

Q29: If you have changed your position and/or company, could you talk a little about your motivation for the change?

Category	Sub-category	#	Quotes	Father's Answer
Wage increment		9	Salary improvement	Salary improvement for better comfort for my daughter.
			Improve the salary	After the birth of my daughter, I presented a project at the company that led to a job change and a salary increase .
			I moved to the public sector because of the salary .	I moved to the public sector because of the higher salary and greater stability .
			Higher wage	Higher wage
			the only one, salary	The only reason, salary and my boss.
			salary	Salary , quality of life and more time with family.
			get a bigger source of income.	Yes. A lot of expenses and I had to qualify myself more and get a bigger source of income .
			Higher salary	Higher salary
			Wage increment	I moved to... in addition to the salary increase .
More time with family		6	I moved to be closer to my son	I changed careers by my own decision, to allow me to work 100% remotely and be closer to my son . I left an 8-year career as a professor of information systems at IFRN, resigning from the public service and all the guarantees it offers.
			To dedicate more time to my family.	There were no changes. I simply chose to stay with just one job to be able to dedicate more time to my family .
			To stay closer and provide more support to my family.	I left a private company for a public one in an attempt to stay closer and provide more support to my family .
			I choose to leave earlier my coordinator position (mid 2022)	I am an associate professor at UTFPR and, until July 2022 (when my child was born), I also was the graduate program coordinator for PPGCC-CM (Programa de Pós-Graduação em Ciência da Computação - Campo Mourão) at UTFPR-CM (Universidade Tecnológica Federal do Paraná). Originally I would be the coordinator until the end of 2022, but I choose to leave earlier my coordinator position (mid 2022) to have more time to take care of my child and wife . Although the coordinator has a reduced labor hours at classroom (5 to 6 hours instead of 10 hours per week), that benefit wasn't worth because of the overhead of coordination tasks and commissions you have to take part of.
			To dedicate myself to my son, who has a disability.	I had to leave my position at the Ministry of Economy and return to my original department to dedicate myself to my son, who has a disability .
			more time with family.	Salary, quality of life and more time with family .
Better quality of life		4	I needed to improve my family's quality of life	When I became a father, I had in mind that I needed to improve my family's quality of life , so I went to a company that paid the same salary, but with many more benefits such as the best health plan, private pension plan, life insurance, plan dental.
			Looking for a better worklife balance	I have changed. Looking for a better worklife balance
			Exhaustion at the previous job	Exhaustion at the previous job
			quality of life	Salary, quality of life and more time with family.
Search fore more knowledge and challenges		4	I changed to participate in more projects.	I changed to participate in more projects that involve working with newer languages.
			I am searching for more knowledge and chelanges.	I did become Data Science/Engineer leader. I am searching for more knowledge and chelanges .
			To take care of people's development.	To take care of people's development .
			I entered the software development management field.	I left the operational area of Defense and Security and entered the software development management field in the Brazilian Army.
Not applicable		3		Not applicable.
				Haven't been back yet.
				I wasn't working when I had a child. I was focusing on graduating.

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No change		2		no change
				I am OK where I am.
No opportunities		1		After becoming a father, I was let go from the company where I worked formally. After that, I sought a new position because I wasn't eligible for unemployment benefits.