

**Q42: In your opinion, what challenges and difficulties mothers face at work?**

Category	Sub-category	#	Quotes	Father's Answer
Harassment / Distrust		10	I would guess distrust and/or harassment	I have no idea. I would guess distrust and/or harassment as suggested by previous questions.
			A mother who goes out to work is not a good mother	In addition to what has already been said in the previous questions, such as mistrust, harassment because of motherhood, there is the emotional side of leaving your child to work, because society implicitly imposes that a mother who goes out to work is not a good mother.
			People may think they are not able to accomplish some activities	People may think they are not able to accomplish some activities because of extensive work at home with kids.
			Distrust among leaders in hiring women because they could get pregnant.	I think there is still distrust among leaders in hiring women because they could get pregnant.
			a very sexist environment, and the many bad jokes they hear from their work colleagues	Prejudice: Women have a huge sense of incapacity due to the possibility of getting pregnant, a very sexist environment, and the many bad jokes they hear from their work colleagues. As a result, they resign themselves to not having career opportunities in the organization and assume that they are incapable of leading a team
			Going through situations of harassment, demands and pressure	I believe that mothers tend to experience the same difficulties I mentioned earlier, aggravated by possible factors such as breastfeeding. In addition, I believe that mothers suffer from relationships within their own work environment, possibly experiencing harassment, demands and pressure.
			Harassment	Harassment
			Feeling of guilt for not being with the child	Distrust of everyone, feeling of guilt for not being with the child, worry.
			Overload of work. Distrust.	Overload of work. Distrust.
			Harassment for possible absences	Harassment for possible absences to accompany children to medical appointments. Difficulties reconciling domestic and professional tasks
Work overload		106	Guilt for not spending more time with child, complaints for having a "long" maternity leave	Double workload, time restraints, guilt for not spending more time with child, complaints for having a "long" maternity leave.
			Free time to dedicate to the children	Free time to dedicate to the children.
			To be thinking every time in the child's	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.
			Less time to work	Less time to work because of parenting duties
			The need of being more present or following the professional carrer	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
			Less time to work.	A lot of less time to work.
			Child consumes too much time from the parents	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.
			Overload of activities	Overload of activities due to lack of help from partner
			People still believe it is a woman's responsibility to manage the house and the children	The double workload. People still believe it is a woman's responsibility to manage the house and the children.
			Carrying out day-to-day tasks and organizing work demands	Carrying out everyday tasks and organizing themselves for the demands of their work
			women worry about getting everything ready.	Having to rush into everything. In my experience, men are usually more reactive, and women worry about getting everything ready.
			Women already have a double shift when they work outside the home	I think, in most cases, women already have a double shift when they work outside the home. As a Mother, this journey becomes threefold.
			They also have a strong sense of commitment with children	They naturally are more involved on the birth process, all hormones variation. And they also have a strong sense of commitment with children

Difficulty reconciling commitments	Difficulty reconciling family and professional commitments
How to choose between to stay with their children always that they need and to fully dedicate theirself to their professional career	How to choose between to stay with their children always that they need and to fully dedicate theirself to their professional career including travels and many hours away of home.
Overload	Overload
Excessive accumulation of tasks	Excessive accumulation of tasks
Difficulties with health and school	Difficulties with health and school
The care routines at work can be overloading	For mothers of newborns and babies, sharing care routines with work can be overloading
Balancing work and family responsibilities	Balancing work and family responsibilities
Lack of time	Lack of time, bad environment and lack of compassion.
Conciliating child care and work load.	Conciliating child care and work load.
Mothers dedicate more hours	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.
Balance workload	Balance workload and confront potential problems/prejudices that may arise from being a woman and mother.
The same fathers challenges and difficulties	The same fathers challenges and difficulties, but in a higher degree.
Sleepy privation	Due to breast-feeding the sleepy privation is harder for women than to man
Women have more responsibility at home	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.
Dividing equally	I feel that by sharing equally, as we do, the challenges are easier.
Dividing attention between work and children	Having to divide their attention between work and children, being available for medical appointments, taking work home
Women's work overload is often misunderstood	Many: women's work overload is generally not understood as a problem, because it is often naturalized that housework is a woman's job
They need to interrupt their work	They need to interrupt their work from time to time for nursing. This my be difficult to understand for childless colleagues
Being a professional and a mother	Being a professional and a mother at the same time isn't easy.
Maternity demands are not welcome	In public spaces, especially schools and universities, dealing with flexibility for mothers is less difficult, but there are still barriers. In the private sector, on the other hand, I have the impression that the demands of motherhood are not welcomed by companies
the mental burden on mothers is usually much greater	I think the hardest part is reconciling everything, as their mental load is usually much greater
Double daily shifts	Double daily shifts
Taking care of a child's lactation.	The same problems, plus taking care of a child's lactation.
Difficuldade em dedicar	Difficulty in dedicating more time
Double or triple shifts	Double or triple shifts, home, work, children
Doubled workload	Greater attention to children, more demanding schedules, doubled workload (work and home), fatigue...
Double shift	Double shift, it's very tiring
Mother's presence ends up being essential	I think the biggest difficulties are that the child's main safe haven is usually the mother. No matter how involved I am in my daughter's life, in most cases she wants her mother. So the mother's presence ends up being essential, leading to absences from work. Especially in the first year of age

Division of responsibilities	The division of responsibilities between work and children
To be more needy	Children, at least until 3 to 4 years, tend to be more needy.
Mothers have more work to do with their children, and that includes worrying about children, etc. I know some colleagues who go away more often than men and almost always to accompany their children	I think that by nature mothers have more work to do with their children, and that includes worrying about children, etc. I know some colleagues who go away more often than men and almost always to accompany their children.
Time managing	Time managing between family and work demand.
Lack of time	Lack of time
They may not have as much availability to carry out work 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.
Time	Time
Reconciling time	Balancing time and meeting all demands simultaneously
Have more responsibilities	Mother"s generally have more responsibilities with children
Reconciling motherhood and career	Difficulties reconciling motherhood and career
Double shift	Fatigue, double shift
Manage a sick boy at home	Manage a sick boy at home during the work time
Timeshare	Timeshare between the child and work
Reconciling work with school vacations and illness	Reconciling work with school vacations and children's illnesses
Pay more attention to their kids.	They have to, or are compelled to, pay more attention to their kids.
They need to be available all the time	They need to be available all the time and when they need to be absent, which usually happens at rare moments, women are subjected to this kind of pressure, as if their attention to family/children always diverts their attention from work.
Equalizing concerns	Equalize concerns, too many or underestimated responsibilities
Balance work	Balance work with family matters
Absence to pick up child at school	Having to be absent to pick child at school or nursery. Being absent when the child is ill
Reconciling the time needed to care for the child	Difficulty reconciling the time needed to care for the child with work activities.
Don't rest sufficiently	Mothers many times don't rest sufficiently and this can affect her work.
Sleep deprivation	Sleep deprivation. Family responsibilities.
Reconciling work	Reconciling work with daily tasks.
Fatherhood/motherhood takes time	Fatherhood/motherhood takes time. As a result, you're less available for work, changes to your routine, leisure activities...
Sharing chores and also in the time devoted	I think in sharing chores and also in the time devoted to caring for the children.
Double journey	Double journey and responsibility
Alternative shifts	Lack of day-care centers and alternative shifts to exercise their skills
availability of time	availability of time and dedication to activities
Body and mind in different places	Body and mind in different places gets in the way of work.

Arriving late due to childcare	I understand that the need to eventually leave early, miss work or be late because of childcare. These things make it more difficult to move up the career ladder. It's usually necessary to work more than the norm in order to stand out and get a promotion or a position of trust. I don't see this problem with single women or women without children. However, these aspects of motherhood end up influencing the possibility of job growth and should be the subject of some kind of compensation or protection.
Too many tasks at same time	Too many tasks at same time
Non-flexible schedules	Unflexible schedules, availability when the children are ill. But I believe that when fathers put themselves in the same position, society is even less accepting of them today.
Fixed journeys	Fixed journeys
Accompanying children to the doctor or school activities and meetings	The biggest difficulties are the need for flexible hours to accompany children to the doctor or school activities and meetings.
	Time Sharing
mothers have more "responsability"	Traditionally mothers have more "responsability" than fathers and this overloads them. This is something that needs to change
Being a professional and a mother	Being a professional and a mother at the same time isn't easy.
Mothers always work more than fathers	In my opinion, mothers always work more than fathers, especially if the woman works outside the home. Consequently, women work twice as hard: outside and inside home.
Goals are difficult for both	Goals are difficult for both. There's no truce
Physical and emotional exhaustion	physical and emotional exhaustion
Exhaustion	Exhaustion
physical and mental exhaustion	Much more physical and mental exhaustion
Concern	concern about loosing the job
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.
Women are more pressured not to take leadership positions	I understand that women are more pressured not to take leadership positions, as they cannot 'leave' the family to work.
Difficulty in readjusting to work while breastfeeding	Difficulty in readjusting to work while breastfeeding. Show yourself as capable as before motherhood, even with all the difficulties.
Solo mothers who need to breastfeed	As well as lower salary expectations than men, society understands that they need to look after their babies. There are also single mothers who need to breastfeed, a change of routine and body.
Breastfeeding, time dedicated to child	Breastfeeding, time dedicated to child, school and coordinating other household activities
Need to breastfeed	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.
Breastfeeding time, long journeys.	Breastfeeding time, long journeys.
Lack of time to offer breastfeeding support	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.

		<p>They face the insecurity of working conditions and activities. Mothers end up forgotten in the planning of activities. Even if the difficulties and challenges remain the same as always, the energy and time available to deal with them is reduced because of motherhood, which makes things more difficult.</p>	<p>Starting with their return to work, they face insecurity about the working conditions and activities they will encounter. Due to the absence of maternity leave, mothers end up forgotten in the planning of activities.</p> <p>In general, work environments are not prepared for a mother and her child: a place to prepare food for the child, a suitable place for breastfeeding.</p> <p>In general, I would say that all the difficulties and challenges that women face are amplified when they return as mothers. Even if the difficulties and challenges remain the same as ever, the energy and time available to deal with them is reduced as a result of motherhood, which makes things more difficult.</p>
		Preconceito por ser mãe; Problema com o filho é para a mãe que ligam para resolver.	a lista é imensa: preconceito por ser mãe; ter que adaptar horários; se tiver ainda amamentando, horários 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 aí 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
		Reconciling time with children and work, prejudice.	Reconciling time with children and work, prejudice.
		Tiredness, difficulty keeping the same position and job, discrimination.	Tiredness, difficulty keeping the same position and job, discrimination.
		Choosing between children and career.	Usually, the mother is silently forced to choose between her children and her career.
		Overload of domestic work. Prejudice on career development	Overload of domestic work. Prejudice on career development. Prejudice on decision making and management skills. And much more.
		Mothers face more prejudice from their teammates. Additionally, companies often exhibit bias when women become pregnant, as they take extended leave for maternity. There is also discrimination when a mother's child falls ill, requiring her to take time off work to care for the child or take them to the doctor.	Mothers face more prejudice from their teammates. Additionally, companies often exhibit bias when women become pregnant, as they take extended leave for maternity. There is also discrimination when a mother's child falls ill, requiring her to take time off work to care for the child or take them to the doctor.
		Overload of work. Distrust.	Overload of work. Distrust.
		Harassment for possible absences	Harassment for possible absences to accompany children to medical appointments. Difficulties reconciling domestic and professional tasks
		Lack of time, Lack of confidence	Lack of time, Lack of confidence in your ability to carry out a task that requires dedication and effort.
		Need to be absent for baby feeding	I see that the need to be absent for baby feeding can be somewhat challenging if the mother does not work from home
		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	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
		Mothers may face a variety of challenges and difficulties at work	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.
		Balancing work and childcare, support network	Educational challenges, caring for the child, balancing work and childcare, a support network so that the child can be left in the care of others.
		Being primarily responsible for the child's raising	Difficulty in receiving/taking on positions and demands for greater dedication due to generally being the one most responsible for raising the child and having to leave at times to prioritize child-related issues.
Breastfeeding		8	
		Difficulty in readjusting to work while breastfeeding	Difficulty in readjusting to work while breastfeeding. Show yourself as capable as before motherhood, even with all the difficulties.
		Solo mothers who need to breastfeed	As well as lower salary expectations than men, society understands that they need to look after their babies. There are also single mothers who need to breastfeed, a change of routine and body.
		Breastfeeding, time dedicated to child	Breastfeeding, time dedicated to child, school and coordinating other household activities

			<p>Need to breastfeed</p> <p>Breastfeeding time, long journeys.</p> <p>Lack of time to offer breastfeeding support</p> <p>Have to keep breastfeeding</p> <p>If the child is young (is breastfed)</p>	<p>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.</p> <p>Breastfeeding time, long journeys.</p> <p>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.</p> <p>I think it's harder for moms as they have to keep breastfeeding and this separation after maternity leave affects even more</p> <p>The same as fathers. If the child is young (is breastfed), mothers certainly miss the child and breastfeeding.</p>
<b>Opportunities</b>		7	<p>Fewer job opportunities</p> <p>Lack of opportunities</p> <p>Difficulty to promoted</p> <p>They are often have delayed promotions</p> <p>Not being hired for being a mother</p> <p>Tend to diminishing women with children</p> <p>Placing women in a limited and contained position. Women are denied opportunities in management positions unless they are single and childless.</p>	<p>Less time to do the work and fewer job opportunities because she can be pregnant again.</p> <p>Lack of opportunities due to the possibility of motherhood.</p> <p>Probably in some works mothers has difficulty to promoted</p> <p>They are often have delayed promotions and aren't included in projects that are important to the company.</p> <p>Constant warning: if the child needed the mother, she would have to leave work to care for child. I've also seen cases of women who weren't hired because they were mothers of a small child.</p> <p>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.</p> <p>Society is structurally sexist and somehow always tries (and usually succeeds) in placing women in a limited and contained position. Women hardly have opportunities in management positions unless they are single and childless.</p>
<b>Support network</b>		6	<p>Lack of professional support network</p> <p>Problem with flexible schedules</p> <p>Lack of understanding</p> <p>Balancing work and childcare, support network</p> <p>Balancing work and childcare, support network</p> <p>Being primarily responsible for the child's raising</p>	<p>The lack of a professional support network and the understanding and flexibility that may be needed depending on the context.</p> <p>Same problem with the flexibility of schedules and understanding when they get sick.</p> <p>Lack of understanding on the part of immediate managers.</p> <p>Educational challenges, caring for the child, balancing work and childcare, a support network so that the child can be left in the care of others.</p> <p>Educational challenges, caring for the child, balancing work and childcare, a support network so that the child can be left in the care of others.</p> <p>Difficulty in receiving/taking on positions and demands for greater dedication due to generally being the one most responsible for raising the child and having to leave at times to prioritize child-related issues.</p>
<b>Feeling of Guilt</b>		12	<p>Guilt for not spending more time with child, complaints for having a "long" maternity leave</p> <p>Free time to dedicate to the children</p> <p>To be thinking every time in the child's</p> <p></p> <p>The need of being more present or following the professional carrer</p>	<p>Double workload, time restraints, guilt for not spending more time with child, complaints for having a "long" maternity leave.</p> <p>Free time to dedicate to the children.</p> <p>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.</p> <p></p> <p>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 minimum 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.</p>

			Staying away from their child	Staying away from the child; possible absences due to the child
			More guilt compared to fathers.	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.
			Leaving their child	Leaving their child at home after maternity leave.
			Need to be absent for baby feeding	I see that the need to be absent for baby feeding can be somewhat challenging if the mother does not work from home
			Staying away from children	Staying away from children
			Feeling of guilt for not being with the child	Distrust of everyone, feeling of guilt for not being with the child, worry.
			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	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
			The main challenge is for them to feel that their children are well	I believe that the main challenge is for them to feel that their children are well, protected and cared for by others while they work.
<b>Lack of trust</b>		3	Loss of confidence	Time management; decreased concentration; stress; loss of confidence
			Prejudice. Lack of trust	Prejudice because of stereotyping. Lack of trust.
			They face the insecurity of working conditions and activities. Mothers end up forgotten in the planning of activities. Even if the difficulties and challenges remain the same as always, the energy and time available to deal with them is reduced because of motherhood, which makes things more difficult.	Starting with their return to work, they face insecurity about the working conditions and activities they will encounter. Due to the absence of maternity leave, mothers end up forgotten in the planning of activities.  In general, work environments are not prepared for a mother and her child: a place to prepare food for the child, a suitable place for breastfeeding.  In general, I would say that all the difficulties and challenges that women face are amplified when they return as mothers. Even if the difficulties and challenges remain the same as ever, the energy and time available to deal with them is reduced as a result of motherhood, which makes things more difficult.
<b>Prejudice</b>		11	Some prejudice of immature people	Some prejudice of immature people
			Prejudice. Lack of trust	Prejudice because of stereotyping. Lack of trust.
			Placing women in a limited and contained position. Women are denied opportunities in management positions unless they are single and childless.	Society is structurally sexist and somehow always tries (and usually succeeds) in placing women in a limited and contained position. Women hardly have opportunities in management positions unless they are single and childless.
			Prejudice: Women have a huge sense of incapacity due to the possibility of becoming pregnant.	Prejudice: Women have a huge sense of incapacity due to the possibility of getting pregnant, a very sexist environment, and the many bad jokes they hear from their work colleagues. As a result, they resign themselves to not having career opportunities in the organization and assume that they are incapable of leading a team
			Women also suffer with prejudice and discrimination	On top of the general challenges related to parenting, women also suffer with prejudice and discrimination
			Prejudice for being a mother; Problems with the child are for the mother to call to resolve.	the list is immense: prejudice for being a mother; having to adapt schedules; if you are still breastfeeding, inconvenient schedules; the father sometimes doesn't help; reconcile professional challenges (travel, lectures, training, etc.); usually at school, when there is a problem with the child, they call the mother to resolve it, and then they leave work hours; being a mother does not mean that the workload is adequate or easier; depending on the job, being a mother can be frowned upon by employers (I make it clear that I don't agree with this, but I believe it is common); etc
			Reconciling time with children and work, prejudice.	Reconciling time with children and work, prejudice.
			Tiredness, difficulty keeping the same position and job, discrimination.	Tiredness, difficulty keeping the same position and job, discrimination.
			Choosing between children and career.	Usually, the mother is silently forced to choose between her children and her career.

			Overload of domestic work. Prejudice on career development	Overload of domestic work. Prejudice on career development. Prejudice on decision making and management skills. And much more.
			Mothers face more prejudice from their teammates. Additionally, companies often exhibit bias when women become pregnant, as they take extended leave for maternity. There is also discrimination when a mother's child falls ill, requiring her to take time off work to care for the child or take them to the doctor.	Mothers face more prejudice from their teammates. Additionally, companies often exhibit bias when women become pregnant, as they take extended leave for maternity. There is also discrimination when a mother's child falls ill, requiring her to take time off work to care for the child or take them to the doctor.
<b>Impostor syndrome</b>		1	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	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
<b>More responsibility to maintain the job</b>		3	Concern	concern about loosing the job
			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.
			Women are more pressured not to take leadership positions	I understand that women are more pressured not to take leadership positions, as they cannot 'leave' the family to work.
<b>Gender Bias</b>			Have more difficulties with schedule	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.
		2	Mothers may face a variety of challenges and difficulties at work	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.
<b>Lack of understanding</b>		1	Lack of understanding, difficulty in balancing domestic and professional tasks	Lack of understanding, difficulty in balancing domestic and professional tasks, caring for children when they are ill, social demands for women to be impeccably dressed and made up.
<b>Mental overload</b>		1	Mental load with worries about children	Mental load with worries about children and especially when children get sick, which demands more attention.
<b>Not clear</b>		1	Focus	Focus
<b>They were unable to inform</b>				I can't answer.
				None
				None
				Don't know
				No idea
				I don't know
				None
				In my situation, the same challenges.
	Same			