36 years	Divorced	Especialization	1	Between 7 and 9 years	Yes	Up to 7 minimum wages
24/04/2023 14:17:32	Agree	Yes	Brazil	São Paulo	37 to 42 years	Divorced	Master	2	More than 12 years	No	More than 10 minimum wages
24/04/2023 14:33:37	Agree	Yes	Brazil	Distrito Federa	37 to 42 years	Married	Especialization	2	Between 1 and 3 years	Yes	More than 10 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/institution ?	How many years of experience do you have in software industry ?
Yes, and I work face to face/in-person	State Public Administration, Rese	Industry	More than 15 years	From 50 to 99 employees	Less than 5			
Yes, and I work remotely/from home	Private software development co	Industry	Between 7 and 9 years	From 21 to 49 employees	From 6 to 10			
Yes, and I work remotely/from home	Private software development co	Industry	More than 15 years	From 21 to 49 employees	From 6 to 10			
Yes, and I work face to face/in-person	Federal Public Administration	Industry and Academia						Between 10 and 12 years

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
				Análise de redes	Less than 3	1	from 1 to 5 days	Yes, I'd like more days.	No, another role and same com
				Requirements Analyst	Less than 3	More than 5	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Programmer/Developer	Less than 3	1	I did not take paternit	Yes, I'd like more days.	Yes, same role and company
From 400 to 599 employees	From 6 to 10	Between 1 and 3 years	From 50 to 99 members	Software Tester	Less than 3	None	from 21 to 30 days	No, it was enough.	Yes, same role and company

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
Após a paternidade fui de	More than 3	No	No	Durante a paternidade exerci trabalho formal fora da minha área de atuação e informal dentro da minha área para que conseguir manter a família. Durante o mesmo período, ainda realizava o curso universitário em faculdade pública federal.		We do share child caregiving	Yes	Durante 12 anos fui o principal e único mantenedor da família.	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)
	2	Yes	Yes			I tend to do more childcare a	Yes	Eu contribuo igualmente.	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)
	1	Yes	Yes	A falta de preparação financeira adequada para a situação.		The mother does more.	Yes	Priorizar o custeio da família.	High physical and mental exhaustion (related to child activities and attention), Sleep deprivation (related to child activities and attention)
	More than 3	Yes	Partially	Falta de substituto, tarefas de grande complexidade, grande acumulo de serviço.		The mother does more.	Yes	Meu cargo de chefia me toma muito tempo, mas paga bem. Enquanto o tempo de dedicação no trabalho da minha esposa não influencia na remuneração. Fizemos um acordo em casa para ela ficar mais tempo com as crianças e poder pegar os atestados quando necessário.	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), No alge da pandemia não consegui trabalhar adequadamente em regime de home work pois os meus filhos não entendiam como poderia estar em casa e não poder estar com eles. Minha filha (10 anos) perguntava porque eu a ignorava e o menor (2 anos) também chorava muito por ouvir minha voz em reuniões e não poder estar com ele. Ficava esmurando a porta.

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
Não. Os prejuízos se deram na relação com o estudo.	Definitely	Possibly	Provimento financeiro, desafio educacional, atenção à criança, gestão do tempo.	Desafio educacional, atenção à criança, conciliação entre trabalho e os cuidados necessários à criança, rede de apoio para que se permita deixar a criança aos cuidados de terceiros.	Sim. Mães necessitam de mais tempo para exercer a maternidade do que os pais e o trabalho durante este período cria uma grande dificuldade tanto para a mãe quanto para a criança. Mães tendem a ter uma maior preocupação com os filhos durante o trabalho do que o pai, isso, certamente, acarreta prejuízos de atenção no ambiente laboral.	Trabalho remoto de ambos durante o período crítico da paternidade/maternidade. Redução de carga horária.	Probably
No	Probably	Probably	Cuidados com a saúde, feriados locais e educação assistida.	Preconceito, senso de incapacidade por possibilidade de gravidez, ambientes muito machistas e menor quantidade de oportunidades	Provavelmente sim, caso o pai não seja presente	Dividir atividades e mudar a visão de trabalho para trabalho por meta. Assim, fica muito mais fácil dividir as tarefas laborais com as familiares.	Definitely
Sim.	Definitely	Definitely	Quando o homem participa mais nos cuidados dos filhos os gestores normalmente questionam colocando "entre linhas" que este papel é da mulher.	A sociedade é estruturalmente machista e de alguma forma sempre tentar (e normalmente consegue) colocar a mulher em uma posição limitada e contida. Dificilmente as mulheres tem oportunidades em cargos de gestão a menos que sejam solteiras e sem filhos.	Sim.	Não tenho sugestões.	Definitely
Já aconteceu duas vezes comigo, ao levar um atestado de acompanhamento, de o médico do trabalho perguntar se a criança não tinha mãe. Fiquei muito irritado.	Probably	Probably Not	Muita saudade!	Entendo que a necessidade de eventualmente precisar sair mais cedo, faltar ou eventualmente chegar atrasada em razão de cuidados com os filhos levam a uma maior dificuldade de ascensão profissional. Geralmente é necessário trabalhar mais do que o padrão para conseguir se destacar a ponto de conseguir uma promoção ou cargo de confiança. Não percebo esse problema com mulheres solteiras ou sem filhos. Porém, esses aspectos da maternidade acabam influenciando na possibilidade de crescimento no emprego e deveriam ser alvo de alguma espécie de compensação ou proteção.	Entendo que os problemas da maternidade estão relacionados a menor disponibilidade e isso acabam gerando dificuldades de crescimento profissional. Os pais acabam precisando lidar com problemas emocionais e o sentimento de culpa por uma possível priorização da carreira em detrimento dos filhos e família. Ambos enfrentam dificuldades de diferentes naturezas.	Acho que as licenças poderiam ser para ambos, cabendo à família decidir como usufruir. Tal como ocorre em alguns países da Europa. Deveria ser feito algum trabalho para que os pais não fiquem malvistas por faltarem ou se atrasarem para participar de atividades escolares ou por necessidade médicas. Entendo que a mulher/mãe precisa de uma maior proteção. Não vejo, em meu meio, que mulheres solteiras ou mais velhas, com o mesmo nível de disponibilidade média dos homens, tenham dificuldades para assumir cargos de chefia. O mesmo eu não observo com as mães.	Definitely

Time	Consent to participate in the research	1. Are you a father (biological father, stepfather or adoptive father)?	2. In what country do you live?	In what state do you live?	How old are you?	What is your marital status?	What is the highest level of education you have completed?	How many children do you have (they can be biological, adopted or stepchild)?	How old is your youngest child?	Do your child (or children) live with you?	What is your family income?
24/04/2023 14:43:19	Agree	Yes	Spain	Valencia	43 to 47 years	Married	Graduated	1	Between 4 and 6 years	Yes	Up to 5 minimum wages
24/04/2023 14:54:31	Agree	Yes	Brazil	Bahia	37 to 42 years	Married	Especialization	2	Between 7 and 9 years	Yes	Up to 5 minimum wages
24/04/2023 15:27:54	Agree	Yes	Brazil	Distrito Federa	31 to 36 years	Married	Especialization	2	Between 4 and 6 years	Yes	More than 10 minimum wages
24/04/2023 16:18:02	Agree	Yes	Brazil	Distrito Federa	31 to 36 years	Prefer not to ans	Especialization	1	More than 12 years	Yes	More than 10 minimum wages
24/04/2023 16:47:01	Agree	Yes	Brazil	DF	55 to 60 years	Married	Master	3	Between 7 and 9 years	Yes	More than 10 minimum wages
24/04/2023 18:13:53	Agree	No									

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/Institution ?	How many years of experience do you have in software industry ?
Yes, and I work in hybrid mode (remotely and face to face)	Private software development co	Industry	More than 15 years	More than 600 employees	From 16 to 20			
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Industry and Academia						More than 15 years
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration	Industry	More than 15 years	More than 600 employees	More than 21			
Yes, and I work remotely/from home	Federal Public Administration, St	Industry	Between 13 and 15 years	More than 600 employees	From 11 to 15			
Yes, and I work in hybrid mode (remotely and face to face)	Federal Public Administration, St	Industry and Academia						More than 15 years

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
				Sr Manager	From 7 to 10	More than 5	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company
More than 600 employees	Less than 5	More than 15 years	Up to 20 members	Software Engineer	Less than 3	1	from 61 to 120 days	Yes, I'd like more days.	No, another role and same com
				Auditor	From 4 to 6	1	from 11 to 20 days	Yes, I'd like more days.	Yes, same role and company
				Software Engineer	Less than 3	None	from 1 to 5 days	Yes, I'd like more days.	No, another role and another cc
More than 600 employees	From 6 to 10	Between 1 and 3 years	From 50 to 99 members	Project Manager	From 11 to 15	More than 5	from 6 to 10 days	Yes, I'd like more days.	Yes, same role and company

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
I have changed. Looking	More than 3	Yes	Yes	Transformation project and lack of skills to replace me.		We do share child caregiving	Yes	not applicable	Overload (related to child activities and attention), High physical and mental exhaustion (related to child activities and attention), Guilty (related to child activities and attention)
Sai de uma empresa priv	2	No	Yes			We do share child caregiving	Yes	Fazemos de forma equilibrada mas já não pude participar de reuniões na escola por exemplo por conta do trabalho	Lack of confidence, Overload (related to child activities and attention), Sleep deprivation (related to child activities and attention), Guilty (related to child activities and attention)
	More than 3	Yes	No			We do share child caregiving	Yes	Time in work	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)
Mudei para o setor públic	More than 3	Yes	Yes	Em 2009 quando minha filha nasceu legalmente só havia 5 dias corridos para quem era CLT.		We do share child caregiving	Yes	Quando minha filha era recém nascida eu não podia dedicar tanto tempo a ela e a serviços domésticos por estar trabalhando e ainda ser presencial	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), Baixa imunidade devidos ao cansaço
	More than 3	No	Partially			We do share child caregiving	Yes	No, reason	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)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
Yes, lack of travel and lack of creating relationship with customers / partners	Probably	Definitely	Too many tasks at same time	Too many tasks at same time	If I look to me, no. If I look to the average, yes. In general women have more tasks related to child than fathers.	Work from home, less hours when needed, hour flexibility	Possibly
Sim, ao avisar que não poderia mais ficar em uma reunião após as 17 para pegar o filho na escola. O chefe me questionou "se a criança não tinha mãe"	Probably	Probably	Levar na escola e chegar super cedo no trabalho tudo bem, mas sair um pouco mais cedo para pegar na escola parece um crime. Fazer qualquer atividade que historicamente é executada pelas mães não é bem visto. Acredito que para me tornar um pai presente, precisar ser um pouco mãe	Horários não flexíveis, disponibilidade quando as crianças adoecem. Mas acredito que quando o pai se coloca no mesmo lugar a sociedade tem uma aceitação ainda menor atualmente.	Não, acredito que a sociedade nem dá espaço para o pai fazer mais, alguns se aproveitam disso para fazer menos. As dificuldades aparecem para aquele ué assumir tarefas que impacta no horário ou na frequência. Em geral quando aviso que vou levar ao pediatra me perguntaram porque tem que ir os dois aí expliquei que estava levando sozinho, então a pergunta porque a mãe não leva veio em seguida.	Respeito e os que não querem ou não fazem questão de participar ativamente da criação dos filhos que aprendam com os índios equestre entendem que as crianças são responsabilidade da sociedade como um todo.	Definitely
No	Possibly	Possibly	The noise and the attention that a child requires due to presence of father	Fixed journeys	Yes, due to breastfeeding	Flexible journey	Probably
No	Probably	Probably Not	Horário da jornada de trabalho tem que se adaptar aos horários de levar e buscar a criança da escola.	As maiores dificuldades são as necessidades de flexibilizações de horário para acompanhar os filhos no médico ou atividades e reuniões escolares.	Sim, porque geralmente as maiores responsabilidades são atribuídas socialmente apenas às mães	Trabalho remoto para pais de crianças pequenas, creches próximas ao trabalho, sala infantil no trabalho para emergências quando for necessário levar o filho para o escritório.	Definitely
Yes, segregation	Probably	Definitely	Do well both jobs, father and professional works	Time Sharing	Yes, the Work is harder for mathers	Help each other. Parents assistance program.	Definitely

Time	Consent to participate in the research	1. Are you a father (biological father, stepfather or adoptive father)?	2. In what country do you live?	In what state do you live?	How old are you?	What is your marital status?	What is the highest level of education you have completed?	How many children do you have (they can be biological, adopted or stepchild)?	How old is your youngest child?	Do your child (or children) live with you?	What is your family income?
25/04/2023 09:14:37	Agree	Yes	Brazil	Ceará	31 to 36 years	Married	Master	1	Between 1 and 3 years	Yes	More than 10 minimum wages
25/04/2023 10:35:49	Agree	No									
25/04/2023 13:21:05	Agree	Yes	Brazil	Distrito Federa	48 to 54 anos	Long-term relat	Master	2	Between 1 and 3 years	Yes	More than 10 minimum wages
25/04/2023 14:19:13	Agree	Yes	Brazil	Pernambuco	31 to 36 years	Married	Especialization	2	Between 1 and 3 years	Yes	Up to 7 minimum wages
25/04/2023 15:50:39	Agree	Yes	Brazil	DF	37 to 42 years	Long-term relat	Master	1	Between 1 and 3 years	Yes	More than 10 minimum wages
25/04/2023 19:48:20	Agree	Yes	Brazil	MS	37 to 42 years	Married	Graduated	3	Between 1 and 3 years	Yes	More than 10 minimum wages
25/04/2023 22:35:43	Agree	Yes	United States	California	31 to 36 years	Married	PhD	1	Between 7 and 9 years	Yes	Up to 7 minimum wages

Are you currently employed?	What is the nature of your organization?	Do you work in the software industry or academia?	How many years of experience do you have in software industry ?	How many employees does the organization have?	How many members are there on your team?	How many years of experience do you have as a researcher or professor?	How many members are there on your department/Institution ?	How many years of experience do you have in software industry ?
Yes, and I work remotely/from home	Private software development co	Industry	Between 10 and 12 years	More than 600 employees	Less than 5			
Yes, and I work face to face/in-person	State-owned company (Serpro, s	Industry	More than 15 years	More than 600 employees	Less than 5			
Yes, and I work remotely/from home	Private software development co	Industry	Between 10 and 12 years	More than 600 employees	From 6 to 10			
Yes, and I work remotely/from home	Federal Public Administration	Industry	More than 15 years	More than 600 employees	Less than 5			
Yes, and I work remotely/from home	Private software development co	Industry	More than 15 years	Up to 20 employees	From 6 to 10			
Yes, and I work remotely/from home	Private software development co	Industry	Between 4 and 6 years	From 200 to 399 employees	From 11 to 15			

Regarding your industry experience. How many employees does the organization have?	Regarding your industry experience. How many members are there on your team?	Regarding your academic experience. How many years of experience do you have as a researcher or professor?	Regarding your academic experience. How many members are there on your department/institution?	What is the main role you perform in the organization?	How many women are there on your team or department?	How many women have leadership positions in your team or department?	How long was your paternity leave?	Would you like your paternity leave to be longer?	Did you return to the same position and company after becoming father?
				Data Scientist	Less than 3	More than 5	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Programmer/Developer	Less than 3	1	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company
				Programmer/Developer	Less than 3	None	from 6 to 10 days	Yes, I'd like more days.	Yes, same role and company
				Project Manager	Less than 3	None	from 11 to 20 days	Yes, I'd like more days.	No, another role and another co
				Project Manager	Less than 3	None	from 6 to 10 days	No, it was enough.	Yes, same role and company
				Director of R&D	Less than 3	1	from 1 to 5 days	Yes, I'd like more days.	Yes, same role and company

If you have changed your position and/or company, could you talk a little about your motivation for the change?	How many employments did you have before becoming father?	Did you maintain the same number of employment relationships after becoming father?	Did you work during your paternity leave?	If you worked during your paternity leave, what were the reasons that led you to work during this period?	After you returned to work, did you get a part-time job or a full time-job?	Who performs more child care activities when both are present or when both are able to perform?	Would you like to participate more in parenting activities?	If you do not contribute equally to parenting activities, what are the reasons?	After becoming father, have you faced any of the following situations?
	3	Yes	No			The mother does more.	Yes	During the first six months after my son was born, I couldn't perform the parenting activities equally, because my wife had six months of maternity leave and I was working.	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), Pandemia stress effects
	3	Yes	No			We do share child caregiving	No	Nós dividimos os cuidados!	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)
Exaustão no trabalho anterior	1	Yes	Partially	Dependência da empresa com a minha pessoa		The mother does more.	Yes	Trabalho	Overload (related to child activities and attention), High physical and mental exhaustion (related to child activities and attention), Guilty (related to child activities and attention)
Tive que deixar a Coordenação	More than 3	Yes	No			We do share child caregiving	Yes	Existem algumas atividades que a mãe ou a babá tem maior facilidade. Como alimentação. Meu filho tem disfagia e tenho dificuldade em alimentá-lo.	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)
	More than 3	Yes	No			We do share child caregiving	No	Penso que contribuimos igualmente	Sleep deprivation (related to child activities and attention)
	2	Yes	No			We do share child caregiving	Yes	I have less time to dedicate to parenting when compared to my wife	Overload (related to child activities and attention), Guilty (related to child activities and attention)

Have you ever faced any type of prejudice at work for being a father?	In your opinion, do you think that women suffer any kind of distrust at work for being a mother?	In your opinion, do you think that women suffer any kind of moral harassment (for example, mean joke and prejudice) for being a mother?	What challenges and difficulties do you face at work as a father?	In your opinion, what challenges and difficulties mothers face at work?	At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.	What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?	Are you willing to implement friendly actions for moms and dads at work?
Never	Definitely	Probably	Home office provides the benefit of being close to the family, but this presence requires more attention to domestic events, which impacts the work flow.	Traditionally mothers have more "responsability" than fathers and this overloads them. This is something that needs to change	For sure.	Shared paternity/maternity leave, i. e., 6 months so parents can share this time.	Definitely
Não	Definitely Not	Definitely Not	Nenhum	Nenhum	Creio que não	Colaboração dos pais	Definitely
Não	Probably Not	Definitely Not	Não poder dar muita atenção para meus filhos	Ficar longe dos filhos	Acho que a mãe sente mais preocupação por passar poucas horas com os filhos	Não sei informar	Possibly
Sim. Como tive que ir ao trabalho remoto, as oportunidades ficaram difíceis. A organização não se preparou para este tipo de trabalho e a regulamentação impede que haja subordinados para quem trabalha remoto.	Definitely	Probably	O trabalho não está preparado para um único membro do time em teletrabalho. A equipe mesmo sendo de ti não preparou para adequar o tipo de trabalho preferindo encontros face to face.	Dificuldade em dedicar mais tempo.	Sim. Inegavelmente na sociedade as tarefas domésticas ficam concentradas na figura materna.	Deve existir mais conscientização da sociedade no sentido de apoiar a paternidade.	Probably
não	Possibly	Probably Not	Jornada dupla ou tripla, casa, trabalho, filhos	Jornada dupla ou tripla, casa, trabalho, filhos	sim, principalmente nos primeiros meses quando existem mais rotinas que são mais difíceis de serem compartilhadas, como amamentação, por exemplo. leva mais tempo para a mãe poder se dedicar a outras atividades	amadurecimento das empresas, gestores e líderes neste assunto	Definitely Not
No	Definitely	Definitely	No specific challenges as a father. Only challenges related to overall parenting.	On top of the general challenges related to parenting, women also suffer with prejudice and discrimination	I'm sure they do. This is certainly a reality that needs to change.	More flexibility in difficult times, sensibility to parenting challenges	Definitely