

## Q41 - What challenges and difficulties do you face at work as a father?

Category	Category	#	Quotes	Father's Answer
Adapt schedules		60	culminating in the reduction of working hours and loss of salary	activities that needed my attention, mainly related to the illness of the children, clashed with work schedules, which generated dissatisfaction from my superiors, <b>culminating in the reduction of working hours and loss of salary</b>
	Adapt schedules		<b>Adapt schedules</b> and try to maintain the same level of delivery as before.	
	adjust my time to dedicate to them		<b>adjust my time to dedicate to them.</b>	
	Routine adjustments		<b>Routine adjustments</b>	
	a little more difficult to adjust some schedules to follow up with some queries even at the end of the day.		At the time, due to the criticality of the project I was working on, it was <b>a little more difficult to adjust some schedules to follow up with some queries even at the end of the day.</b> Also, at first I had trouble sleeping due to my daughter's colic at night. It made me a little more stressed at work.	
	Balance the time at work and time with them		<b>Balance the time at work and time with them.</b> Have people to understand my schedule given the time I devote to my kids.	
	Balancing family and work is definitely the biggest challenge.		<b>Balancing family with work is definitely the biggest challenge.</b> Initially we would only leave our son part-time at school (nursery), but it was necessary to put him full-time to be able to balance family and work (in this case, it was a shared difficulty of father and mother). Even so, there is the scenario in which the child is affected by an illness and cannot go to school, requiring the father or mother to be absent from work and incurring the extra need to make up those missed classes ( which involves some bureaucracy).	
	Another difficulty is achieving a new balance between work activities, activities aimed at the family as a whole and activities aimed at personal care (physical and mental health).		<b>Another difficulty is achieving a new balance between work activities, activities aimed at the family as a whole and activities aimed at personal care (physical and mental health).</b>  A difficulty to be encountered soon is the lack of adequate space to take the child in case of need at the workplace. The work environment has space that is just adequate for a teacher's work and is certainly not enough to keep a child (in addition to the lack of security regarding small objects, edges and the like).	
	Reconciling work time and time with children		<b>Reconciling work time and time with children,</b> especially when working from home.	
	Reconcile time and meet all demands simultaneously		<b>Reconcile time and meet all demands simultaneously</b>	
	Reconcile meetings and schedules for taking care of children's activities		Reconcile meetings and schedules for taking care of children's activities (pick-up/pick-up from school, swimming, English). When there is no grocery shopping planning, preparing meals becomes chaos.	
	Conciliating child care and work load.		<b>Conciliating child care and work load.</b>	
	Difficulty keeping to schedule, due to school schedule commitments		<b>Difficulty keeping to schedule, due to school schedule commitments,</b> especially leaving early every day to pick them up on time	
Workload	Workload			
Difficulty in reconciling the time needed to care for the child and work activities.	<b>Difficulty in reconciling the time needed to care for the child and work activities.</b>			

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			Divide work responsibilities and time spent with children	<b>Divide work responsibilities and time spent with children</b>
			Do well both jobs, father and professional works	<b>Do well both jobs, father and professional works</b>
			to adapt to the times of taking the child to and from school.	The working day has <b>to adapt to the times of taking the child to and from school.</b>
			I have little license (in hours) to accompany my children	<b>I have little license (in hours) to accompany my children</b> at school meetings, doctor etc.
			I struggle to meet all demands of teaching, research and extension and have quality time with my daughter.	<b>I struggle to meet all demands of teaching, research and extension and have quality time with my daughter.</b>
			to choose between using my off time for my family or for to grow in my career.	It's very hard <b>to choose between using my off time for my family or for to grow in my career.</b>
			Mainly having to schedule around childcare	<b>Mainly having to schedule around childcare</b> , e.g. pickup from daycare, and dealing with sudden illness.
			to balance time among family parenting, work, studying and self-care.	Major difficulty is <b>to balance time among family parenting, work, studying and self-care.</b>
			Managing time	<b>Managing time</b> , attending meetings.
			being able to organize my schedule to be available for my family	My biggest challenge, without a doubt, is being <b>able to organize my schedule to be available to my family, especially if the activities are during work hours.</b>
			balancing my work schedule with school schedules	The main challenge is balancing my work schedule with my school schedule.
			overlap of parenting and work time due to school agenda	<b>overlap of parenting and work time due to school agenda</b>
			time management.	Financial provision, educational challenge, child care, <b>time management.</b>
			spending time with family.	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 <b>spending time with family.</b>
			Timeshare between the child and work	<b>Timeshare between the child and work</b>
			To share my time between parenthood and work	<b>To share my time between parenthood and work.</b> Overthinking professional choices considering the children as priority.
			difficulties in raising them in relation to my work.	Today, my children are all of legal age, so I no longer have <b>difficulties in raising them in relation to my work.</b>
			Answering my wife's call and having to run home leaving work behind.	<b>Answering my wife's call and having to run home leaving work behind.</b>
			As a father we need to share our day to do our activities and our kids activities	<b>As a father we need to share our day to do our activities and our kids activities</b> , with my kid being older it's easier to manage however when my youngest born thing will change a lot
			The preparation of classes and activities is always a challenge because as I generally carry out these tasks at home	<b>The preparation of classes and activities is always a challenge because as I generally carry out these tasks at home</b> , it is the time to be more present in my daughter's life.

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			<b>on some occasions it was necessary to leave work early or even be absent</b>	The late nights may have made it a little more difficult to concentrate on work. Furthermore, <b>on some occasions it was necessary to leave work early or even be absent</b> . However, the absence was later compensated.
			Balance work with family matters	<b>Balance work with family matters</b>
			<b>Reconcile work with daily tasks such as school, illness, etc.</b>	Reconcile work with daily tasks such as school, illness, etc.
			I needed to arrive at work early to be able to carry out all the tasks and be able to return home right after the end of the day and help my wife with the domestic care of the children (giving dinner, bathing, dressing, talk, play and study).	Today I don't face any challenges at work as a father. However, about 5 years ago, I <b>needed to arrive at work early to be able to carry out all the tasks and be able to return home right after the end of the day and help my wife with the domestic care of the children (giving dinner, bathing, dressing, talk, play and study)</b> .
			this presence requires more attention to domestic events, which impacts the work flow.	Home office provides the benefit of being close to the family, but <b>this presence requires more attention to domestic events, which impacts the work flow</b> .
			How to organize the agenda when my daughter is at home in the afternoons that I need to work	<b>How to organize the agenda when my daughter is at home in the afternoons that I need to work</b> and my wife is giving classes.
			need of perform baby care activities some times during the day to help the mother.	Is more difficult to concentrate, because of sleep deprivation as well as the <b>need of perform baby care activities some times during the day to help the mother</b> .
			to assist my family between work time.	Often I have to <b>assist my family between work time</b> .
			But I mention something that bothers me is logistics, like transportation, comings and goings (my case in particular). going from work to school, from school to home, from home to work	I honestly can't say. I would say several if it were the question at hand. <b>But I mention something that bothers me is logistics, like transportation, comings and goings (my case in particular). going from work to school, from school to home, from home to work</b> . In small cities where the traffic isn't so bad, it's already a problem. imagine in big cities.
			by dividing equally	I feel that <b>by dividing equally</b> , as we do, the challenges are easier.
			need to leave work to attend to my child's urgent needs	Sometimes I <b>need to leave work to attend to my child's urgent needs</b>
			Stay with them, have energy enough, and do a good job.	<b>Stay with them, have energy enough, and do a good job</b> .
			Working from home when the kid is around is also harder/impossible.	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. <b>Working from home when the kid is around is also harder/impossible</b> . 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).
			balancing work and family responsibilities.	the need to leave on time and some challenges in <b>balancing work and family responsibilities</b> .
			Time to spend with the child during some online meetings.	<b>Time to spend with the child during some online meetings</b> .
			Too many tasks at same time	<b>Too many tasks at same time</b>
			When I work from home and my son cries, I lose focus and worry about him. I <b>tend to attend to him</b> , which affects my ability to concentrate.	When I <b>work from home and my son cries, I lose focus and worry about him. I tend to attend to him</b> , which affects my ability to concentrate. Additionally, other interruptions, such as when my wife needs my help, also impact my focus.

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			sometimes I cannot do something because of my family.	Well, <b>sometimes I cannot do something because of my family.</b>
			work schedules and having to pay attention to my children	work schedules and <b>having to pay attention to my children</b>
			Having to divide my attention between work and the children	Having to <b>divide my attention between work and the children</b> , being available for occasional medical appointments, taking work home.
			to pay <b>more attention</b> to my kids	I'd like to pay <b>more attention</b> to my kids
			to provide <b>more attention</b> when my child	I would like to <b>provide more attention when my child is unable to go to school</b> during working hours or overtime
			I pay <b>more attention</b> to my children	When the father is <b>very present in his children's lives</b> (like me, for example) people tend to think that we don't care about work. The culture (or lack thereof) of the population continues to believe that men work outside the home and women should only take care of the house and children. The world has changed and many don't realize it. <b>I pay more attention to my children!</b>
			when my son asks for <b>more attention</b> at certain times.	Knowing how to say no <b>when my son asks for more attention</b> at certain times.
			the attention that a child requires due to presence of father	The noise and <b>the attention that a child requires due to presence of father</b>
		to give child attention	sometimes i need to leave the work <b>to give child attention</b> (daily routine to wake up, dressing, etc)	
		1	Double or triple shift, home, work, children	<b>Double or triple shift, home, work, children</b>
Focus on work (11)	Focus on work	11	difficult to focus on work.	Tiredness from not having a good night's sleep. The concern when a child is sick, it is <b>difficult to focus on work.</b>
	Focus on work		activities that needed my attention, mainly related to the illness of the children, clashed with work schedules, which generated dissatisfaction from my superior	<b>activities that needed my attention, mainly related to the illness of the children, clashed with work schedules, which generated dissatisfaction from my superiors</b> , culminating in the reduction of working hours and loss of salary
	Focus on work		more <b>difficult to concentrate</b> on work	The late nights may have made it a little <b>more difficult to concentrate on work.</b> Furthermore, on some occasions it was necessary to leave work early or even be absent. However, the absence was later compensated.
	Focus on work		This disrupts my focus and interferes with my work.	As I work from home, many things come up during work hours that need to be resolved at the last minute. This <b>disrupts my focus</b> and interferes with my work.
	Focus on work		<b>Focus on work</b>	<b>Focus on work</b>
	Focus on work		Is more difficult to concentrate,	<b>Is more difficult to concentrate</b> , because of sleep deprivation as well as the need of perform baby care activities some times during the day to help the mother.
	Focus on work		Maintaining focus on work while always at home is the biggest challeng	Maintaining <b>focus on work while always at home is the biggest challenge.</b> When my daughter is at school, it is calm, but when she arrives, it becomes very difficult. She is very young, she still doesn't understand that her father is working and cannot be with her.
	Focus on work		<b>focus at work</b>	Mainly the lack of <b>focus at work</b>

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	Focus on work		There are days when it is quite difficult to maintain concentration on work	There are days when it is <b>quite difficult to maintain concentration on work due to so many interruptions</b> (my daughter ends up coming into the office a lot). Furthermore, tiredness itself, due to a routine of work + parental care and sleep deprivation itself, end up damaging <b>my attention and ability to focus on work</b> .
	Focus on work		I lose focus and worry	I work from home, when my son cries I <b>lose focus and worry, and I tend to go to him, and this affects my ability to focus</b> . As well as interruptions that may happen when my wife needs me.
	Focus on work		it is tough to have focus.	When I daughter gets sick <b>it is tough to have focus</b> .
Lack of time (20)	Lack of time	20	restricted schedules.	Fatigue, restricted schedules.
	Lack of time		help my wife to get free time.	Collabore equality in parenting when at work and <b>help my wife to get free time</b> .
	Lack of time		Lack of time	<b>Lack of time</b>
	Lack of time		Time management; loss of confidence	Time management; loss of confidence
	Lack of time		I cannot be available at all times	<b>I cannot be available at all times</b> at which childless colleagues might expect me to be reachable
	Lack of time		I don't have as much time available	<b>I don't have as much time available</b> as I had before.
	Lack of time		I have less time to work	<b>I have less time to work</b>
	Lack of time		I have less time.	I have to take him to school, pick up. Also take him to do exams... basically <b>I have less time</b> . Not that I care much though
	Lack of time		lack of enough time	<b>lack of enough time</b> (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)
	Lack of time		Lack of time	<b>Lack of time</b>
	Lack of time		Lack of time	<b>Lack of time</b>
	Lack of time		lack of time for activities	<b>lack of time for activities</b> or unforeseen circumstances that children have during working hours at the company.
	Lack of time		Less availability	<b>Less availability</b> and more scheduling uncertainty
	Lack of time		Less time to do the work	<b>Less time to do the work</b>
	Lack of time		Less time to work.	<b>Less time to work</b> .
	Lack of time		I don't have time for anything	<b>I don't have time for anything</b>
	Lack of time		I don't have time available to dedicate to work	<b>I don't have time available to dedicate to work</b> after work
	Lack of time		Lack of time	Lack of time
	Lack of time		Time restraints	<b>Time restraints</b> .
	Lack of time		time competition	worries and <b>time competition</b>

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Be more present with children (9)	Pay more attention to children	4	not being as present as you would like due to work.	The main <b>difficulty is being at home due to working from home, but not being as present as you would like due to work.</b>
	Pay more attention to children		I didn't pay more attention to my daughter	<b>I didn't pay more attention to my daughter</b>
	Pay more attention to children		Not being able to pay much attention to my children	<b>Not being able to pay much attention to my children</b>
	Pay more attention to children		<b>child care</b>	Financial provision, educational challenge, <b>child care</b> , time management.
	Dedicate more time to children	4	Time to be closer to my son	<b>Time to be closer to my son</b>
	Dedicate more time to children		adjust my time to dedicate to them.	<b>adjust my time to dedicate to them.</b>
	Dedicate more time to children		I need to pay attention to my son	Some tasks cannot be completed as was the case before, because now <b>I need to pay attention to my son.</b> I can't produce articles in the same way and with the same speed as I did before.
	Dedicate more time to children		it is the time to be more present in my daughter's life.	The preparation of classes and activities is always a challenge because as I generally carry out these tasks at home, it is the time to be more <b>present in my daughter's life.</b>
	Participate more in tasks at home	1	couldn't participate more actively in long tasks.	After being a father, I couldn't participate more actively in long tasks.
Sleep deprivation (9)	Sleep deprivation	9	Tiredness from not having a good night's sleep	<b>Tiredness from not having a good night's sleep.</b> The concern when a child is sick, it is difficult to focus on work.
	Sleep deprivation		The late nights may have made it a little more difficult to concentrate on work	<b>The late nights may have made it a little more difficult to concentrate on work.</b> Furthermore, on some occasions it was necessary to leave work early or even be absent. However, the absence was later compensated.
	Sleep deprivation		I had <b>trouble sleeping due to my daughter's colic at night.</b>	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 <b>I had trouble sleeping due to my daughter's colic at night.</b> It made me a little more stressed at work.
	Sleep deprivation		sleep deprivation	Is more difficult to concentrate, because of <b>sleep deprivation</b> as well as the need of perform baby care activities some times during the day to help the mother.
	Sleep deprivation		sleepy privation	Mainly <b>sleepy privation</b> causes other difficulties
	Sleep Deprivation		Sleep deprivation	<b>Sleep deprivation</b>
	Sleep Deprivation		Sleep deprivation	<b>Sleep deprivation</b>
	Sleep deprivation		sleep deprivation	<b>Sleep deprivation</b> 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.
	Sleep deprivation		sleep deprivation itself	There are days when it is quite difficult to maintain concentration due to so many interruptions (my daughter ends up going into the office a lot). Furthermore, fatigue itself, due to a work routine plus parental care and <b>sleep deprivation itself</b> , ends up damaging my attention and development capacity.

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Children's health care (10)	Children's health care	10	The concern when a child is sick,	Tiredness from not having a good night's sleep. <b>The concern when a child is sick</b> , it is difficult to focus on work.
	Children's health care		I need to be OOO frequently to take her to doctor appointments and vaccines	As my daughter is still young <b>I need to be OOO frequently to take her to doctor appointments and vaccines</b> , etc.
	Children's health care		There is a scenario in which the child is affected by an illness and cannot go to school	Reconciling family with work is definitely the biggest challenge. Initially we would only leave our son part-time at school (nursery), but it was necessary to put him full-time to be able to balance family and work (in this case, it was a shared difficulty of father and mother). Even so, there is the scenario in which the <b>child is affected by an illness and cannot go to school</b> , requiring the father or mother to be absent from work and incurring the extra need to make up those missed classes ( which involves some bureaucracy).  Another difficulty is achieving a new balance between work activities, activities aimed at the family as a whole and activities aimed at personal care (physical and mental health).  A difficulty to be encountered soon is the lack of adequate space to take the child in case of need at the workplace. The work environment has space that is just adequate for a teacher's work and is certainly not enough to keep a child (in addition to the lack of security regarding small objects, edges and the like).
	Children's health care		children's health	<b>Children healthcare</b> , local holidays and assisted education.
	Children's health care		children's health	Difficulties with <b>children's health</b> and school
	Children's health care		children's health	<b>Manage a sick boy at home</b> during the work time
	Children's health care		My eldest son has TEA and needs several therapies	My eldest <b>son has TEA and needs several therapies</b> , so the <b>challenge I have is balancing work and therapies for my eldest son</b> , while my wife takes care of the newborn.
	Children's health care		When children are sick	When <b>children are sick</b> , balancing work and caring for them is difficult.
	Children's health care		Some of my professional colleagues has children requires health attention.	Sleep deprivation and get more tired at the end of week. <b>Some of my professional colleagues has children requires health attention</b> . For them, the job routine is more complex.
	Children's health care		When I daughter gets sick i	<b>When I daughter gets sick</b> it is tough to have focus.
Workload (6)	Tiredness	2	Fatigue, restricted schedules.	Fatigue, restricted schedules.
	Tiredness		Physical and mental exhaustion	<b>Physical and mental exhaustion</b>
	Workload	4	workload	Conciliating child care and <b>work load</b> .
	Workload		Reduced availability to work while maintaining The same leve of workload/productivity.	<b>Reduced availability to work while maintaining The same leve of workload/productivity</b> .
	Workload		<b>Overload due to not being able to rest outside of work</b> .	<b>Overload due to not being able to rest outside of work</b> and the teaching workload imposed by being a substitute teacher.

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	Workload	4	Research workloads sometimes go beyond that 9-5 schedule which is trickier when one has a kid.	The main issue in the first few months after the baby was born and my partner was on maternity leave was actually timing. <b>Research workloads sometimes go beyond that 9-5 schedule which is trickier when one has a kid.</b> 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).
Extend working hours (4)	Extend working hours	4	to participate in meetings outside of work hours	Lack of availability <b>to participate in meetings outside of work hours.</b>
	Extend working hours		<b>need to work outside office hours.</b>	The main challenge is the schedules. Because they are not flexible and <b>need to work outside office hours.</b>
	Extend working hours		<b>Limited time</b>	<b>Limited time</b> to participate in certain events at times dedicated to attention and care for children (at lunchtime, for example)
	Extend working hours		When more work time is needed after regular work time	<b>When more work time is needed after regular work time.</b> Keep up with Tech updates
Prejudice (5)	Sexism	5	<b>Definitely, machismo on the part of a large majority of the men I work ...I can't help my wife</b>	<b>Definitely, machismo on the part of a large majority of the men I work</b> with is one of the biggest difficulties I face. For these men I have to dedicate myself more than I do and <b>I can't help my wife.</b>
	Sexism		Some people think that family comes second.	it's common for people at work to think that you should work at night, and other times and days, outside the contract. <b>Some people think that family comes second.</b> In my view this is wrong. With that, I always have to say "no" to other work demands.
	Sexism		when I have to leave a little early to pick him up from school seems like a crime. Doing any activity that has historically been performed by mothers is not well regarded in my company. I believe that to become a present father I need to be a bit of a mother.	Having to take my son to school and get to work super early, but <b>when I have to leave a little early to pick him up from school seems like a crime.</b> Doing any activity that has historically been performed by mothers is not well regarded in my company. I believe that to become a present father I need to be a bit of a mother.
	Sexism		Prejudice on the part of colleagues... the child is solely the mother's responsibility	<b>Prejudice on the part of colleagues,</b> they say that helping with the children is the mother's job and not the father's. The father has to work and support the family, <b>the child is solely the mother's responsibility.</b> That's what they told me.
	Sexism		managers usually question, placing "between the lines" that this role belongs to women.	When men participate more in childcare, <b>managers usually question, placing "between the lines" that this role belongs to women.</b>
Responsability (6)	More responsibility	3	responsibility	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, <b>responsibility</b> and character
	More responsibility		More responsibility	<b>More responsibility</b>
	More responsibility		More responsibility	<b>More responsibility</b> to maintain the job and earn enough money. And the need to divide time to care and give attention to the child.
	Financial responsibilities		Financial responsibilities	<b>Financial responsibilities</b> and distress
	Financial responsibilities		<b>Financial provision</b>	<b>Financial provision,</b> educational challenge, child care, time management.



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	Financial responsibilities	3	Finally, having a child does bring some financial stress	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. <b>Finally, having a child does bring some financial stress</b> (eg childcare costs) which may impact on work (eg needing to look for a different position/job).
Children's education (3)	Children's education	3	Difficulties with my son's health and <b>school</b> .	Difficulties with my son's health and <b>school</b> .
	Children's education		educational challenge	Financial provision, <b>educational challenge</b> , child care, time management.
	Children's education		See that <b>previous education is not enough</b>	See that <b>previous education is not enough</b>
Better division of tasks with co-workers (2)	Better division of tasks with co-workers	2	Colleagues who are not parents can accomplish more tasks	<b>Colleagues who are not parents can accomplish more tasks</b> and thus achieve more results than I can.
	Better division of tasks with co-workers		IT team was not prepared to adapt the type of work, they preferred face-to-face meetings.	The work is not prepared for a single team member teleworking. Even though the <b>IT team was not prepared to adapt the type of work, they preferred face-to-face meetings</b> .
Lack of productivity (2)	Lack of productivity	2	Colleagues who are not parents can accomplish more tasks	Some <b>tasks cannot be completed as was the case before</b> , because now I need to pay attention to my son. I can't produce articles in the same way and as quickly as I did before.
	Lack of productivity		she likes to spend time with me and <b>this affects my productivity</b> .	Because of the Home office, I spend more time with my daughter, so when she is at home she demands attention because <b>she likes to spend time with me and this affects my productivity</b> .
Long business trips (2)	Long business trips	2	Refusal of promotions and trips	<b>Refusal of promotions and trips</b>
	Long business trips		<b>Long business trips</b>	<b>Long business trips</b>
Meet schedules (2)	Meet schedules	2	<b>Difficulty keeping to schedule</b>	<b>Difficulty keeping to schedule</b> , due to the commitment of my children's school schedules, especially leaving work early every day to pick them up from school on time.
	Meet schedules		attending meetings.	Managing time, <b>attending meetings</b> .
Pressure (2)	Pressure	2	<b>Pressure</b> on the obligation to always deliver/exceed the expectations	<b>Pressure on the obligation to always deliver/exceed the expectations</b> of the work team in order to maintain/improve the family's financial conditions
	Pressure		Pressure for being absent	<b>Pressure for being absent</b> and can not help the mother
Remain employed (2)	Remain employed	2	And the biggest challenge is staying employed	Difficulty in negotiating vacation periods. <b>And the biggest challenge is staying employed</b>
	Remain employed		The fact of not being able to do without work	<b>The fact of not being able to do without work</b>
Handle students (1)	Handle students	1	Handling with my students	Handling with my students. Your behaviors remind me of my children.

### Q41 - What challenges and difficulties do you face at work as a father?

Category	Category	#	Quotes	Father's Answer
Lack of space at work for children (1)	Lack of space at work for children	1	the lack of adequate space to take the child in case of need at the workplace	Balancing family and work is definitely the biggest challenge. Initially we would only leave our son at school part-time (nursery), but it was necessary to put him full-time to be able to balance family and work (in this case, it was a shared difficulty between the father and mother). Even so, there is the scenario in which the child is affected by an illness and cannot go to school, requiring the father or mother to be absent from work and incurring the extra need to make up those missed classes (which involves some bureaucracy). Another difficulty is achieving a new balance between work activities, activities aimed at the family as a whole and activities aimed at personal care (physical and mental health). A difficulty to be encountered soon is <b>the lack of adequate space to take the child in case of need at the workplace</b> . The work environment has space that is just adequate for a teacher's work and is certainly not enough to keep a child (in addition to the lack of security regarding small objects, edges and the like).
Loss of trust (1)	Loss of trust	1	loss of trust	Time management; <b>loss of trust</b>
Moral harassment (1)	Moral harassment	1	moral harassment due to incompetent bosses	<b>moral harassment due to incompetent bosses</b> , who are in the position, without higher education by appointment or length of service in the position.
negotiating vacation periods (1)	negotiating vacation periods	1	Refusal of promotions and trips	<b>Difficulty in negotiating vacation periods</b> . And the biggest challenge is staying employed
Refuse promotions (1)	Refuse promotions	1	Refusal of promotions and trips	<b>Refusal of promotions and trips</b>
Worries (1)	Worries	1	worries	<b>worries</b> and time competition
Miss the children (1)	Miss the children	1	I miss the children so much	<b>I miss the children so much</b>
None (20)	Wife takes care of children	1	my wife takes care of the children during the day	I don't face it because the company is very calm about it, and <b>my wife takes care of the children during the day</b> . At night I help.
	Children stay at home	2	video call and talk to all of my kids	none, except to keep going through the day I have to <b>video call and talk to all of my kids</b>
			child has to stay home.	Not enough childcare hours. Deseases often mean the <b>child has to stay home</b> .
	No Discuss	17	Being a father does not affect my work	Being a father does not affect my work
			As a man, I don't encounter any difficulties beyond the logistical challenges of being a father. I notice that women face different challenges.	As a man, I don't encounter any difficulties beyond the logistical challenges of being a father. I notice that women face different challenges.
			No specific challenges as a father. Only challenges related to overall parenting.	No specific challenges as a father. Only challenges related to overall parenting.
			N/D	N/D
			None	None
			None	None
	None	None		

**Q41 - What challenges and difficulties do you face at work as a father?**

Category	Category	#	Quotes	Father's Answer
	NO DISCUSS	17	None	None
			None	None
			None	None
			None	None
			None	None
			None	None
			none	none
			Nothing	Nothing
			I don't see any obstacles in my work due to being a father.	I don't see any obstacles in my work due to being a father.