



Doing Fatherhood: Recognizing the Effect of Work Schedules on Fathers' Child Caregiving Responsibilities in Scotland

Dinesha Lakmali Boththura Kankanamge^{*a}, Dineshika Prasadi Jayathunga, & Lakmee Nilanka De Silva

* Corresponding author

E-mail: dineshakankaamge@gmail.com

a. Humanities, Social Sciences and Law,
University of Dundee, Nethergate,
Dundee DD1 4HN, United Kingdom

b. Glasgow Caledonian University, and
following MSc Social Innovation degree,
Glasgow G4 0BA, United Kingdom


c. Human Resource Management, York
St John University, York YO31 7EX,
United Kingdom.

Article Info

Received: January 15, 2025

Accepted: March 7, 2025

Published: June 1, 2025

 10.46303/tpicd.2025.4

How to cite

Kankanamge, D. L. B., Jayathunga, D. P., & De Silva, L. N. (2025). Doing Fatherhood: Recognizing the Effect of Work Schedules on Fathers' Child Caregiving Responsibilities in Scotland. *Theory and Practice in Child Development*, 5(1), 63-78.
<https://doi.org/10.46303/tpicd.2025.4>

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ABSTRACT

We examined the abilities of working fathers and how they manage work and childcare responsibilities while conducting white-collar job recruitment for 10 professionals working in the academic and administrative divisions at the University of Dundee. The various elements were covered, and structured interviews were used to gather data by holding virtual team meetings. To fill positions, the snowball sampling method was used. The primary goals of the study were to identify different types of dads' childcare propensities in the setting of modern families and to investigate the effect of a father's employment on child caregiving in the context of family duties. In a nutshell, it's imperative to keep up with household duties, which encompass childcare obligations. Fathers manage to balance their hectic work schedules with helping out with the household tasks and child care requirements. It can be extremely scary and difficult to juggle fatherhood and a white-collar career, but thanks to corporate cultures that support families, this is becoming a manageable challenge for working fathers. The results of the study demonstrated the significance of dads' involvement in their children's interests in food and nutrition, health and development, entertainment, mental health, gender role modeling, and educational and enrichment opportunities.

KEYWORDS

Fatherhood; childcare; responsibilities; modern family.

INTRODUCTION

The primary focus of this study is "Doing Fatherhood: Understanding the Influence of Employment Schedules on Fathers' Responsibilities of Child Caregiving in Scotland," and data analysis was employed to obtain particular information. The study's primary research question was, "How do fathers' schedules for their white-collar jobs affect how they care for their young children?" The study's two main objectives were to ascertain the different ways that fathers tend to care for their children in the context of modern families and to investigate the ways in which a father's occupation affects child care in connection to family obligations. The way fathers care for their young children has drawn the attention of numerous academics and legislators in recent years. Researchers looked into a number of sub-areas in the earlier studies, such as the role of wise dads in enhancing childcare, the emotional health of childcare, and cognitive development. Nonetheless, within the past few decades, studies have found that dads' engagement in child care has important advantages. Fathers' engagement in childcare has several benefits, including emotional, psychological, and educational development, according to study. The children's future division and the homework tasks they looked at were the most significant observations they made.

In recent paternal roles have changed substantially in western societies, and fathers have increased their involvement in several domains of childcare (Marsiglio et al., 2000) In addition, couples can now make money without adhering to gender norms because of the shifts in the social and economic spheres, which implies that both partners must take on household and child care duties. In this process many families have changed their structure from a traditional one in which father is the main breadwinner to a dual earning structure in which both partners contribute to the family income (Stier, 2010:17) According to John Bowlby's Attachment theory in 1958 Brebner et al (2015) investigate that, taking care of children is a vital and significant responsibility in a person's life. When a person becomes a parent, they take on greater duties for their children's care and must also provide them with quality care that satisfies all of their needs.

The importance of bond between a kid and their carer has been extensively studied and recognised. Drugli and Undheim (2012) interviewed 35 carers and 41 parents for their study on the calibre of relationships between kids and their carers in Norwegian daycare facilities. Because there were no structured observational tools to support the evaluation process, they found from their interview data that both parents and carers were unduly positive about how they interact with the children and that their reflection on the relationships with young children needed to be supported by more objective measures of interaction. But the researcher of this study was especially curious about how fathers who work in white-collar jobs balance the duties of young children (Drugly et al, 2012). The researchers looked into how fathers cognitively struggle to fulfill their parenting tasks and duties even during the COVID-19 pandemic by reviewing recent research literature. According to a study by Andrews et al. (2022) titled "The

Experience of Fathers During the Covid-19 UK Maternity Care Restrictions," fathers were having a difficult time taking care of their newborn children during the Covid-19 limitation period. The study found that "these fathers had a largely negative maternity experience during the pandemic. The maternity restrictions created feelings of loss and isolation, along with a disconnection from the pregnancy. Consequently, the initial father-baby relationship was adversely affected in the short-term. Partner exclusion from maternity care was thought to have had a detrimental effect on maternal mental health" (p, 6). This article will examine the facts by demonstrating the extent to which fathers' participation can improve the development of younger children. The main focus of this study was on how fathers manage job and family obligations, particularly when it comes to raising small children. In order to fulfill their achievable caregiving responsibilities for their children, fathers must simultaneously manage their job and family environments, as this essay will demonstrate. We have used important methods to look into the main advantages and effects of fathers providing child care when they are completely involved with the organization's rules and procedures.

LITERATURE REVIEW

Family, changing of the family context

A group of people are regarded as belonging to the same family if they live together and are connected by blood, marriage, or adoption. Families are still quite significant in people's lives, in addition family is important in life since they help us through good and difficult times, which is why these connections are so important. Family is significant because loved ones can provide unconditional support, stability, and affection. According to Borell (2003), the term "family" no longer just refers to biological relationships or marriage, as it did in the 1950s (P, 68). In 2003, Borell, described, the family as an everyday concept is no longer exclusively used to refer to ties of marriage or blood as in the 1950s. It has been stretched and extended to include an increasing variety of intimate relationships. The existence of what homosexuals in the USA call "families of choice" is illustrated of this trend" P:74). As a significant and influential social concept, family is viewed as a social institution that ensures a person's life is in accordance with his or her every step. A newborn is allowed to live in a family's protection and safety, and everyone in the family is in charge of the child's education. Being a socially acceptable practice, raising children well is something that families of all colors do. Although the nature of rituals and other customs has evolved throughout time, family values still dictate that each member of the family has obligations to the others.

Concept of fatherhood

The family structure includes many noteworthy instances of how family patterns are changing in society, including pregnancy, marriage, divorce, and single motherhood. A newborn is permitted to live under the care and protection of a family, and the family as a whole is responsible for the child's education. Raising children well is something that families of all colors do since it is a socially accepted habit. Family values still enforce that every member of the family

has duties to the others, even though the nature of rituals and other practices has changed throughout time.

“As Barnett (2004) explained, another strong indicator of women’s commitment to the labor force is the dramatic increase in the percentage of women who are completing higher education. In 2000, for every 100 men who were awarded bachelor degrees there were 133 women. And for every 100 men who received a master’s degree there were 138 women. Moreover, women are approaching parity with men in earned doctorates” (p, 160).

When a person becomes the father of a newborn, he officially enters the fatherhood. It alludes to the characteristics or essence of a father; in actuality, fatherhood imparts a sense of obligation and a greater purpose in life. Traditional fatherhood includes providing physical care for the child in order to shield the youngster from harm from the outside world. “A rich, rapidly growing body of research on fatherhood and employment has been established since the late 1980s in relation to connections between work, family, and fatherhood (Greenhaus & Powell, 2017; Stovell et al, 2017). It is evident that the majority of research has focused on the obstacles and difficulties associated with becoming a mother rather than a father and finding work. They also help the kids by making sure they are exposed to items that are good for their mental health.

Childcare and caregiving

As a literal definition, "care" is defined as giving someone what they require for their upkeep, protection, welfare, and well-being. To put it simply, caring is providing any kind of practical and emotional support to children, adolescents, and adults who require that extra bit of assistance. Bromer and Henly (2004) stated that “The relative caregivers such as grandmothers and aunts, family support activities may already be a regular part of their family involvement. In these situations, the child care and other support functions of the provider can be understood as an illustration of social network activation, rather than the provision of family support as a supplemental activity to the child care role” (p.143). It might be defined as any assistance and services needed to handle their daily needs. A person may be a kid, an adult, or a defenseless young person who, in the absence of care from their parents, elders, and siblings, may get care from the outside world at a daycare center or care home.

This concept promotes various aspects of children's social and cognitive development and shields them from harm, among other important goals. This process can be simply named "socialization". Child care and socialization are inextricably linked, as we previously explained. When it comes to the latest reviews of the influences of childcare and children’s development, Lamb (1998) figures out that the global indices of quality have shown a generation of researchers, scholars and policymakers how specific practices have the desired effects on children’s learning and development. Also, socialization is promoted by child caring; the peer group, caregiver-child relationship children’s disposition and relationship are key important dimensions too (P,96). A person is solely concerned with those who they are really close to or

who they are biologically connected to. The relationships between a father and his child and a mother could be taken into consideration as explanations.

Concept of early childcare

Early childcare is always interrelated with education and development. " Early childhood education and care refer to any regulated arrangement that provides education and care for children from birth to compulsory primary school age" (European Commission, 2022). As Howes (2000) pointed out, children's social development can best be understood as embedded within relationships with significant adults and peers and these social relationships are embedded within larger contexts of social settings, culture, and societal organizations (P,140). In keeping with the goal of this research, "doing fatherhood" is another crucial idea that must be addressed; as a result, fatherhood plays a crucial part in helping a child develop their skills and abilities early on.

One of numerous research studies described how contemporary families dealt with the difficulties of providing child care during the COVID-19 epidemic. A study called Fathers stepping up? was carried out by Petts et al. in 2023. In order to clarify how the COVID-19 pandemic affected parents' daily lives, a cross-national comparison of dads' domestic work and parents' satisfaction with the division of domestic labor was conducted. "Families spent much more time together at home with social activities shut down and many parents were either pushed to work from home or forced out of work temporarily. Children were displaced from their schools and daycares, and other forms of nonparent childcare became largely unavailable. This shock to families' routines meant more childcare to perform at home, meals to cook, and messes to clean. These changes created the opportunity for family responsibilities to be renegotiated, with gender divisions potentially moving toward egalitarianism. Fathers had greater availability to do unpaid domestic work due to lockdowns" (p.2662)

METHODOLOGY

Research aim and objectives

This analysis of men's dual responsibilities as workers and fathers pertains to white-collar job operation rules and practices in the workplace and family context is an attempt to meet all of the study's objectives. The main focus of this study is on how fathers can be encouraged by their workplace to assume a more controllable role in their children's lives as carers. Presuming that a significant number of fathers are not entirely engrossed in an organization's rules and procedures, But this study's primary focus is on dads' conflict management strategies between their home and work lives. The main topic of this study is how employers might motivate fathers to assume more manageable caregiving responsibilities. When it comes to the major aims of the study, the researcher developed the key objective as below,

- This study aims to investigate different patterns of fathers working in white-collar jobs and caring for their children in the setting of the modern family context.

Research Design

The first participant recruitment strategy for the study was purposeful sampling. It was necessary for participants to share some unique qualities in addition to common ones in order to select those who fit the study's requirements for rich, significant, meaningful, and diverse data. Using participant-laden (snowball sample) populations, we have chosen fathers who are both family- and career-oriented. Employees from the University of Dundee have been selected for positions in academia and administration. These fathers are all University of Dundee employees and were chosen from among those with university backgrounds. Six of the fathers chosen from the academic staff were lecturers, and they are responsible for instructing and monitoring university students in accordance with academic policies and procedures. Since the study's goal was to find respondents who work in white-collar positions, the other four were chosen from the administration division. According to their job descriptions, these fathers from two groups have an extremely demanding and heavy duty also ten interviews were carried out in compliance with the study's goals. Every participant was given a 30-minute online interview, depending on their availability. We employed a staff to record the online interviews, hired the Team. In an attempt to learn more about the challenges working fathers have in juggling their responsibilities to their families and their careers with raising their children, All fathers who were chosen as respondents have young children between zero to five years. We've put together a list of questions to pose to them. The interview transcripts were analyzed using the thematic analysis method. First of all, the researchers were accustomed to reading the data and then reading it again to gain a deeper comprehension. Next, the researchers used the data to determine the first codes. Generating themes in accordance with significant concepts and subjects from the given data was the third phase. All themes were examined following the creation of themes and defining themes and writing up a buildup as the need of the research.

RESULTS AND DISCUSSIONS

How do fathers contribute to household management while working and caring for children?

While all of the moms in the study work full-time jobs, the fathers in the study all put in eight to ten hours a day on average. Fathers who raise their children at home bath, feed and take them to the nursery as part of their caregiving duties. While their parents work full-time at their occupations, the kids are taken care of at the nursery. The study also showed that they pick up the children from the nursery and remain with them to attend to all of their needs after wrapping up their work shift at the office.

One of the respondents said that having a full-time job is an extremely difficult challenge for a man, particularly if he has children.

"From waking up at half-six sometimes in the morning till we leave for daycare or school at 8:45. So it's approximately 2 hours. And then, after work, pick up by five quarters or past five, often until bedtime around 7:30. So only another two hours, which is pretty sad; I must say it's

a tragedy. But, yes, that is what comes with a full-time job” (Cook, S., Personal Communication, 25 August, 2022)

Dad only spends a few hours with children, such as one hour in the morning and two to three hours before night, because once the family members are up in the morning, both mums and dads are working or only dad is working. Even though males spend a less time with their kids than mothers do, they nonetheless pitch in as much as they can with childcare duties because the results of this investigation are sufficient to establish those facts in advance.

How Fathers Contribute various types of needs of children

Health and growth needs

All children need ideal health and growth conditions throughout their lives. What does a child need in order to grow and develop properly? Fuman (1982) explained that in order to mature, children also need to have strong and healthy social bonds. "As children grow up, there are many significant persons in their lives. Mothers, fathers, siblings, relatives, teachers, friends and peers, all pay important part in shaping the course of development. The social support provided by their relationships can have a major impact on psychological health and adjustment” p.151) This study discovered some crucial information about how working fathers interact with and support their children's health and development needs.

Immunizations, exclusive breastfeeding, and receiving timely medical attention when ill are all essential to a child's healthy development and happy upbringing, both of which will allow them to attain their full potential. This will optimise their own health, as well as fetal growth and brain development (WHO, 2022). Fathers need to be physically and psychologically confident in order to meet all of their baby's needs. The study's main conclusions show that fathers have an equal impact on the health and development of their children when it comes to child caring.

As fathers respond, they genuinely worry about their children's health needs and ailments. They assist in keeping their homes spotless and protect their children from diseases and viruses.

“Umm....then there's quite a lot of cleaning and disinfecting that has to go into that every day to make sure he doesn't get sick from it. So I help with all of that. That's a daily thing” (Bruice, R. 20, November, 2022)

One of the fathers who responded said that because both parents work full-time, they used to leave their infant in a daycare centre when he was very small. It was very typical for their infant to get sick from some diseases.

“So he began nursery when he was quite small, and he has been sick frequently. So, when he becomes unwell and wants to return home, my wife and I share responsibility for determining who can accompany him. So I'm fortunate that my job has been flexible enough to accommodate me. When he becomes ill, I pick him up from nursery and accompany him home. So I'm going to take some time off work. I'll stay with him for six days if he's unwell, and then take him to the doctor as needed” (Bruice, R. 20, November, 2022).

Fathers, on the other hand, are always responsible and make sure their kids get their immunizations and other medications. Both moms and dads assist the NHS (National Health Service) in Scotland when scheduling appointments for children. In addition, a child needs a lot of attention following the immunization, and dads are well aware of the potential health risks for their kids after receiving the vaccine. One of the respondents who participated in this study mentioned his experience and thought:

“Uh, making sure we are aware of what he requires. For example, this year we verified that he received his flu shot. So, when the letter from the NHS arrives informing us that our son is eligible for these things, it's a case of calling up, setting an appointment, driving them to the appointment, and then monitoring them afterwards to see if he's feeling poorly again, monitoring, and ensuring he's fine. If we are unsure, we should contact either our GP or a health practitioner. Consider contacting NHS 24 for advice” (Bruce, R. 20, November, 2022)

Despite having many responsibilities and juggling a lot of work, fathers have a strong need and care for protecting their own children. When it comes to baby care, parents are quite worried about all of the health and developmental requirements of the newborns. The study's participants concluded that having a baby as a child is a very challenging role for a parent. However, they execute it flawlessly. As they made clear, fathers care deeply about all of their kids' wants and needs, including how they should be fed and how much sleep they should get. Due to the demands of full-time jobs, fathers find it difficult to assist with childcare responsibilities, but they nonetheless make an effort.

Food and nutrition needs

Children must feel safe and secure after their basic needs for a place to live, food, clothes, medical attention, and protection from harms. Among them, food and nutrition are quite important. Findings from the National Diet and Nutrition Survey (NDNS) for Young People (Gregory et al., 2000) suggest that some kid populations in the UK may be at risk for under- or over nutrition. This theme of dietary imbalance is supported by food-based data, with one in five children not eating fruit in any one week and an increase in the consumption of high fat snack foods and sugar laden beverages over the last 10 years coupled with rising rates of childhood obesity and over-weight (Chinn et al, 2001). In light of this, it is imperative to pay close attention to ensuring youngsters have adequate nourishment and to carefully assess their food and nutrition needs.

Not just the mother, who already spends enough time learning more about vitamin and supplement use in newborn feeding, but both parents have a responsibility to fulfil in this regard. Unlike typical families, this one has two parents who are deeply interested in learning as much as possible about their children. Moms are typically in charge of making children's meals, as well as their lunches and other snacks, especially in many nations; but, in modern houses, dads do all of these duties. When the researcher questioned which father has greater responsibility for the food and nutritional needs of their children, all the fathers answered in the same way: they are both always responsible.

“We try to provide our son a nutritious diet. So, if any of us go grocery shopping, be sure to include things like fruit, vegetables, and products with less salt and sugar; they are more suited to children, yes both of us are mindful of his diet” (McGregor, C. 18 September, 2022)

Before their kids go for school or the nursery, fathers should start preparing meals for them, and they should see to all of their nutritional needs until bedtime. Dads are well aware of their children's appetites, while mothers are not always able to forecast them. Fathers talked on how much they loved feeding and tending to their children's nutritional needs. Fathers tend to the food and nutritional needs of their children while moms are unavailable for such tasks. Particularly when the mother is ill or working full time, the dads assume all the duties, including caring for the children by providing food and clean clothes. And also, experiences during the early years are critical for a child's food and nutrition, motor, social-emotional, cognitive, and speech and language development (Albers, et al, 2007). Experienced carers for young children need to take into account all of the needs of the kid, including their dietary and nutritional requirements. Fathers talked on how much they cared about their children's eating and drinking habits, as well as how much they contributed to it. One father, whose son is three years old, gave this explanation:

“He's terrible for drinking. He doesn't drink enough.” And so I'm continuously trying to urge him to drink more. But I would say he's extremely good. And he doesn't eat all of his vegetables, which is unusual. Some of his pals refuse to eat veggies, whereas he consumes a variety of fruits and vegetables. He may be concerned about not receiving enough carbohydrates” (McGregor, C. 18 September, 2022)

Hart (2002) stated that whilst cognitive development is a major internal effector of health awareness in primary school children, their prime external influence may be the dominant parent or carer. Parents, as gatekeepers or barriers to opportunities and as a source of reinforcement, serve as important health role models for their children” P,130). According to these findings, fathers have done a perfect job fulfilling their obligations. In this sense, fathers' genuine contributions to their children's food and nutrition needs are vital.

Emotional and well-being needs

This study investigates the ways how working fathers attend to the emotional and psychological needs of their kids. Children's physical, mental, and emotional well-being enhance their overall growth and learning, enabling them to learn and grow as much as they can while acquiring the skills required to reach their full potential. "Physical health and well-being are dependent upon access to nutritious food, shelter, and sleep; sanitary and safe living conditions; and places to play and exercise." Furthermore, pre-primary and primary-aged children also must have support for their mental and emotional health (Childhood Education International, 2022). Fathers talked about how they support their children's emotional, psychological, and physical needs while also sharing personal stories. When asked about their thoughts and experiences on the fundamentals of a child's mental health and a family's unwavering love, they respond strongly and in a favorable manner.

“For himself when he needs that he has his own room in the house, as he's getting older, he's more, if he needs a better time and space and going to his room and play with his toys, he reads his books and things like that try and read to him as well” (Dorfmueller, H, 02 December, 2022)

Fathers talked about how they meet their children's needs and shared their own experiences. The most important thing is that fathers make time for their children, particularly when those children want emotional assistance. Fathers have remarked that when their kids start screaming because they are bored, they should be taken outside for an activity by their father to keep them occupied. In particular, parents of small children frequently find it difficult to manage their newborns' emotional and physical demands. Fathers make every effort to discipline their children in addition to mothers. The results of the study show that both partners discuss their children's psychological and emotional needs. One reply expressed the following ideas:

“It's about my wife and I discussing our son's emotional needs, and then with him, making sure that we're available to talk about things and trying to be measured” (McGregor, C. 18 September, 2022)

In addition, men usually engage in as many interactions with kids as they can because they have less time with them than mothers do. The World Health Organization's (2014) own approach to this topic shows that the words mentioned below plainly overlap significantly. “Mental health is a state of well-being in which an individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and is able to make a contribution to his or her community (WHO, 2014). It simply means when a person is in a state of a good mental health, they are aware of their own skills and abilities, are able to handle life's usual stressors, are able to work efficiently with different difficulties. However, when it comes to young person children who are in good mental health are better able to grow socially, emotionally, cognitively, and physically. On the other hand, “Mental health and well-being are fundamental to our collective and individual ability as humans to think, emote, interact with each other, earn a living and enjoy life. On this basis, the promotion, protection and restoration of mental health can be regarded as a vital concern of individuals, communities and societies throughout the world” (WHO, 2014). Social connections and relationships with others have a significant positive impact on an individual's life; loving interactions are particularly important for children's mental health. The ability to regulate emotions is essential for mental health. Exercise, a healthy diet, and adequate sleep all improve children's mental health. Relationships between parents and siblings are very beneficial to a child, and fathers have made a substantial contribution to ensuring children's mental and physical welfare in this area.

Entertainment needs

Another important sub point that this study has explored is how dads contribute to childcare. Why is entertainment for kids important? It facilitates a child's acquisition of new skills and knowledge. Parents can escape the stress of monitoring their children by entertaining

themselves and unwinding while they are involved in their own leisure activities. A child's development is not aided by a single form of entertainment. Additionally, it helps kids understand different people, viewpoints, and cultures; it teaches them life skills; it strengthens their bonds with family and friends; it protects their physical health; and it helps them cope with stress. A child's personality cannot grow in a healthy way without excellent amusement. "Despite the multiple health benefits that result from engaging in physical activity, data suggest that children are moving less. Novel approaches to engaging children in physical activity are needed to address this public health concern. Recently, a new definition of physical activity was proposed that emphasizes, among other things, the fact that physical activity is deeply affective, emotional and situated in spaces that shape the experience" (Budzynski et al., 2022). This subsection of the research presents more significant information about dads' efforts to improve their children's entertainment activities, with the goal of increasing physical activity participation and adhering to the recently approved definition.

Fathers who join in their children's play become part of it, and the children learn life lessons in addition to playing games. Based on their own experiences, fathers like to read books, play with toys, take long walks with their kids, and listen to music when they have free time. A father with a four-year-old boy explained the circumstances as follows:

"Often in setting the table I try to decorating Christmas parties, for instance, include them as entertainment for them as well. I try to do lots of music and dancing at home with the kids" (Cook, S., Personal Communication, 25 August, 2022)

On the other hand, demands for entertainment have a direct effect on children's growth and foster parent-child relationships. Fathers who engage in their kids' extracurricular activities form close emotional ties with their kids.

Educational needs

A lot of study has been done on how families can encourage young children to engage in educational activities at home. Plowman et al. (2012) explained that the family is the primary social institution where children get their first education; in particular, the importance of the family in providing for a child's educational needs cannot be overstated. "The role of the family in supporting young children's learning seems obvious when we consider that three- and four-year-old children in the United Kingdom spend most of their time at home and parents exercise considerable control over their children's activities and the resources to which they have access" (P, 01).

But the current study provided valuable insights into dads' perceptions of their children's educational needs, especially while the child is in daycare and at home. Although the nursery has evolved into a great setting and parents often have faith in its role, we are aware that the conventional educational system has always been based on the family and school. As one of the fathers clarified,

“We actually get good ideas from the nursery itself because they share with us a lot what they're doing and then we try to complement that at home” (Cook, S., Personal Communication, 25 August, 2022)

The aforementioned quote suggests that fathers are happy to support their children in their academic endeavors and to follow certain teaching methods that the nursery offers. Parents take part in a range of activities that enhance their children's cognitive abilities in addition to their child-care responsibilities.

“If he's interested and some of the drawings contain letters or numbers, I'll speak with them about it. And he has a calendar in his room. So, let's take a look at each day. He's improving his understanding of number sequences and determining the day” (Cook, S., Personal Communication, 25 August, 2022)

At the same time, mothers and fathers strive to help their kids become better students. Particularly fathers are assuming more roles and even creating long-term plans.

Gender role

Society's expectations of how we should behave, speak, dress, groom, and conduct ourselves are known as "gender roles. Most of the time, it is clear that members of society accept and adhere to special kind of tradition and pass it on to the following generation. However, providing systematic scientific evidence about women's and men's role choices and attitudes necessitates the development and systematic use of reliable and valid gender role attitude measures (McHugh et al., 1997). Youngsters who are exposed to gendered messaging are more likely to take up and pass on those responsibilities to their own offspring. However, the results of this study indicate that modern working fathers do not model their behavior for their children or act in a way that conforms to gender stereotypes at home. Kids understand that most of the primary responsibilities, such as earning, cooking, cleaning, feeding, and doing laundry, are shared by both parents. Furthermore, not every task at home should be finished by one person.

The way fathers participate in child care might also influence children's conceptions of gender roles. According to role model theory, role models serve as behavioral role models, potential models, and/or inspiration sources that influence the goals, motivation, and accomplishments of role aspirants. Therefore, a father who is actively involved can act as a role model for his kids, motivating them to set and achieve goals and providing them with a reference point for learning how to solve problems. In order to help females overcome negative gender stereotypes that can have a variety of negative effects, as well as to help them make decisions about their education and jobs, it may be especially important for them to have an example of counter-gender roles and motives. The reasons why parents don't employ traditional methods to gender-regulate their kids' conduct were also looked into in this study. Based on the available data, it appears that parents would prefer to embrace certain modern ways of thinking in order to make the best gender decisions ahead of time. They object to imposing tight cultural and customary dual roles on their children. Gender roles—male and female—have not historically been taken into consideration by fathers in particular. They have

not admitted that certain household chores must be completed by the husband or wife. They believe that both of them have to help with every work around the house.

“I mean, we aren't too severe with the generals. If he expressed an interest in something normally associated with women, such as dancing courses. We'll be pleased to help him with that. If he was interested in someone and it didn't work out, he wouldn't be discouraged by the idea of not doing something” (Pawlowic, M, 02 August 2022)

It is evident from the quotations remark that children are free to adopt their own gender roles or to substitute them for those of their parents. It can be considered one of the most significant conclusions of the research.

CONCLUSION

This review of the evidence demonstrates that fathers' participation and more equitable childcare distribution have a significant impact on a range of child outcomes. In conclusion, maintaining household duties which include taking care of children as well it is critical in a residential setting. Fathers manage to juggle work and life while keeping busy schedules by helping with all domestic and child care responsibilities. Combining fatherhood with white-collar job is an incredibly difficult and demanding task, but it has become more tolerable for working fathers thanks to the encouragement of a family-friendly work environment. In addition, we believe that fathers' help with child care is valuable and significant. The study's findings showed that dads' involvement was more important when it came to their kids' interests in food and nutrition, health and development, emotional health, entertainment, gender role modeling, and extracurricular and educational activities. Fathers who manage to combine job and life, especially when it comes to taking care of their children. While juggling parenting and white-collar job at the same time can be extremely challenging, it can now be done with the help of a work environment that values families. Because of their larger workloads and less accommodative work settings, administrative professionals have greater difficulty balancing work and family obligations than academic professionals. The principal should aggressively change the regulations to allow fathers or persons with second careers to take extra parental leave in order to benefit a second child. Because of the heightened sensitivity of their childcare responsibilities, fathers need to attend to the needs of their infants even more than they currently do. Because people may manage their work and personal life while taking time off to care for their sick children or for any other reason, it is imperative that every job category in the administrative and other academic sectors be made especially professional. The study's key findings have been examined, and the author has made important suggestions that can be implemented to lower obstacles and difficulties faced by working fathers and develop more child-friendly work and care practices. In the global professional community, the United Kingdom is a well-respected designation. In particular, recruiting employees from the EU and other countries is already customary and is contributing to the workforce in Scotland. They hope to find better living and working conditions while juggling employment and family obligations.

The fathers and mothers of other nationalities have no family to care for their children. The researcher proposes the creation of a new policy in this regard for both of these parties, who are the parents in the UK and are not staying with extended relatives. Foreign national parents need to be able to work normal hours and spend a lot of time with their kids. While the mother works full-time, the father needs a great deal of flexibility in his work schedule.

Although the study's design asked for 15 fathers to be questioned, only 10 fathers were actually interviewed. The researcher is aware that the study's sample was limited to men with children under the age of five, which presented certain challenges. All things considered, the study effectively tackled the main goal of the inquiry, which was to ascertain how working men manage and reconcile work and family, especially when caring for little children. Important information about how fathers manage their work and home environments simultaneously was also presented. These were presented as part of two main goals, which included examining how a father's employment affects child caregiving in the context of family responsibilities and identifying different types of fathers' childcare propensities in the modern family concept.

Fathers are extremely beneficial in all facets of childrearing, including food and nutrition as well as gender role modeling. Fathers also provide for all of a child's needs, regardless of gender, and they handle their families and careers in amazing, appealing, and modern ways. Future research on a range of research challenges will be facilitated by the researcher's discovery of some important data regarding "how both full-time working parents contribute to child care and balance work-family roles". An additional research question that could be relevant to this study is "the impact of dads' work schedules on teenagers and young adults in Scotland." In conclusion, the present study has discovered numerous noteworthy discoveries and possible areas for future research.

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