

### Q33 - If you worked during your paternity leave, what were the reasons that led you to work during this period?

Category	Sub-category	#	Quotes	Father's Answer
Lack of a person to replace me on research and teaching demands		14	my duties kept the same	As a researcher, <b>my duties kept the same</b> (reviewing papers, conducting research, supervising students, etc.)
			quick communication with students	Mostly <b>quick communication with students</b>
			I needed to correct some exams.	<b>I needed to correct some exams</b> that were pending.
			The issue of the accumulation of tasks that a professor typically faces.	To solve <b>the issue of the accumulation of tasks that professors typically face.</b>
			Student support, writing articles, project coordination.	<b>Student support, article writing, project coordination</b> - activities that never stop.
			Students couldn't go without classes.	<b>The students couldn't go without classes</b> , and there wasn't a formal substitute professor.
			I was in a class	<b>I was in a class.</b> It's needed to finish
			research	<b>Research</b> activity
			Projects	<b>Projects</b> and deadlines
			Projects	Email responses, <b>research projects, guidance.</b>
			Demands related to research and teaching.	I couldn't avoid addressing <b>demands related to research and teaching.</b>
			Remote guidance.	<b>Remote guidance</b> activities.
			institution has no deputy coordinator.	I was the computer science course coordinator at the time and the <b>institution has no deputy coordinator.</b>
it was the end of the academic semester and I had to evaluate some final exams and do some course bureaucracy	Although I was at paternity leave, <b>it was the end of the academic semester and I had to evaluate some final exams and do some course bureaucracy</b> ("close" content, frequency and grades diaries). I also had to do some minor coordinator tasks (only one to two hours of work, but, still, work).			
Lack of a person to replace me in the company		8	Company dependency	<b>Company's dependency</b> on me.
			only I could quickly resolve.	Problems in a client that <b>only I could quickly resolve.</b>
			only I had the answers	Just need to have a few customers meetings that needed me and answered some questions from the team that <b>only I had the answers</b>
			Support unanswered team questions	<b>Support unanswered team questions</b>
			tasks were performed only by me.	Some <b>tasks were performed only by me.</b>
			lack of skills to replace me.	Transformation project and <b>lack of skills to replace me.</b>
			Lack of a substitute	<b>Lack of a substitute</b> , tasks of great complexity, and a huge workload.
I was in a project that I played a fundamental role a	<b>I was in a project that I played a fundamental role</b> and I did not need to be away since my last daughter was born at Friday evening			
Deadlines		6	Time to complete the doctoral program	Brazilian legislation and time to complete the doctoral program.
			Delivery deadline	<b>Deadline for delivering</b> functionalities
			Project delivery	<b>Project delivery</b>
			deadlines	The <b>deadlines</b> were set before the paternity leave and were not changed
			Deadlines	<b>Deadlines</b>

### Q33 - If you worked during your paternity leave, what were the reasons that led you to work during this period?

Category	Sub-category	#	Quotes	Father's Answer
			Deadlines.	<b>Deadlines.</b>
Legal issues		4	Brazilian legislation	<b>Brazilian legislation</b> and the time required to complete the doctoral program.
			no law for paternity leave	There was <b>no law for paternity leave</b>
			there were legally only 5 calendar days for those <b>under CLT</b>	In 2009, when my daughter was born, there were <b>legally only 5 calendar days for those under CLT</b> (Consolidation of Labor Laws).
			Paternity leave is exclusive to women.	<b>Paternity leave is exclusive to women.</b>
Financial issues		5	lack of financial preparation	<b>The lack of adequate financial</b> preparation for the situation
			My wife [...] <b>didn't receive any maternity leave benefits.</b>	<b>My wife's</b> employment contract was suspended, and she didn't receive any <b>maternity leave benefits.</b>
			Money	<b>Money</b>
			bills to pay	I was a freelancer at one of the jobs, they had <b>bills to pay</b> and I couldn't help but make money
			in order to maintain the family.	During fatherhood, I held formal employment outside my field of expertise and informal work within my field <b>to support my family.</b> During the same period, I was also attending university at a public federal college.
Previous commitments		4	complete some commitments	<b>complete some commitments</b>
			Bug fixing.	<b>Bug fixing.</b>
			Ongoing projects	<b>Ongoing projects,</b> part-time leave.
			Day to day meetings	<b>Day to day meetings</b>
Unemployed when the child was born		3	have not worked	<b>have not worked</b>
			I didn't work.	<b>I didn't work.</b>
			I wasn't employed	<b>I wasn't employed.</b> But I was still studying to graduate.
Performed only urgent work		3	Email responses	<b>Email responses,</b> essentially.
			Brief guidance of students (only the most important ones to me).	Brief <b>guidance of students</b> (only the most important ones to me).
			urgent research	Some <b>urgent research</b> work
Company demands		1	Company demands	<b>Company demands</b>
Work do not stop		1	engineering and projects did not stopped	I was software house coordinator / <b>engineering and projects did not stopped</b> as team and customers solicitations
No paternity leave		1	there was no paternity leave	At the time <b>there was no paternity leave</b> and it made no difference to me either.
No need of paternity leaving		1	The needs during my daughter's growth could be met even while working.	<b>The needs during my daughter's growth could be met even while working.</b>
I did not work during the paternity leave		1		No