

**Q38. Have you ever faced any type of prejudice at work for being a father?**

Category	Sub-category	#	Quotes	Father's Answer	
Workload	Work-like balance	19	Work-like balance is highly impaired	<b>Work-like balance is highly impaired.</b> Sometimes I want to stay with my child, but my workload does not allow me to do that.	
			apart from tiredness, because those who provide care get tired	In general, no, despite having marked "only" overload in the previous question, I slept better when the son was up to 2 months old (I slept with him), but that was my and my wife's strategy. This never impacted my work ( <b>apart from tiredness, because those who provide care get tired</b> ). I think most of this loss went to my wife.	
			even with the overload of work	It greatly reduces income, <b>even with the overload of work</b> , to take care of the family.	
			I have to drive him to school and pick up	Of course. <b>I have to drive him to school and pick up.</b> But I don't mind working less for that.	
			now I have a greater workload burden.	Yes, I feel like people have less confidence in my work. I also can't give 100% of the attention and motivation that I used to before becoming a father, Yes, I feel like people have less confidence in my work. I also can't give 100% of the attention and motivation that I used to before becoming a father, <b>now I have a greater workload burden.</b>	
			Lose focus	Yes. Lose focus	
			there is no understanding.	Yes, when he gets sick and needs my presence, <b>there is no understanding.</b>	
			Reduce workload	I had to reduce workload	
			I need to take into and from school	I need to take in to and from school in mid day	
			When my kids got sick	Rarely. Only when my kids got sick.	
			Job activities should be postdated	We need to pass more time with the children and job activities should be postdated	
			Lack of travel and lack of creating relationship with customers / partners	Yes, lack of travel and lack of creating relationship with customers / partners	
			women have greater difficulty returning to activities after entering motherhood	I believe that, because I am a man and in a public service position, I did not feel disadvantaged at work, however I feel that many <b>women have greater difficulty returning to activities after entering motherhood.</b>	
	my wife faced difficulties during her pregnancy and returning to work	I did not suffer prejudice, at least directly, for being a father. However, indirectly, because <b>my wife faced difficulties during her pregnancy and returning to work</b> , I also felt part of the prejudice she suffered.			
	Sleep deprivation			Need to wake up earlier to help with the kids	Loss of sleep and <b>need to wake up earlier to help with the kids.</b>
				Sleep deprivation	Yes mainly related to Sleep deprivation
	Lack of time			Lack of time	Lack of time
But the time dedicated to work has decreased				Directly, no. But the time dedicated to work has decreased considerably.	
Lack of time				Lack of time	
Productivity	Lack of productivity	9	Performance drop	Performance drop	
			Decrease in production	decrease in production and more limited overtime, and, as a result, I was called attention by superiors (work and graduate advisors)	
			Productivity in terms of research activities has never been the same.	Yes. Productivity in terms of research activities has never been the same.	
			This has greatly hindered our performance as professionals.	Yes, because on several occasions I had to stop everything I was doing to dedicate myself to my children. My wife and I share equally the care of the children and the kitchen. However, she ends up doing more around the house and she has been in a very stressful situation and I feel very guilty. <b>This has greatly hindered our performance as professionals.</b>	
			Personal productivity got worse	not from company but personal productivity got worse	

			Child sick days is more difficult to deliver the same level at work	during the child sick days is more difficult to deliver the same level at work
			I'd like to work more than I do	I'd like to work more than I do, more hours, extra time.
			less productivity	less productivity
<b>Lack of opportunities</b>		<b>1</b>	I lost opportunities for growth	Yes, <b>I lost opportunities for growth</b> , including moving to another city due to responsibility for my children
<b>Prejudice from others</b>		<b>5</b>	some are surprised by the number of children	Yes, some are surprised by the number of children
			Segregation	Yes, segregation
			the doctor at work asked if the child didn't have a mother	It's happened to me twice, when taking a follow-up certificate, that <b>the doctor at work asked if the child didn't have a mother</b> . I was very angry.
			The boss asked me "if the child didn't have a mother".	Yes, by saying that I could no longer stay at a meeting after 5pm to pick up my son from school. <b>The boss asked me "if the child didn't have a mother"</b> .
			regulations prevent there being subordinates for those who work remotely.	Yes. As I had to work remotely, opportunities became difficult. The organization was not prepared for this type of work and <b>regulations prevent there being subordinates for those who work remotely</b> .
<b>They were unable to inform or answered 'No'</b>				No
				No
				Never
				No
				No
				No
				No
				No.
				No, I haven't.
				No
				No
				No
				No.
				No
				No
				No
				Only to be always tired
				I don't think so
				No
				No
			no	
			Not that I noticed	





			No
			No
			No
			No
			No
			None
			it is difficult to answer, but maybe efficiency drop
			No
			no
			No, I haven't.
			No
			No
			No
			not that I realized
			No
			No
			No
			No
			No
			No.
			No
			No.
			No
			No
			No. have always been very receptive in this context.
			No
			Not really.
			No
			No, have never faced that
			No. Everyone knows it's a blessing.
			o. The losses occurred in relation to the study.
			No

				Yes
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