

Q44 - What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?

Category	Sub-category	#	Quotes	Father's Complete Answers
Extending leave	Paternity leave as long as maternity leave	7	"Paternity leave as long as maternity leave"	1 year leave for caring for a newborn. Paternity leave as long as maternity leave.
			"I think the licenses could be for both , with the family deciding how to use them."	I think the licenses could be for both, with the family deciding how to use them. As occurs in some European countries. Some work should be done so that parents are not looked down upon for missing or being late to participate in school activities or for medical reasons. I understand that women/mothers need greater protection. I don't see, in my environment, that single or older women, with the same level of average availability as men, have difficulties in taking on leadership positions. I don't see the same thing with mothers.
			" equal and mandatory paternity and maternity leave time"	equal and mandatory paternity and maternity leave time
			"Paternity and maternity leave should be equal. "	Paternity and maternity leave should be equal.
			" Same paternity leave"	Same paternity leave would reduce the gap
			"paternity leave time must be the same as that of women"	Paternity leave time must be the same as that of women. The first few months are absurdly difficult for women to deal with everything alone. If the man had the same period he could help and greatly reduce women's difficulties with children.
			"Companies should equalize the licensing period for fathers and mothers"	Companies should equalize the licensing period for fathers and mothers. Furthermore, there could be specific routines for parents of young children, with a reduction in daily working hours, for example. Finally, companies should adopt policies to raise awareness among their employees, in order to avoid situations of harassment.
	Extend paternity leave	5	" longer paternity leave time"	Support groups; flexible hours; longer paternity leave time ; daycare assistance
			"The period of paternity leave could be longer to support women for a longer period"	The period of paternity leave could be longer to support women for a longer period , companies should be more prepared to welcome mothers on return and better conditions of stability
			" Extend the period of paternity leave "	Extend the period of maternity leave if the woman had complications in childbirth or had a cesarean section Extend the period of paternity leave if the employee's wife had complications in the pregnancy or had to undergo surgery, so that she can have a companion Decrease the woman's workload by up to 2 hours during the period when she is breastfeeding
			" more time for fathers leave "	breast-feeding support (time) and support for kindergartens (time and money); more time for fathers leave ; remote jobs.
			"Companies should equalize the licensing period for fathers and mothers "	Companies should equalize the licensing period for fathers and mothers. Furthermore, there could be specific routines for parents of young children, with a reduction in daily working hours, for example. Finally, companies should adopt policies to raise awareness among their employees, in order to avoid situations of harassment.
	Shared paternity/maternity leave	2	" Shared paternity/maternity leave"	Shared paternity/maternity leave , i.e., 6 months so parents can share this time.
			"I think the licenses could be for both , with the family deciding how to use them. "	I think the licenses could be for both, with the family deciding how to use them. As occurs in some European countries. Some work should be done so that parents are not looked down upon for missing or being late to participate in school activities or for medical reasons. I understand that women/mothers need greater protection. I don't see, in my environment, that single or older women, with the same level of average availability as men, have difficulties in taking on leadership positions. I don't see the same thing with mothers.
	Extend maternity leave		" Extend the period of maternity leave "	Extend the period of maternity leave if the woman had complications in childbirth or had a cesarean section Extend the period of paternity leave if the employee's wife had complications in the pregnancy or had to undergo surgery, so that she can have a companion Decrease the woman's workload by up to 2 hours during the period when she is breastfeeding
"work leave is greater for women"			A change in society's culture is necessary, with fathers participating more in raising their children. But in addition to starting from the person, companies also need to change this organizational culture of thinking that it is only the mother who takes care (given that leave from work is longer for women , for example).	

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More empathy, respect, and awareness	maternity leave	4	"it would be great to women have the possibility to proper feed the baby till the food introduction as well as taking care of the baby till the end of Collics and the proper development of some sort of independency at baby's development."	Facilitating the work from home for women that doesn't have this possibility could help. At least 6 months of paternity leave too, it would be great to women have the possibility to proper feed the baby till the food introduction as well as taking care of the baby till the end of Collics and the proper development of some sort of independency at baby's development. I have extended paternal leave provided by the company and I think all father's should have this as a right too, it is important to have this time to know the baby and help the mom with puerperal phase. Extental parent leave is even more important to cases like ours, where the parents has no family at the city to support at this moment.	
			"maternity leave could be more appropriate"	Especially for women, I think maternity leave could be more appropriate , and the return to work could be facilitated with reduced working hours and remote work.	
	Extend paternity and maternity leaves			"More time on maternity/paternity leave"	More time on maternity/paternity leave
				"Extend the paternity leave for both."	Extend the paternity leave for both. Allow alternative work schedules and have the possibility of working from home office.
				"at least 1 year for the mother and 6 months for the father"	Larger licenses. The correct amount should be at least 1 year for the mother and 6 months for the father.
			6	"One of these policies could lead to an increment of total time of paternity leave, starting with one month for fathers and six month for mothers"	I think that companies are increasing their concern and internal policies about mental health and the integrity of their workers. One of these policies could lead to an increment of total time of paternity leave, starting with one month for fathers and six month for mothers. Also, the four-working days week could provide more quality of time for the families and, at the same time, improve performance at work. Another suggestion should be the stablishment of internal behavior policy, increase of courses and speeches about good behavior at the office between man and women, increase of woman in main roles at decisory and tactical level, I think, tend to mitigate the difficulties.
				"Give long licenses for both"	Give long licenses for both: mothers and fathers
				"A long parental leave was fundamental to have the second child in a row"	Equal responsibility and rights. We were living abroad and my wife worked at the time our children were born. As she had the parent leave of two years, we decided to have the second child. A long parental leave was fundamental to have the second child in a row.
	long parental leave		2	"Longer leave"	Longer leave , flexible ramp back schedules
				"Longer leaves"	Longer leaves and then returning to work to have a reduced shift for a while, to then return full time.
				"People need to have more empathy"	1) People need to have more empathy; 2) Sexism has to end, otherwise, even other women can judge other women who are
				"empathy"	Home office, planing, benefits to help pay for babysitting and empathy
				"I believe that it involves the humanization of the company [...] and knowing that an employee feels welcomed"	I believe that it involves humanizing the company , providing the necessary support and support for these parents. Understanding that if a child is sick, no parent will be productive, understanding that it is no longer just about how that person is doing but about someone else and knowing that an employee who feels welcomed and happy in that company will be much more productive than a salesperson of hours.
		9	"Have empathy "	Have empathy , as situations can be faced by everyone and each child has a particularity that may require special care	
			" sensibility to patenting challenges "	More flexibility in difficult times, sensibility to patenting challenges	
			" comprehension "	flexible hours, realistic and healthy goals, comprehension	
			"create a environment of empathy and understanding."	Companies should be flexible around times, many times we need to take baby to the doctor, take vacines, and even the needs baby's have during the day, like eat, bath, etc. company should understand that baby's cannot wait. Besides that, create a environment of empathy and understanding.	
			" Respect "	Respect and those who do not want or do not insist on actively participating in raising children who learn from the equestrian Indians understand that children are the responsibility of society as a whole.	
			" Respect "	More respect and awareness	

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		7	"Companies should adopt policies to raise awareness among their employees, to avoid harassment situations"	Companies should equalize the licensing period for fathers and mothers. Furthermore, there could be specific routines for parents of young children, with a reduction in daily working hours, for example. Finally, companies should adopt policies to raise awareness among their employees, in order to avoid situations of harassment.
			" awareness "	Legislation, fines, flexibility, awareness.
			" awereness campaign"	probably any law support and awereness campaign
			" maturation of companies, managers and leaders in this matter"	maturation of companies, managers and leaders in this matter
			" respect and conscience"	More respect and conscience
			"think society needs to work on equality "	Depends who is in charge. I think society needs to work on equality and the image of fathers and mothers with respect to sharing childcare. The Nordics are quite far there. Fathers need to work on their self image that it's actually a good thing to participate properly in childcare and not "unmanly" or the like.
			" conscientização da sociedade"	Deve existir mais conscientização da sociedade no sentido de apoiar a paternidade.
Flexible work	flexible working hours	33	Companies should be flexible around times	Companies should be flexible around times , many times we need to take baby to the doctor, take vacines, and even the needs baby's have during the day, like eat, bath, etc. company should understand that baby's cannot wait. Besides that, create a environment of empathy and understanding.
			hour flexibility	Work from home, less hours when needed, hour flexibility
			work time flexibility	work time flexibility
			Flexibility of job's times	Flexibility of job's times and expansion of hybrid mode.
			Flexibility of schedule.	More understanding and flexible of schedules.
			Flexibility of schedule.	Flexibility of schedule.
			Flexible journey	Flexible journey
			Flexible time	Flexible time
			Flexibility of schedule.	Flexibility of schedule.
			flexibility of working hours	Work in a hybrid way whenever possible. Or the flexibility of working hours
			Flexibility of schedules	Flexibility in schedules , activities and work format (hybrid/remote).
			extra holiday works	I mentioned some above. Along with that, financial support for daycare, possibility to reduce working shifts (with or without paycheck impact), extra holiday works and a more parent-friendly team culture would help
			flexible ramp back schedules	Longer leave, flexible ramp back schedules
			Allow alternative work schedules	Extend the paternity leave for both. Allow alternative work schedules and have the possibility of working from home office.
			flexible working hours	It depends greatly on the type of work. One example could be having flexible working hours (where possible), based on deliverables and targets rather than set hours worked. Another example would be remote work.
			Reduction of workload	Remote work for both during the critical period of paternity/maternity. Reduction in workload.
flexibility of schedules	Remote work and flexibility of schedules solves a good part of the problems.			
Offer flexible work arrangements	There are several ways in which organizations can mitigate the difficulties that parents, both fathers and mothers: Offer flexible work arrangements , provide parental leave, address biases and discrimination, provide access to affordable childcare and foster a supportive culture.			

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			Flexible work arrangements	Flexible work arrangements e On-site child care!	
			greater flexibility with schedules.	Reduction of working hours without salary reduction, greater flexibility with schedules.	
			Flexible schedule	Flexible schedule and the possibility of bringing the child closer to work.	
			Flexible schedule	flexible schedule , realistic and healthy goals, comprehension	
			Greater flexibility in the times	Greater flexibility in the times shared between raising children and companies.	
			making things flexible for parents	I believe that understanding needs and making things flexible for parents would be a great step. Welcoming children at work in some cases.	
			More flexibility in difficult times	More flexibility in difficult times , sensibility to patenting challenges	
			More flexibility of schedules	More flexibility of schedules , maybe.	
			flexibility of schedules	Support groups; flexibility of schedules ; longer paternity leave time; daycare assistance	
			flexibility of workload to encourage care for children's education	investment by the Union in the implementation of more quality daycare centers, facilitating the pantry in case of health problems with children, flexibility of workload to encourage care for children's education.	
			flexibility of schedules	Flexible of schedules , or remote work when possible. In relation to work that involves little human contact, it can be done remotely without any major problems. For a software programmer, meetings are held remotely and so is development, as well as deliveries, as long as they are completed on time. In this case, the responsibility of taking care of children would be easier, without having to take time off or need to spend a day with a sick child at home, without being able to work.	
			flexibility	Legislation, fines, flexibility , awareness.	
			flexibility of schedules	I think that in the short term companies could provide friendly workplaces where parents can go with their babies, flexible of schedules , daycare allowances, and in the long term work towards educating society that children need care and the presence of their parents. . A good measure would also be to reduce the working hours of all workers.	
			flexibility of schedules	flexibility of schedules , allocation of activities by supervisors/directors/managers fairly, remote work (as long as it is well conducted and executed)	
			more flexible schedules	Reduction in working hours, more flexible schedules.	
			Remote work	work remotely or hybridly	1) work on demand, 2) work remotely or hybridly, 3) work for goals, without the requirement to keep parents exclusively in a face-to-face work environment.
				Work from home	Work from home , less hours when needed, hour flexibility
				hybrid work model	The pandemic has greatly improved the situation with the hybrid work model , bringing benefits of being close to the family and being able to share child-related activities with the mother. Something interesting that is being tested in England is the 4-day work week. In some cases from 2nd to 5th and, in others, 2nd and 3rd + 5th and 6th. Something interesting that I believe we are not yet mature in here in Brazil (in most careers), but that seems to help reduce family relationships.
				remote jobs	breast-feeding support (time) and support for kindergartens (time and money); more time for fathers leave; remote jobs.
			Allow remote meetings and asynchronous communication	Allow remote meetings and asynchronous communication , so parents can choose to work when they are not actively giving care.	
		job that permits doing their work remotely	Nowadays, I think that to choose a job that permits doing their work remotely could mitigate many problems.		
		Remote work helps parents	Remote work helps parents have more time for their children.		
		expansion of hybrid mode.	Flexibility of job's times and expansion of hybrid mode.		
		Work in a hybrid way whenever possible	Work in a hybrid way whenever possible. Or the flexibility of workload		

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		23	Hybrid work	Hybrid work would help a lot and would even give more results for the company and for the children
			Remote work for both during the critical period of paternity/maternity	Remote work for both during the critical period of paternity/maternity. Reduction of workload.
			Remote work for parents of young children	Remote work for parents of young children, daycare centers close to work, a children's room at work for emergencies when you need to take your child to the office.
			Another example would be remote work	It depends greatly on the type of work. One example could be having flexible working hours (where possible), based on deliverables and targets rather than set hours worked. Another example would be remote work.
			work format (hybrid/remote).	Flexibility in schedules, activities and work format (hybrid/remote).
			the possibility of working from home office.	Extend the paternity leave for both. Allow alternative work schedules and have the possibility of working from home office.
			Hybrid work would help a lot	Hybrid work would help a lot and would even give more results for the company and for the children
			remote work	Reduced working hours, remote work
			Home office	Home office, planing, benefits to help pay for babysitting and empathy
			remote work when possible.	Offer remote work when possible
			remote work	Remote work and flexible scheduling solves a large part of the problems.
			I think who is working 100% in person, could have a hibrid option to work.	In my case, I work remotely and it is an advantage to manage the relationship with children. I think who is working 100% in person, could have a hibrid option to work.
			remote work when possible.	Flexible schedule, or remote work when possible. In relation to work that involves little human contact, it can be done remotely without any major problems. For a software programmer, meetings are held remotely and so is development, as well as deliveries, as long as they are completed on time. In this case, the responsibility of taking care of children would be easier, without having to take time off or need to spend a day with a sick child at home, without being able to work.
Facilitating the work from home for women that doesn't have this possibility could help	Facilitating the work from home for women that doesn't have this possibility could help. At least 6 months of paternity leave too, it would be great to women have the possibility to proper feed the baby till the food introduction as well as taking care of the baby till the end of Collics and the proper development of some sort of independency at baby's development. I have extended paternal leave provided by the company and I think all father's should have this as a right too, it is important to have this time to know the baby and help the mom with puerperal phase. Extental parent leave is even more important to cases like ours, where the parents has no family at the city to support at this moment.			
Workload reduction	4 days work	3	"Something interesting that is being tested in England is the 4-day work week. In some cases from 2nd to 5th and, in others, 2nd and 3rd + 5th and 6th. Something interesting that I believe we are not yet mature in here in Brazil (in most careers), but it seems to help reduce family relationships."	The pandemic has greatly improved the situation with the hybrid work model, bringing benefits of being close to the family and being able to share child-related activities with the mother. Something interesting that is being tested in England is the 4-day work week. In some cases from 2nd to 5th and, in others, 2nd and 3rd + 5th and 6th. Something interesting that I believe we are not yet mature in here in Brazil (in most careers), but that seems to help reduce family relationships.
			"Also, the four-working days week could provide more quality of time for the families and, at the same time, improve performance at work"	I think that companies are increasing their concern and internal policies about mental health and the integrity of their workers. One of these policies could lead to an increment of total time of paternity leave, starting with one month for fathers and six month for mothers. Also, the four-working days week could provide more quality of time for the families and, at the same time, improve performance at work. Another suggestion should be the stablishment of internal behavior policy, increase of courses and speeches about good behavior at the office between man and women, increase of woman in main roles at decisory and tactical level, I think, tend to mitigate the difficulties.
			"4 day week (Monday, Tuesday, Wednesday and Thursday)"	6-hour shift at work and 4-day week (Monday, Tuesday, Wednesday and Thursday)

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	Reduce working hours	20	"In addition, there could be specific routines for parents of young children, with a reduction in daily workload , for example"	Companies should equalize the licensing period for fathers and mothers. Furthermore, there could be specific routines for parents of young children, with a reduction in daily working hours, for example. Finally, companies should adopt policies to raise awareness among their employees, in order to avoid situations of harassment.
			"less hours when needed"	Work from home, less hours when needed , hour flexibility
			"Or the flexibility of working hours "	Work in a hybrid way whenever possible. Or the flexibility of working hours
			" Reduction in workload "	Remote work for both during the critical period of paternity/maternity. Reduction in workload.
			" Reduction in working hours "	Reduced in working hours , more flexible hours.
			" Reduction in workload "	Remote work for both during the critical period of paternity/maternity. Reduction in workload.
			" Reduced the workload"	Reduced the workload (in terms of the number of hours worked by week).
			" Shorter work week "	Shorter work week , 30 hours, for example
			" Reduced working hours"	Reduced working hours in the initial months
			" Reduced working hours"	Reduced working hours , remote work
			" Reduce parents' work hours"	Reduce parents' work hours
			" reduced working hours"	Perhaps, reduced working hours and/or children care at work.
			" Decrease the woman's workload by up to 2 hours"	Extend the period of maternity leave if the woman had complications in childbirth or had a cesarean section Extend the period of paternity leave if the employee's wife had complications in the pregnancy or had to undergo surgery, so that she can have a companion Decrease the woman's workload by up to 2 hours during the period when she is breastfeeding
			"could have a reduction in hours to dedicate to the care of young children or people with special needs"	Parents (especially single mothers or single fathers) could have a reduction in hours to dedicate to the care of young children or people with special needs. Day care centers close to the work environment can help with routine and child care. Educational programs and parenting experience-sharing groups at work can help in dealing with negative impacts.
			"A good measure would also be to reduce the working hours of all workers"	I think that in the short term companies could provide friendly workplaces where parents can go with their babies, flexible hours, daycare allowances, and in the long term work towards educating society that children need care and the presence of their parents. A good measure would also be to reduce the working hours of all workers.
			" Reduction of working hours without salary reduction"	Reduction of working hours without salary reduction , greater flexibility with schedules.
			"possibility to reduce working shifts (with or without paycheck impact)"	I mentioned some above. Along with that, financial support for daycare, possibility to reduce working shifts (with or without paycheck impact) , extra holiday works and a more parent-friendly team culture would help
			"to have a reduced shift for a while"	Longer leaves and then returning to work to have a reduced shift for a while , to then return full time.
	"the best solution is reduce the worked hours of day."	I think the best solution is reduce the worked hours of day.		
	Reduce Load	2	" distribution of different works "	Perhaps psychological support policies for mothers, treatment and distribution of different works.
"temporarily reduce activity load "			As work is often collaborative, temporarily decrease activity load and performance requirements.	
making performance evaluation flexible		2	"- Regarding the career plan and performance evaluations, reduce the requirements at least proportionally when paternity or maternity leave occurs during the interstice"	"Institutional policies to support maternity and paternity: - Ensure conditions for returning to activities (post-leave) that are at least identical to those at the time of departure. In the specific case of women, the policy must also cover the period of pregnancy. - Regarding the career plan and performance evaluations, reduce the requirements at least proportionally when paternity or maternity leave occurs during the interstice. - In case of children's illnesses, make activities more flexible or easier. - Availability of daycare at the workplace would be excellent.

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			"temporarily decrease activity load and performance requirements ."	As work is often collaborative, temporarily decrease activity load and performance requirements .
Support Network		5	"I think having some kind of support would be welcome"	The company I work for is very flexible regarding possible absences, but in other companies this is treated as a problem. I think having some kind of support would be welcome .
			" support network is important. "	Having a support network is important .
			" support network mainly composed of family"	Full-time school and support network mainly composed of family
			" We do not have support "	We do not have support from both families.
			"When you don't have family around (support network) everything is much more difficult"	Difficult, I believe that compared to the rest of the world, Brazil even has support policies, but when you don't have family nearby (support network) everything is much more difficult .
Understanding of child-related absences		6	"Some work should be done so that parents don't feel bad for missing or being late to participate in school activities or for medical reasons "	I think the licenses could be for both, with the family deciding how to use them. As occurs in some European countries . Some work should be done so that parents are not looked down upon for missing or being late to participate in school activities or for medical reasons. I understand that women/mothers need greater protection. I don't see, in my environment, that single or older women, with the same level of average availability as men, have difficulties in taking on leadership positions. I don't see the same thing with mothers.
			"More comprehension and flexible schedules."	More comprehension and flexible schedules
			" facilitation in the pantry in case of health problems with children"	Investment by the Union in the implementation of more quality daycare centers, facilitating the pantry in case of health problems with children , making working hours more flexible to encourage care for children's education.
			"The company I work for is very flexible regarding possible absences , but in other companies this is treated as a problem."	The company I work for is very flexible regarding possible absences, but in other companies this is treated as a problem . I think having some kind of support would be welcome.
			"In case of children's illnesses , make activities more flexible or easier to replace."	Institutional policies to support maternity and paternity: - Ensure conditions for returning to activities (post-leave) that are at least identical to those at the time of departure. In the specific case of women, the policy must also cover the period of pregnancy. - Regarding the career plan and performance evaluations, reduce the requirements at least proportionally when paternity or maternity leave occurs during the interstice. - In case of children's illnesses, make activities more flexible or easier. Availability of daycare at work would be great.
			" many times we need to take baby to the doctor , take vaccines, and even the needs baby's have during the day, like eat, bath, etc. company should understand that baby's cannot wait "	Companies should be flexible around times, many times we need to take baby to the doctor, take vaccines, and even the needs baby's have during the day, like eat, bath, etc. company should understand that baby's cannot wait . Besides that, create a environment of empathy and understanding.
			" children's room at work for emergencies when you need to take your child to the office."	Remote work for parents of young children, daycare centers close to work, a children's room at work for emergencies when you need to take your child to the office .
			" Espaços infantis no trabalho e eventos "	Espaços infantis no trabalho e eventos . Ter no ambiente de trabalho espaços e possibilidades receptivas para crianças
			" Friendly workplaces where parents can go with their babies"	I think that in the short term companies could provide friendly workplaces where parents can go with their babies, flexible hours, daycare allowances, and in the long term work towards educating society that children need care and the presence of their parents. . A good measure would also be to reduce the working hours of all workers.
			"I'm not 100% sure but I believe that if there's an issue it would be more related to infrastructure , say for example, allowing mothers to breastfeed at work. "	The example we have at the university tries to mitigate this. There's the notion of a primary carer which is independent of the father / mother distinction. I'm not 100% sure but I believe that if there's an issue it would be more related to infrastructure, say for example, allowing mothers to breastfeed at work . There's also the inherent issue with the job itself, meaning that it's virtually impossible to work extra hours given that parenthood is so demanding, but this can probably be mitigated by an arrangement between both parents.
			" On-site child care! "	Flexible work arrangements e On-site child care!

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childcare	onsite childcare	10	"Welcoming children at work in some cases. "	I believe that understanding needs and making things flexible for parents would be a great step. Welcoming children at work in some cases.
			"children care at work."	Perhaps, reduced working hours and/or children care at work.
			"f the workplace has a nursery or facilities that take care of the children while the parents work "	It would be great if the workplace has a nursery or facilities that take care of the children while the parents work.
			"Availability of daycare at work would be a great thing."	Institutional policies to support maternity and paternity: - Ensure conditions for returning to activities (post-leave) that are at least identical to those at the time of departure. In the specific case of women, the policy must also cover the period of pregnancy. - Regarding the career plan and performance evaluations, reduce the requirements at least proportionally when paternity or maternity leave occurs during the interstice. - In case of children's illnesses, make activities more flexible or easier. Availability of daycare at work would be great.
			"Adapting the workplace to welcome children (like a nursery , etc.)"	Adapting the workplace to welcome children (like a nursery, etc.) would be welcome, although I think this is near impossible.
	Daycare centers close to work	3	"Day care centers close to the work environment "	Parents (especially single mothers or single fathers) could have a reduction in hours to dedicate to the care of young children or people with special needs. Day care centers close to the work environment can help with routine and child care. Educational programs and parenting experience-sharing groups at work can help in dealing with negative impacts.
			"daycare close to work"	Remote work for parents of young children, daycare close to work , a children's room at work for emergencies when you need to take your child to the office.
			"bring the child closer to work."	Flexible hours and the possibility of bring the child closer to work.
	child care allowance	6	"daycare assistance"	Support groups; flexible hours; longer paternity leave time; daycare assistance
			" provide access to affordable childcare"	There are several ways in which organizations can mitigate the difficulties that parents, both fathers and mothers: Offer flexible work arrangements, provide parental leave, address biases and discrimination, provide access to affordable childcare and foster a supportive culture.
			"daycare assistance"	I think that in the short term companies could provide friendly workplaces where parents can go with their babies, flexible hours, daycare assistance , and in the long term work towards educating society that children need care and the presence of their parents. . A good measure would also be to reduce the working hours of all workers.
			"support for kindergartens (time and money)"	breast-feeding support (time) and support for kindergartens (time and money) ; more time for fathers leave; remote jobs.
			"benefits to help pay for babysitting"	Home office, planing, benefits to help pay for babysitting and empathy
			"Along with that, financial support for daycare"	I mentioned some above. Along with that, financial support for daycare , possibility to reduce working shifts (with or without paycheck impact), extra holiday works and a more parent-friendly team culture would help
	Cheaper and affordable daycare	4	"More and better childcare "	More and better childcare should be available for all.
			"Investment by the Union in the implementation of more quality daycare"	Investment by the Union in the implementation of more quality daycare , facilitating the pantry in case of health problems with children, making working hours more flexible to encourage care for children's education.
			"Cheaper and more accessible day care."	Cheaper and more accessible day care.
			"Cheaper and more accessible day care"	Cheaper and more accessible day care.
			"Full-time school"	Full-time school and support network made up mainly of family
			"in brazil full time schools with a reasonable (affordable) price,"	in brazil full time schools with a reasonable (affordable) price , less not important reunions and work to be more productive in 8 hours a day. no afterwork / weekend interruptions by job colleagues or bosses, to have relax time be relax at all.

Q44 - What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?				
Category	Sub-category	#	Quotes	Father's Complete Answers
	All-day schools	5	"We transfer the responsibility when leaving at the full-time school. "	Difficult, the realities are very different. In the case here at home, we transfer the responsibility when leaving it at the full-time school.
			"Schools work 4 hours while they require us to work 8 hours "	Changes in legislation. Improve educational support. Schools work 4 hours while they require us to work 8 hours. Children's holidays are longer than those of their parents. Facilitate access to leisure areas for parents and children.
			"It would also be good to have schools with more extensive time for kids. "	Try to improve the activities management related to home and university. It would also be good to have schools with more extensive time for kids.
breast-feeding support (time)		2	"allowing mothers to breastfeed at work. "	The example we have at the university tries to mitigate this. There's the notion of a primary carer which is independent of the father / mother distinction. I'm not 100% sure but I believe that if there's an issue it would be more related to infrastructure, say for example, allowing mothers to breastfeed at work. There's also the inherent issue with the job itself, meaning that it's virtually impossible to work extra hours given that parenthood is so demanding, but this can probably be mitigated by an arrangement between both parents.
			" breast-feeding support (time) "	breast-feeding support (time) and support for kindergartens (time and money); more time for fathers leave; remote jobs.
Share childcare responsibilities		8	" The presence and partnership of parents is most important for the child to develop well"	Every child requires attention, patience and investment (education, health, leisure). A good financial condition of the parents helps to mitigate difficulties, but the presence and partnership of the parents is more important for the child to develop well.
			" Divide responsibilities."	Divide responsibilities.
			" Always share the load of attention"	Always share the load of attention that children require.
			" To share child care responsibilities "	To share child care responsibilities as much as possible.
			" to share responsibilities. "	One suggestion is to get to know their routine better to share responsibilities.
			"Carry out divisions of responsibility in an equal and balanced way "	Carry out divisions of responsibility in an equal and balanced way , allowing both parties to pursue their professional careers.
			"My initial suggestion would be equality : in salaries, in housekeeping charges, in educational tasks for the kids, in emotional attention "	That's a cultural challenge, added with religion, social stigmas, gender prejudice and more. My initial suggestion would be equality: in salaries, in housekeeping charges, in educational tasks for the kids, in emotional attention. But it faces resistances from the status quo of our families.
" Help each other "	Help each other. Parents assistance program.			
Law support		6	" Creation of laws that guarantee the rights to paternity and materiality"	Creation of laws that guarantee the rights to paternity and materiality , as the benefits of this will be obtained in the medium and long term with a more humanized society.
			" Regulation "	Regulation and more severe rules for the companies
			" Legislation "	Legislation , fines, flexibility, awareness.
			"Changes in legislation "	Changes in legislation. Improve educational support. Schools work 4 hours while they require us to work 8 hours. Children's holidays are longer than those of their parents. Facilitate access to leisure areas for parents and children.
			" law support"	probably any law support and awareness campaign
			"expansion of legal rights "	An expansion of legal rights
Balanced time between work and		5	" balanced management of time and tasks with home and children "	the biggest one: balanced management of time and tasks with home and children
			"Try to improve the activities management related to home and university."	Try to improve the activities management related to home and university. It would also be good to have schools with more extensive time for kids.
			" Better organize your home and work routine "	Organizar melhor sua rotina doméstica e laboral , visando atender melhor aos horários rotineiros dos filhos após o expediente do trabalho.

Q44 - What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?				
Category	Sub-category	#	Quotes	Father's Complete Answers
home			"Planning"	Planning
			"Planning"	Planning
			"Organize and plan your time better"	Organize and plan your time better
Equals oportunities		2	"Equality of actions and tasks."	Equality of actions and tasks.
			"Equals oportunities"	Equals oportunities
Trabalho baseado em metas		2	"based on deliverables and targets rather than set hours worked"	It depends greatly on the type of work. One example could be having flexible working hours (where possible), based on deliverables and targets rather than set hours worked . Another example would be remote work.
			"changing the vision from work to goal-oriented work "	Divide activities and change the vision from work to goal-oriented work . This makes it much easier to divide work tasks with family tasks.
internal behavior policies		8	"policies that guarantee equal impacts for mothers and fathers"	Greater freedom in the division of leave time between father and mother, society understands that a healthy citizen is born from a healthy upbringing environment and supports this phase with policies that guarantee equal impacts for mothers and fathers .
			"Clear institutional policies regarding flexibility offered to fathers and mothers in a balanced way"	Clear institutional policies regarding flexibilities offered to fathers and mothers in a balanced way, as well as several internal and external mechanisms for validating these policies, as well as protection strategies that are present in them.
			"fines"	Legislation, fines , flexibility, awareness.
			"Clear rules "	Clear rules
			"companies should be more prepared to welcome mothers on return and better conditions of stability"	The period of paternity leave could be longer to support women for a longer period, companies should be more prepared to welcome mothers on return and better conditions of stability
			"Ensure conditions for returning to activities (post-leave) that are at least identical to those at the time of departure. In the specific case of women, the policy must also cover the period of pregnancy."	Institutional policies to support maternity and paternity: - Ensure conditions for returning to activities (post-leave) that are at least identical to those at the time of departure. In the specific case of women, the policy must also cover the period of pregnancy. - Regarding the career plan and performance evaluations, reduce the requirements at least proportionally when paternity or maternity leave occurs during the interstice. - In case of children's illnesses, make activities more flexible or easier. - Availability of daycare at work would be excellent
			"organizations can mitigate the difficulties [...] address biases and discrimination"	There are several ways in which organizations can mitigate the difficulties that parents, both fathers and mothers: Offer flexible work arrangements, provide parental leave, address biases and discrimination , provide access to affordable childcare and foster a supportive culture.
			"internal behavior policy"	I think that companies are increasing their concern and internal policies about mental health and the integrity of their workers. One of these policies could lead to an increment of total time of paternity leave, starting with one month for fathers and six month for mothers. Also, the four-working days week could provide more quality of time for the families and, at the same time, improve performance at work. Another suggestion should be the stablishment of internal behavior policy , increase of courses and speeches about good behavior at the office between man and women, increase of woman in main roles at decisory and tactical level, I think, tend to mitigate the difficulties.
trainings (4)			"Educational programs and parenting experience-sharing groups at work can help in dealing with negative impacts."	Parents (especially single mothers or single fathers) could have a reduction in hours to dedicate to the care of young children or people with special needs. Day care centers close to the work environment can help with routine and child care. Educational programs and parenting experience-sharing groups at work can help in dealing with negative impacts.
			"Support groups"	Support groups ; flexible hours; longer paternity leave time; childcare assistance
			"we need to discuss this topic with some companies HR's"	Probably we need to discuss this topic with some companies HR's to do interviews with their employees

Q44 - What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?				
Category	Sub-category	#	Quotes	Father's Complete Answers
			"increase of courses and speeches about good behavior at the office between man and women"	I think that companies are increasing their concern and internal policies about mental health and the integrity of their workers. One of these policies could lead to an increment of total time of paternity leave, starting with one month for fathers and six month for mothers. Also, the four-working days week could provide more quality of time for the families and, at the same time, improve performance at work. Another suggestion should be the establishment of internal behavior policy, increase of courses and speeches about good behavior at the office between man and women , increase of woman in main roles at decisory and tactical level, I think, tend to mitigate the difficulties.
Allocating tasks at work fairly		2	" realistic and healthy goals "	flexible hours, realistic and healthy goals , understanding
			" allocation of activities by supervisors/directors/managers fairly "	flexibility of schedules, allocation of activities by supervisors/directors/managers fairly , remote work (as long as it is well conducted and executed)
Changing culture	organization	3	"its organizational culture cares for and values the well-being of its employees"	I believe that a company whose organizational culture cares for and honors the well-being of its employees , ensuring that they can experience important moments with their family, I am sure that the well-being experienced at home makes working more productive, creative and collaborative.
			"parent-friendly team culture would help"	I mentioned some above. Along with that, financial support for daycare, possibility to reduce working shifts (with or without paycheck impact), extra holiday works and a more parent-friendly team culture would help
			"provide access to affordable childcare and foster a supportive culture. "	There are several ways in which organizations can mitigate the difficulties that parents, both fathers and mothers: Offer flexible work arrangements, provide parental leave, address biases and discrimination, provide access to affordable childcare and foster a supportive culture.
	organization & society	2	" Equal responsibility and rights "	Equal responsibility and rights. We were living abroad and my wife worked at the time our children were born. As she had the parent leave of two years, we decided to have the second child. A long parental leave was fundamental to have the second child in a row.
			"A change in society's culture is necessary [...] companies also need to change this organizational culture"	A change in society's culture is necessary , with fathers participating more in raising their children. But in addition to starting from the person, companies also need to change this organizational culture of thinking that it is only the mother who takes care (given that leave from work is longer for women, for example).
	society	3	"long-term work towards educating society that children need care and the presence of their parents."	I think that in the short term companies could provide friendly workplaces where parents can go with their babies, flexible hours, daycare allowances, and in the long term work towards educating society that children need care and the presence of their parents. . A good measure would also be to reduce the working hours of all workers.
" society understands that a healthy citizen is born from a healthy breeding environment"			Greater freedom in the division of leave time between father and mother, society understands that a healthy citizen is born from a healthy upbringing environment and supports this phase with policies that guarantee equal impacts for mothers and fathers.	
"That's a cultural challenge , added with religion, social stigmas, gender prejudice and more."			That's a cultural challenge, added with religion, social stigmas, gender prejudice and more. My initial suggestion would be equality: in salaries, in housekeeping charges, in educational tasks for the kids, in emotional attention. But it faces resistences from the status quo of our families.	
psychological follow-up policies		3	"aiming for your physical and mental health"	Only do what you can, aiming for your physical and mental health.
			"Perhaps psychological support policies for mothers "	Perhaps psychological support policies for mothers , treatment and distribution of different jobs.
			"psychological follow-up"	psychological follow-up
Avoid extra hours		4	" no afterwork / weekend interruptions by job colleagues or bosses"	in brazil full time schools with a reasonable (affordable) price, less not important reunions and work to be more productive in 8 hours a day. no afterwork / weekend interruptions by job colleagues or bosses , to have relax time be relax at all.
			" Restrict the use of technology used for communication at work to the work environment. "	"Restrict the use of technology used for communication at work to the work environment."
			" horários que respeitem os compromissos "	Propor atividades em horários que respeitem os compromissos dos pais com os filhos.

Q44 - What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?				
Category	Sub-category	#	Quotes	Father's Complete Answers
			"meaning that it's virtually impossible to work extra hours given that parenthood is so demanding"	The example we have at the university tries to mitigate this. There's the notion of a primary carer which is independent of the father / mother distinction. I'm not 100% sure but I believe that if there's an issue it would be more related to infrastructure, say for example, allowing mothers to breastfeed at work. There's also the inherent issue with the job itself, meaning that it's virtually impossible to work extra hours given that parenthood is so demanding , but this can probably be mitigated by an arrangement between both parents.
Sustainable work pace		2	"sustainable pace of work"	Maintain a more sustainable pace of work
			"To change corporate mindset that overestimates workaholic behaviour. "	To change corporate mindset that overestimates workaholic behaviour.
Time for personal life		1	"Need more time on personal life"	Need more time on personal life
Improvements in career plans, insurance and health plans		1	Family security (insurance and health plans) and a career/financial plan	Family security (insurance and health plans) and a career/financial plan can provide greater security and perspectives, thus helping to focus and commit to service.
Create a sleep routine to baby		1	Create a sleep routine to baby	Create a sleep routine to baby , like this parentes have a good night sleep to can work and collabore daily.
Bonus for mothers		1	In my view, rewarding a woman who becomes a mother would make her happier with her work and consequently perform her role even better.	I believe that dedication to motherhood and fatherhood should be seen as an investment for society as a whole. In my view, rewarding a woman who becomes a mother would make her happier with her work and consequently perform her role even better. A child who is cared for in early childhood will be a healthier, happier adult and will contribute a lot to society.
equality in sallaries		1	equality: in sallaries	That's a cultural challenge, added with religion, social stigmas, gender prejudice and more. My initial suggestion would be equality: in sallaries , in housekeeping charges, in educational tasks for the kids, in emotional attention. But it faces resistences from the status quo of our families.
Increase of women in leadership positions		1	increase of woman in main roles at decisory and tactical	I think that companies are increasing their concern and internal policies about mental health and the integrity of their workers. One of these policies could lead to an increment of total time of paternity leave, starting with one month for fathers and six month for mothers. Also, the four-working days week could provide more quality of time for the families and, at the same time, improve performance at work. Another suggestion should be the stablishment of internal behavior policy, increase of courses and speeches about good behavior at the office between man and women, increase of woman in main roles at decisory and tactical level , I think, tend to mitigate the difficulties.
Parents assistance program		1	Parents assistance program.	Help each other. Parents assistance program.
Others				Only time will resolve sleep deprivation.
				Treat both the same.
				Work is work, within the rules of society, everyone has to adapt.
				Everyone should try to ensure the best quality of life for children.
				end capitalism
				Parental collaboration

Q44 - What are your suggestions to mitigate the difficulties that parents (father and mother) face at work?				
Category	Sub-category	#	Quotes	Father's Complete Answers
				Communication and Concession. Divide and conquer
				The difficulties are the same for dedicated professionals, regardless of children.
They were unable to inform		9		N/A
				N/D
				I don't know how to inform.
				I don't know
				No
				I don't have suggestions.
				To be honest, I can't think of any.
				I have no suggestion.
				asdf