

Q43 - At work, do you believe that mothers face more difficulties for being a mother than fathers face for being a father? Discuss about it.

Category	Sub-category	#	Quotes	Father's Answer
NO (14)	No discuss	11	no	I don't think so
			não acho isso	Today I don't think so.
			no	no
			no	no
			I don't see these difficulties.	I don't see these difficulties.
			no	No
			no	No
			no	No
			I believe there is no particular reason that make things diffetent for parents	No. I believe there is no particular reason that make things diffetent for parents, mother or father.
			Not in my position	Not in my position, I guess.
			Not really	Not really - see the answer above.
	womans have the same level of respect that a man on workplace	2	The company I work for is great	No. The company I work for is great
womans have the same level of respect th			No, for me the womans have the same level of respect that a man on workplace.	
shared responsibilities	1	everyone has their responsibility	No, because as everyone has their responsibility	
Don't know (3)	No discuss	3	I have no idea.	I have no idea.
			I dont know	I dont know
			N/D	N/D
Sometimes (2) / Maybe (1) / Depends (5) / Most of the times (1)	No Discuss	1	for the most part, yes. my case is a point outside the curve.	for the most part, yes. my case is a point outside the curve.
		1	Probably	Probably
		2	Not always.	Not always.
	Sometimes		Sometimes Yes.	
				In general, men work more outside. It might overweight women.
Probably the father is not present				Probably yes, if the father is not present

	Family support	5	Maybe It depends on how they share the caregiving activities	Maybe yes. It depends on how they share the caregiving activities and whether they have a good family or professional support at home or not.
			depends on her family	depends on her family
			Not necessarily. Paternity/maternity demands time	Not necessarily. Paternity/maternity demands time. Consequently, less availability for work, change of routine, leisure activities...
YES (15 - no discussion)	No discuss	15	For sure	For sure
			For sure	For sure
			For sure	For sure
			For sure.	For sure.
			Is obvious.	Yes. Is obvious.
			This is certainly a reality that needs to change.	I'm sure they do. This is certainly a reality that needs to change.
			Yes.	Yes.
			Yes.	Yes.
			Yes.	Yes.
			Yes.	Yes.
			Yes.	Yes.
			Yes.	Yes.
			Yes.	Yes.
			yes	yes
			I think women suffer more difficulties.	I think women suffer more difficulties.
For women it is much more difficult	For women it is much more difficult			
I think yes.	I think yes.			
	Same answer as above. (<i>I think women suffer more difficulties</i>)			
			Mothers are often expected to take on the majority of the responsibilities for raising children	Mothers are often expected to take on the majority of the responsibilities for raising children , which can make it challenging for them to balance work and family.
			Mothers need more time to mother than fathers and working during this period creates great difficulty for both mother and child.	Yes. Mothers need more time to mother than fathers and working during this period creates great difficulty for both mother and child. Mothers tend to be more concerned about their children during work than fathers, which certainly leads to loss of attention in the work environment.

<p>Usually the concern is greater on the part of the mother. In case of illness, the mother is more likely to stay at home, and the father goes to work The mother is always focused on the child's well-being and will constantly stop her activities to find out how the child is doing.</p>	<p>I think yes. Usually the concern is greater on the part of the mother. In case of illness, the mother is more likely to stay at home, and the father goes to work. The mother is always focused on the child's well-being and will constantly stop her activities to find out how the child is doing.</p>
<p>Maternal overload is greater than paternal, in most cases. I've also realized that mothers are expected to be perfect, but the same behavior is not expected of fathers.</p>	<p>Yes. Maternal overload is greater than paternal, in most cases. I've also realized that mothers are expected to be perfect, but the same behavior is not expected of fathers. Fathers and mothers, most of the time I observe, are treated as less productive</p>
<p>Although the responsibility is shared, there are needs of the child that can only be met by the mother. This naturally produces a physical and psychological burden on mothers.</p>	<p>Although the responsibility is shared, there are needs of the child that can only be met by the mother. This naturally produces a physical and psychological burden on mothers. In addition to this, there is still a lack of understanding of the environment regarding the specificities faced by these mothers.</p>
<p>Regardless of the division of domestic tasks, children will always turn to their mothers, which increases responsibility and concern</p>	<p>Yes. Regardless of the division of domestic tasks, children will always turn to their mothers, which increases responsibility and concern. As a result, at work, mothers tend to arrive more unwell and this affects their performance.</p>
<p>the father is always available for work and mothers generally have nowhere to leave their children or no one to leave them with</p>	<p>Yes, because the father is always available for work and mothers generally have nowhere to leave their children or no one to leave them with, in addition to the fact that when they get sick it is always the mother who goes first</p>
<p>I think there are more solo mother that take care of things alone</p>	<p>I think there are more solo mother that take care of things alone</p>
<p>mothers have more difficulties because they have more demands on children than fathers.</p>	<p>Yes, mothers have more difficulties because they have more demands on children than fathers.</p>
<p>Mothers have more difficulties because they are the first to be informed when their children need something.</p>	<p>Mothers have more difficulties because they are the first to be informed when their children need something.</p>
<p>Generally, women are more burdened with domestic activities and childcare, and often, if they question themselves, they are often not well understood. the manager commented something like this to a woman, questioning that she knew the problems and risks that motherhood would bring, when she lamented that she was exhausted.</p>	<p>Yes, for the same reason I mentioned in the previous question. Generally, women are more burdened with domestic activities and childcare, and often, if they question themselves, they are often not well understood. In a company I worked for in 2009, the manager commented something like this to a woman, questioning that she knew the problems and risks that motherhood would bring, when she lamented that she was exhausted.</p>

Division of energy or attention

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Society doesn't even give fathers space to do more, some take advantage of this to do less. In general, when I say that I'm going to take him to the pediatrician, they ask me why both of us have to go, so I explained that I was taking him alone, so the question why the mother doesn't take him came next.	No, I believe that society doesn't even give fathers space to do more, some take advantage of this to do less. Difficulties appear for those taking on tasks that impact time or frequency. In general, when I say that I'm going to take him to the pediatrician, they ask me why both of us have to go, so I explained that I was taking him alone, so the question why the mother doesn't take him came next.
Women have more tasks in raising children, such as breastfeeding; Women seem more concerned about their children than men.	I think it's a reality. Women have more tasks in raising children, such as breastfeeding. I also think that women seem more concerned about their children than men.
Generally the ones who are most present in the day-to-day tasks of children	Yes, as they are generally the ones who are most present in the day-to-day tasks of children , such as helping with homework, preparing meals, and providing healthcare.
I think mothers have a more exhaustive routine, dedicating to the study and health agenda of children too.	I think mothers have a more exhaustive routine, dedicating to the study and health agenda of children too.
In general, mothers dedicate more hours and are more burdened with care and attention to their children than fathers.	In general, mothers dedicate more hours and are more burdened with care and attention to their children than fathers.
Many of the mothers are responsible for their children's health care and education alone.	Yes. Many of the mothers are responsible for their children's health care and education alone.
They tend to have to take more care about the child.	Yes. Not only they tend to have to take more care about the child , they also have to deal with the distrust from employees and colleagues.
women will always be more burdened at work and at home because we live in a sexist society. And husbands often do not help their wives with household chores and childcare.	Yes. For me, women will always be more burdened at work and at home because we live in a sexist society. And husbands often do not help their wives with household chores and childcare.
Mothers face more difficulties; Women have more responsibilities regarding the children and the house.	Mothers face more difficulties , in my opinion. Women have more responsibilities regarding the children and the house.
Mothers are more burdened	Yes. in the vast majority, mothers are more burdened
the maternal instinct is something natural, so this already implies mothers having more initiative than fathers I see many fathers who are more relaxed (it has changed in recent years), but the burden always falls on the mother, so this does interfere with work.	I wouldn't know how to say it with details/examples, but I believe so, the maternal instinct is something natural, so this already implies mothers having more initiative than fathers , which consequently goes beyond the boundaries of work. I see many fathers who are more relaxed (it has changed in recent years), but the burden always falls on the mother, so this does interfere with work.
Work is harder for mothers	Yes, the Work is harder for mothers
mothers bear the greatest responsibility for their children.	Yes, because in most cases, mothers bear the greatest responsibility for their children.
Many cases mothers is viewed like a "more responsible of baby"	Yes, because in many cases mothers is viewed like a "more responsible of baby"

Most part of the problems with the family are solved by the mother.	Probably most part of the problems with the family are solved by the mother.
In general women have more tasks related to child than fathers.	If I look to me, no. If I look to the average, yes. In general women have more tasks related to child than fathers.
Double shift	Yes, basically because of the double shift
Mothers face more difficulties than fathers; I believe that both, mother and father, can increase their communication and sense of cooperation in order to understand how they should optimize the time, distribute tasks among them..	I believe that mothers face more difficulties than fathers. The pressure for results and performance tend to force working hours beyond the contract. This means that more working hours will be needed outside the office and fathers are morke likely to have some kind of precedence than mothers, that tend to reserve their time to fully support the needs of children and the home. However, I believe that both, mother and father, can increase their communication and sense of cooperation in order to understand how they should optimize the time, distribute tasks among them.
Double workload, time restraints, guilt for not spending more time with child, complaints for having a "long" maternity leave.	Yes. As per described difficulties. (Double workload, time restraints, guilt for not spending more time with child, complaints for having a "long" maternity leave.)
They end up dealing with a double shift when they return home after work. I see them being responsible for the child in other places (school, after-school classes, language courses...)	Yes. They end up dealing with a double shift when they return home after work. Furthermore, I see them being responsible for the child in other places (school, after-school classes, language courses...)
Generally, for women, these challenges and difficulties are much greater and impactful than for men. Including in public service.	Yes, for the reasons mentioned above. Generally, for women, these challenges and difficulties are much greater and impactful than for men. Including in public service. (Fatigue, difficulty maintaining the same position and job, discrimination.)
Women end up taking on the main care of children difficulties in reconciling domestic and professional activities.	I think so. Women end up taking on the main care of children, especially when the children are younger. As a result, they face more difficulties in reconciling domestic and professional activities.
Mothers tend to be more concerned about their children during work than fathers, which certainly leads to loss of attention in the work environment.	Yes. Mothers need more time to be mothers than fathers and working during this period creates great difficulties for both the mother and the child. Mothers tend to be more concerned about their children during work than fathers, which certainly leads to loss of attention in the work environment.
in society, domestic tasks are concentrated on the mother figure.	Yes. Undeniably in society, domestic tasks are concentrated on the mother figure.
Unfortunately, it is common for women to have to make an effort and be aware of everything that may occur.	Yes. Unfortunately, it is common for women to have to make an effort and be aware of everything that may occur. Men will pay more attention if it's in your face a lot.
mothers have a greater impact on their careers, as it is considered that they will have to share their attention or energy with their maternal activities, while fathers do not.	I believe that in general, mothers have a greater impact on their careers, as it is considered that they will have to share their attention or energy with their maternal activities, while fathers do not.
As a result, they face more difficulties in reconciling domestic and professional activities.	I think so. Women end up taking on the main care of children, especially when the children are younger. As a result, they face more difficulties in reconciling domestic and professional activities.
Mothers are usually more involved with housework.	I think so. Mothers are usually more involved with housework.

<p>Mothers usually assume more responsibility with children on top of usual unbalanced domestic work, having less rest time.;</p> <p>They face an extra prejudice on being a mother added to the prejudice of being woman;</p> <p>The little chance they have to progress their career are decreased for being a mother.</p>	<p>Definitely! Mothers usually assume more responsibility with children on top of usual unbalanced domestic work, having less rest time. They face an extra prejudice on being a mother added to the prejudice of being woman. The little chance they have to progress their career are decreased for being a mother. And much more.</p>
<p>Mother has naturally more responsibilities;</p> <p>Some fathers could also be not as open to share the childcare duties.</p>	<p>I think so. Mothers has naturally more responsibilities given baby feeding. Some fathers could also be not as open to share the childcare duties as we are here.</p>
<p>divide the responsibilities well</p>	<p>It depends on the couple to divide the responsibilities well</p>
<p>social structure we have.</p>	<p>I believe so, due to the social structure we have.</p>
<p>Society doesn't even give fathers space to do mores;</p> <p>n general, when I say that I'm going to take him to the pediatrician, they ask me why both of us have to go, so I explained that I was taking him alone, so the question why the mother doesn't take him came next.</p>	<p>No, I believe that society doesn't even give fathers space to do more, some take advantage of this to do less. Difficulties appear for those taking on tasks that impact time or frequency. In general, when I say that I'm going to take him to the pediatrician, they ask me why both of us have to go, so I explained that I was taking him alone, so the question why the mother doesn't take him came next.</p>
<p>women will always be more burdened at work and at home;</p> <p>sexist society.;</p> <p>husbands often do not help their wives.</p>	<p>Sim. Para mim as mulheres sempre serão mais sobrecarregadas no trabalho e em casa pois vivemos em uma sociedade machista. E muitas vezes os maridos não ajudam as esposas nos afazeres domésticos e nos cuidados dos filhos.</p> <p>Yes. For me, women will always be more burdened at work and at home because we live in a sexist society. And husbands often do not help their wives with household chores and childcare.</p>
<p>The society (including different companies/universities) usually brings more pressure to her related to kids and work.</p>	<p>Yes, for sure. The society (including different companies/universities) usually brings more pressure to her related to kids and work.</p>
<p>The society expects more from mothers than from fathers</p>	<p>Yes, because the society expects more from mothers than from fathers.</p>
<p>Mostly due to the societal model we live in, which is sexist and based on patriarchy.</p>	<p>Generally speaking, yes, mostly due to the societal model we live in, which is sexist and based on patriarchy.</p>
<p>in our society women end up taking on a greater role in both domestic tasks and childcare.</p>	<p>Yes, in general in our society women end up taking on a greater role in both domestic tasks and childcare.</p>
<p>Society sees the relationship between men and women as the man being responsible for work and the woman being responsible for the children.</p>	<p>Yes, generally the responsibility for children falls on the mother. Society sees the relationship between men and women as the man being responsible for work and the woman being responsible for the children. In my opinion, companies have been trying to change this scenario, but it is not very simple.</p>
<p>the greatest responsibilities are socially attributed only to mothers</p>	<p>Yes, because generally the greatest responsibilities are socially attributed only to mothers</p>
<p>Our society puts more pressure on them</p>	<p>Yes. Our society puts more pressure on them</p>

Yes (124 - with discussion)

Culture / Social Structure

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we still live in a sexist society that sees that taking care of children and the home is an exclusive role for mothers.	Yes, because we still live in a sexist society that sees that taking care of children and the home is an exclusive role for mothers.
Undeniably in society, domestic tasks are concentrated on the mother figure.	Yes. Undeniably in society, domestic tasks are concentrated on the mother figure.
People tend to assume women will bear most of the load related to raising the child.	Yes. People tend to assume women will bear most of the load related to raising the child.
Historically women have always been seen as more responsible for raising children, which is wrong as it should be a shared responsibility.	Certainly, historically women have always been seen as more responsible for raising children, which is wrong as it should be a shared responsibility.
Usually women are being challenged in work results, and in house and family results. Men are challenged to earn for the family needs.	I'm living in a country that women takes care of house and family, even when they work. Men are supposed to be the financial provider for the family. So, usually women are being challenged in work results, and in house and family results. Men are challenged to earn for the family needs.
ve also realized that mothers are expected to be perfect, but the same behavior is not expected of fathers.	Yes. Maternal overload is greater than paternal, in most cases. I've also realized that mothers are expected to be perfect, but the same behavior is not expected of fathers. Fathers and mothers, most of the time I observe, are treated as less productive
Society in Germany is a lot less liberal in this regard than one might think.	Yes. Some people do not want to understand why young mothers work at all. Society in Germany is a lot less liberal in this regard than one might think.
Society expects that the mother to be the main caregiver, leading to a situation where children and work compete to be the first priority.	Yes. First, because the mother is expected to be the only source of feeding for a 0–6 month old baby. Last, because society expects that the mother to be the main caregiver, leading to a situation where children and work compete to be the first priority.
	Yes, see above (<i>Yes. Some people do not want to understand why young mothers work at all. Society in Germany is a lot less liberal in this regard than one might think. </i>)
Culturally, the demands and the level of attributions that fall on women are greater	culturally, the demands and the level of attributions that fall on women are greater
Culturally, men are less judged and affected by being a father. ; Women suffer from everything that has already been said, distrust, harassment, pressure, etc.	Certainly, culturally, men are less judged and affected by being a father. Largely due to the role that the father assumed of being the provider, nowadays things have changed and we see more and more men being fathers and not just providers and women suffer from everything that has already been said, distrust, harassment, pressure, etc.
Cultural tradition may impose some difficulties for mothers. More than for fathers. Mothers also are fired after parent leave sometimes.	Cultural tradition may impose some difficulties for mothers. More than for fathers. Mothers also are fired after parent leave sometimes.
Historically we do have this culture to leave the most part of the work demanded by a child to the mother (specially during breastfeed period).	it depends to each case. Historically we do have this culture to leave the most part of the work demanded by a child to the mother (specially during breastfeed period). But the parents should align the tasks to be performed and the responsible person to do it. Communication is gold. Even being divorced, the shared custody helps me to deliver 50% of the time "spent" with my child.
The stereotyping is a problem. The culture that mother's are the main caregiver too.	Yes. The stereotyping is a problem. The culture that mother's are the main caregiver too. All come from these probably.
Unfortunately is a cultural question yet.	Yes. Unfortunately is a cultural question yet.

		<p>Some cultures are more prone to push parenting more towards women than others. It is not uncommon that parents have to work on out-of-office hours to compensate their lack of day work related to parenting activities. This eventually bring unhealthy work environments and more sick leaves.</p>	<p>Yes. Working on an international team makes people (re)actions different according to their background. Some cultures are more prone to push parenting more towards women than others. Only when team/company gives support, it is possible to even the game a bit more. It is not uncommon that parents have to work on out-of-office hours to compensate their lack of day work related to parenting activities. This eventually bring unhealthy work environments and more sick leaves. Work/life balance must be the standard across the industry.</p>
		<p>(They usually silently force the mother to choose between children and career.)</p>	<p>Not in the Government, there is a certain protection, in industry, for sure. See previous answer. (They usually silently force the mother to choose between children and career.)</p>
		<p>In my work, yes, because women are the minority and most men are unaware of the difficulties faced by women and mothers.</p>	<p>In my work, yes, because women are the minority and most men are unaware of the difficulties faced by women and mothers. If the institution does not have a policy to support women and mothers, it is unlikely that these difficulties will be adequately addressed.</p>
		<p>Depending on the company, it is more difficult to be absent and have to leave early to take care of your child. In a public company I believe it is calmer.</p>	<p>Yes. Depending on the company, it is more difficult to be absent and have to leave early to take care of your child. In a public company I believe it is calmer</p>
		<p>We see many restrictions on placing women in management positions. I see that the vast majority of those who hold a position do not have children or already have adult children.</p>	<p>Within the school space where I work, great care is currently taken with the needs that mothers have in meeting the demands of motherhood, but I do not see this as a reality in most places. We see many restrictions on placing women in management positions. I see that the vast majority of those who hold a position do not have children or already have adult children.</p>
		<p>The organization's culture greatly impacts how fathers and mothers are treated in relation to paternity/maternity obligations.</p>	<p>I don't believe it's very 'black or white'. It can vary greatly depending on the organization in which you work, the routine you have defined with your partner, the ability to manage yourself, the culture of the place you live, etc. The organization's culture greatly impacts how fathers and mothers are treated in relation to paternity/maternity obligations.</p>
Breasfeeding and/or pregnancy reponsasibility	12	<p>Pregnancy itself and the breastfeeding process consume a lot of the mother's energy and negatively impact work opportunities, such as promotions and occupying management positions.</p>	<p>Yes, pregnancy itself and the breastfeeding process consume a lot of the mother's energy and negatively impact work opportunities, such as promotions and occupying management positions.</p>
		<p>Women breastfeed and fathers do not, and that, therefore, they may have to leave work at any time; Another fact that weighs is in relation to the woman being able to get pregnant again and stay out of work for a while.</p>	<p>Yes. due to the fact that, for example, women breastfeed and fathers do not, and that, therefore, they may have to leave work at any time. Another fact that weighs is in relation to the woman being able to get pregnant again and stay out of work for a while.</p>
		<p>in the first months when there are more routines that are more difficult to share, like breastfeeding</p>	<p>yes, especially in the first months when there are more routines that are more difficult to share, like breastfeeding, for example. it takes more time for the mother to be able to dedicate herself to other activities</p>
		<p>When a woman becomes pregnant, she is the one who faces the biggest health challenges and the longest absences.</p>	<p>Yes. When a woman becomes pregnant, she is the one who faces the biggest health challenges and the longest absences. This may reflect negatively on the positions they occupy.</p>
		<p>Some demands, such as exclusive breastfeeding, make certain jobs unfeasible. ; The child's developmental leaps also tend to cost mothers more.</p>	<p>Sim. Algumas demandas, como amamentação exclusiva, inviabilizam certos trabalhos. A mãe passa a sofrer grandes dilemas quanto ao trabalho e a saúde da sua criança. Uma vez que, certas demandas, não podem ser assumidas pelos pais, as dificuldades aumentam em todos os sentidos. Esse é apenas um dentre vários exemplos. Os saltos de desenvolvimento da criança também costumam custar mais às mães. Yes. Some demands, such as exclusive breastfeeding, make certain jobs unfeasible. The mother begins to suffer major dilemmas regarding work and her child's health. Since certain demands cannot be assumed by parents, difficulties increase in every way. This is just one of several examples. The child's developmental leaps also tend to cost mothers more.</p>

		The mother is expected to be the only source of feeding for a 0–6 month old baby.; Society expects that the mother to be the main caregiver, leading to a situation where children and work compete to be the first priority.	Yes. First, because the mother is expected to be the only source of feeding for a 0–6 month old baby. Last, because society expects that the mother to be the main caregiver, leading to a situation where children and work compete to be the first priority.
		Pregnancy is exhaustive	Yes. Pregnancy is exhaustive
			Yes, due to the previous answer <i>(Due to breast-feeding the sleepy privation is harder for women than to man)</i>
		The maternal need to be with the child during the breastfeeding period is physically and mentally greater than the father's.	Yes. The maternal need to be with the child during the breastfeeding period is physically and mentally greater than the father's.
		For smaller children that breastfeed moms have a very difficult time going back to work.	Yes, probably. For smaller children that breastfeed moms have a very difficult time going back to work.
		Due to breastfeeding	Yes, due to breastfeeding
		From monthly mood swings, to the possibility of greater leave than men.	For sure. From monthly mood swings, to the possibility of greater leave than men.
Career impact	9	mothers have a greater impact on their careers, as it is considered that they will have to share their attention or energy with their maternal activities, while fathers do not.	I believe that in general, mothers have a greater impact on their careers, as it is considered that they will have to share their attention or energy with their maternal activities, while fathers do not.
		maternity problems are related to less availability and this ends up creating difficulties in professional growth	I understand that maternity problems are related to less availability and this ends up creating difficulties in professional growth. Parents end up having to deal with emotional problems and feelings of guilt due to a possible prioritization of their career to the detriment of their children and family. Both face difficulties of different natures.
		Yep, especially in areas where traveling and social extended meetings are required	Yep, especially in areas where traveling and social extended meetings are required
		For women, these challenges and difficulties are much greater and impactful than for men. Including in public service.	Yes, for the reasons cited above. Generally, for women, these challenges and difficulties are much greater and impactful than for men. Including in public service. (Fatigue, difficulty maintaining the same position and job, discrimination.)
		I think so as we have seen many of them being laid off after they return to work	I think so as we have seen many of them being laid off after they return to work
		Many do not like having women for leave and also the need to be away sometimes to support the child	Yes, many do not like having women for leave and also the need to be away sometimes to support the child
		Mothers can experiencing more work-life conflicts than fathers, this can impact their career progression, job opportunities, and financial security.	mothers can experiencing more work-life conflicts than fathers, this can impact their career progression, job opportunities, and financial security. They can also may face biases and stereotypes from employers and colleagues that assume they are less committed to their jobs or less capable than their male counterparts.
		The little chance they have to progress their career are decreased for being a mother. And much more.	Definitely! Mothers usually assume more responsibility with children on top of usual unbalanced domestic work, having less rest time. They face an extra prejudice on being a mother added to the prejudice of being woman. The little chance they have to progress their career are decreased for being a mother. And much more.

		Depending on the company, maternity is not viewed favorably.	Depending on the company, maternity is not viewed favorably.
The greater bond between mother and kid	9	In addition to the changes in the body after having a child, mother and child create a much greater bond from the belly and that also goes through breastfeeding.	Yes, mothers suffer much more than fathers in this regard. In addition to the changes in the body after having a child, mother and child create a much greater bond from the belly and that also goes through breastfeeding.
		Mothers' attention to their children in certain periods of the children's phase encouraged more attention	Yes. I believe that mothers' attention to their children in certain periods of the children's phase encouraged more attention and affection for a good formation and also for a good life harmony.
		Mothers have more emotional attachment to their children; Parenting it is more demanding for the mother, it is more likely to the mother to suffer physical and emotional distress	Yes. Mothers have more emotional attachment to their children. That impacts human relations. Also, since parenting it is more demanding for the mother, it is more likely to the mother to suffer physical and emotional distress
		Mothers spend more time with children, from the womb, so it is natural for them to have more difficulties.	Yes. Mothers spend more time with children, from the womb, so it is natural for them to have more difficulties.
		Mothers normally are more lovely and connected with their children that fathers that normally are more pragmatic.	Yes, because mothers normally are more lovely and connected with their children that fathers that normally are more pragmatic.
		Yes, stronger emotional bond with the mother.	Yes, stronger emotional bond with the mother.
		the children end up requiring more attention from their mother than from their father.	I believe so, the children end up requiring more attention from their mother than from their father.
		Children tend to have a stronger bond with their mother. It is difficult for the father to replace her at times, especially when they are sick.	Yes. Children tend to have a stronger bond with their mother. It is difficult for the father to replace her at times, especially when they are sick.
		Some need to breastfeed, and children are generally more attached to their mother because of this.	They face it. Because some need to breastfeed, and children are generally more attached to their mother because of this.
Luck of trust	8	They face an extra prejudice on being a mother added to the prejudice of being woman	Definitely! Mothers usually assume more responsibility with children on top of usual unbalanced domestic work, having less rest time. They face an extra prejudice on being a mother added to the prejudice of being woman. The little chance they have to progress their career are decreased for being a mother. And much more.
		Fathers and mothers, most of the time I observe, are treated as less productive	Yes. Maternal burden is greater than paternal burden, in most cases. I've also realized that mothers are expected to be perfect, but the same behavior is not expected of fathers. Fathers and mothers, most of the time I observe, are treated as less productive
		Mother's have difficulty to find jobs because her licenses are longer. The boss prefers contract men.	Mother's have difficulty to find jobs because her licenses are longer. The boss prefers contract men.
		For women, these challenges and difficulties are much greater and impactful than for men. Including in public service. (Fatigue, difficulty maintaining the same position and job, discrimination.)	Yes, for the reasons mentioned above. Generally, for women, these challenges and difficulties are much greater and impactful than for men. Including in public service. (Fatigue, difficulty maintaining the same position and job, discrimination.)

		They also have to deal with the distrust from employees and colleagues.	Yes. Not only they tend to have to take more care about the child, they also have to deal with the distrust from employees and colleagues.
		most people see a woman who is a mother as not being able to commit to professional activities due to the possibility of having to leave work to attend to some emergency with the children.	Yes, I believe that most people see a woman who is a mother as not being able to commit to professional activities due to the possibility of having to leave work to attend to some emergency with the children.
		There is still distrust among leaders in hiring women because they could get pregnant.	Yes. I think there is still distrust among leaders in hiring women because they could get pregnant.
		possible situations of harassment.	Yes. Factors such as breastfeeding tend to increase the difficulties mothers go through, in addition to possible situations of harassment.
Concern about the few hours with the son/daughter	3	the mother feels more worried about spending few hours with her children	I think the mother feels more worried about spending few hours with her children
		The thinking every time in the child's. This can prejudice the attention that they need to employ in other activities.	Yes. An example of my thoughts is described in the last question. <i>(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.)</i>
		I also think that women seem more concerned about their children than men.	I think it's a reality. Women have more tasks in raising children, such as breastfeeding. I also think that women seem more concerned about their children than men.
Biological reasons	2	lack of memory and even difficulty carrying out routine activities	Mothers suffer from a lack of memory and even difficulty carrying out routine activities
		They undergo many more changes, from physical condition, breastfeeding, readaptation when returning to work, among others.	I think that for women it is much more difficult because they undergo many more changes, from physical condition, breastfeeding, readaptation when returning to work, among others.
Gender Bias	2	More bias against a women that she can deal with the job	yes. more bias against a women that she can deal with the job, more compassion for people, and other myths.
		They can also may face biases and stereotypes from employers and colleagues that assume they are less committed to their jobs or less capable than their male counterparts.	mothers can experiencing more work-life conflicts than fathers, this can impact their career progression, job opportunities, and financial security. They can also may face biases and stereotypes from employers and colleagues that assume they are less committed to their jobs or less capable than their male counterparts.
Need to be out because of kids needs more often	2	Requires more justified absences	Yes. Requires more justified absences
		historical fact that mothers are away more to take care of issues related to their children than fathers.	Yes, due to the historical fact that mothers are away more to take care of issues related to their children than fathers.
Jobs require the same from mothers	1	women are charged the same as men. This situation is very stressful for women.	Yes, because women are charged the same as men. This situation is very stressful for women.
Changes in the body	1	The changes in the body after having a child, mother and child create a much greater bond from the belly and that also goes through breastfeeding.	Yes, mothers suffer much more than fathers in this regard. In addition to the changes in the body after having a child, mother and child create a much greater bond from the belly and that also goes through breastfeeding.
Mothers have more flexibility at work than fathers	1	Fathers are not as flexible at work to adjust times to take care of the children; It should be close to the same.	I guess so, usually fathers are not as flexible at work to adjust times to take care of the children. It should be close to the same, but I do not think it is.

	Things are changing!	1	Fortunately, we have already noticed changes in many work environments, but the fact that we see some companies making an effort to provide equal treatment proves that there is a difference in treatment.	Yes! Women in general... Fortunately, we have already noticed changes in many work environments, but the fact that we see some companies making an effort to provide equal treatment proves that there is a difference in treatment.
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