Erasmus Mundus Joint Master Degree in Work, Organizational, and Personnel Psychology
(EMJMDWOPP)

Decent Work, Life Satisfaction, and Stress in Social Economy Organizations

Master's Thesis
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Table of Contents

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Abstract

The current study aims to explore the interactions between Decent Work (DW) and Life Satisfaction (LS) and between DW and Stress and verify the impact of Stress on the Life Satisfaction of employees of the Portuguese Social Economy sector. The sample comprises of 313 participants from Portuguese Social Economy workers. The Decent Work Questionnaire (DWQ), the Satisfaction With Life Scale (SWLS) and the Perceived Stress Scale (PSS) were applied. Confirmatory factor analyses, and simple and multiple linear regressions were performed. The results suggest that: (a) higher Decent Work (especially some of its dimensions) impacts positively Life Satisfaction; (b) lower perception of DW is associate with high Stress; and, (c) low Stress could promote Life satisfaction. The study relevance is to expand the knowledge of the existing literature on Decent Work, Life Satisfaction, and Stress. It can also be innovative and helpful to understand the theoretical and practical impacts of the interaction of these variables in the third sector organizations. Limitations and future research conclude this study.

Keywords: decent work; life satisfaction; stress; social economy

Introduction

The notion that work occupies a central part of people's lives, being intrinsically connected to one's identity (Selenko et al., 2018; Duque, 2013) isn't new. For many people, work is more than just a means to satisfy their social and economic necessities, as it can become a vehicle for personal fulfilment (Duque, 2013). As Selenko et al. (2018) suggest, work can provide more context in the individual's search for a sense of self and even help define their place in society. Being a key element in people's lives, work also significantly impacts one's physical and psychological well-being, since work stress can lead to several health conditions and illnesses (Lorente & Yeves, 2016).

The definition of Social Economy organizations involves economic, social, and governance aspects that include their private nature and a legal form of independence from the State. Their actions impact local communities, and pursuing the social cause. These organizations develop productive activities (creation of goods and services of general interest) related to a wide range of topics (associated with the diversity of human needs; Monteiro, 2022): Health, Education, social inclusion and solidarity, culture, leisure, local and environmental development, promotion of rights, defense of interests, among others (Sá, 2016).

Third Sector organizations are usually understaffed, have a very limited or a lack of resources, and tend to provide lower salaries (Lynn, 2003). Decent Work is a concept researched in many fields of knowledge, and it pertains to people's work-life aspirations. As we've mentioned previously, work plays a central part in people's lives, and it is an unavoidable determinant of Life Satisfaction (LS), which represents an assessment or global

cognitive judgment of one's LS as a whole. Therefore, work that is perceived as being decent seems to favour LS.

As something so essential and present in people's day-to-day life, we must seek all work to be decent/ethical, as ethical work contributes to the healthy development of organizations (Crumpton, 2012). Decent Work (DW) pertains to people's work-life aspirations, striving for respect for human rights at work, both in economic and social practice. The concept was proposed by Juan Somavía, the International Labour Organization (ILO) Director in 1999. Since then, it has been evolving. In this process, we highlight the promotion of decent work as one of seventeen Sustainable Development Objectives (SDGs) and its inclusion in the 2030 Agenda (Ferraro et al., 2016; UN, 2015).

Research by Cipriani et al. (2021) provides empirical evidence that DW positively influences LS. Satisfaction with life is conceived as a cognitive judgmental process that is subjective to one's standards and present circumstances (Diener et al., 1985). Furthermore, evidence shows that experiencing LS has a beneficial impact on one's essential life domains: social relations, physical and psychological health, or work-related (Pavot & Diener, 2008).

Stress associated with work is a highly studied topic. From the initial explanatory models, from Selye (1952) and the studies on the General Adaptation Syndrome (GAS); Karasek (1979) and the role of Psychology in promoting/avoiding stress; and Demerouti et al. (2001), more recent and consensual, much has already been saying.

We identified a lack of study about the Social Economic Sector from de Work, Organizational and Personnel Psychology, particularly with the variables in the current study. Then, the current study focuses on the role of DW in promoting LS, on the effect of the worker's perception of DW on their perceived Stress and the effect of Stress on worker's LS.

There is a very big gap in literature relating these variables in the way that is done in this study, given that there are very few studies that dive into the relationships between Decent Work and Life Satisfaction, and Stress and Life Satisfaction, and there are no studies relating Decent Work to Stress. For these reasons, this study could be considered as a solid and innovative contribution to the Work, Organizations and Personnel Psychology field, given that it relates variables that have previously never been related in the context of Social Economy, let alone in Portugal, being it a very understudied field.

Literature Review

Social Economy

Social Economy, also known as Third Sector, is conceptualized by Rodrigues (2008) as the economic sector that concerns organizations that focus on combining a grouping of people that strive to satisfy the community's needs. It is a system that works through people's initiative and self-organization abilities towards solidarity objectives. These organizations are non-profit private institutions that strive to fulfil the moral duties of solidarity and justice in areas the government cannot and aren't affiliated with any government agencies (Monteiro, 2022). Profit distribution is invested in the organization, not having as main objective the individual appropriation of the profit, and generally has participatory and inclusive governance (Defourny & Nyssens, 2017; Ferreira, 2021; Sá, 2016). The Social Economy sector includes several organizations, businesses and legal entities. They are mission-driven organizations compared to those that are profit-driven (Akingbola, 2013; Akingbola et al., 2019), and put people first, aiming to meet human needs.

We can consider the Social Economy a very active and diverse ecosystem, presenting a great empirical diversity of social enterprises. Young and Lacy (2014) use the metaphor of the zoo, where several species are gathered, to explain the ecosystem of social organizations with different organizational logic, legal forms, and objectives (Ferreira, 2021; Monteiro 2022). Due to the important role played by the third sector in the economy of several nations and in the provision of services to the population (Moreira, 2022), an increasingly better understanding of its functioning can bring significant contributions to the improvement of the sector's performance. In Portugal, many of these organizations support and protect vulnerable people (such as children, elders, disabled people, homeless people, and individuals who are unable to work) and families, the promotion of health, and the provision of education and professional qualification for individuals (Ministério da Solidariedade, Emprego e Segurança Social, 2014).

In Portugal, the social economy is the designation for a group of organizations, legally provided for by Law n.º 30/2013 from May 8, known as Basic Law of the Social Economy (in Portuguese: Lei de Bases da Economia Social, LBES; Moreira, 2022). The Portuguese Social Economy are organized into associations (mutual associations, mutualities aid or mutual societies), cooperatives, foundations, brotherhoods of mercy, and Private Institutions of Social Solidarity (in Portuguese: Instituições Particulares de Solidariedade Social, IPSSs: Lopes, 2022; Ministério da Solidariedade, Emprego e Segurança Social, MSSS, 2014). Portuguese IPSSs can also be grouped into unions, federations, and confederations (Lopes, 2022). As this sector continues to grow in Portugal (Moreira, 2022), as well as all over the globe, Yunus (2011) proposes the creation of a new type of organization that he called "social business".

Decent Work

According to the International Labour Organization (ILO, 1999), DW is the vector that unites the four main strategic objectives: fundamental principles and rights at work, employment, social protection, and social dialogue. ILO (1999) also set an agenda to ensure that respect for human rights at work would be realized in economic and social practice. This agenda pushed for gender policies to ensure women would be warranted the same DW opportunities as their male counterparts. It set a precedent for decent, gender-equitable, and remunerative work, striving for social and economic development and opening doors for personal fulfilment through work.

Furthermore, Cipriani et al (2021) describe DW as a means to safeguard that an individual can actively take part in decisions regarding their work. DW should be fulfilling and give workers the chance to feel realized through it. Workers should receive credit and adequate pay for their work, which should provide a way to ensure their well-being and those who financially depend on them. According to the authors, DW can only be achieved through justice and equality. In sum, DW is a catalyst for the "promotion of efforts aimed at reduction of poverty and the guarantee of achievement of sustainable, equitable and inclusive development" (Cipriani et al., 2021, p. 1549).

It is also relevant to consider the approach that Work, Organizational and Personnel Psychology (WOPP) studies have led when it comes to studying, defining, and working with DW. In their research, Ferraro et al. (2018b) highlight seven DW dimensions with the objective of enriching the concept from a WOPP standpoint. This instrument consider the ILO framework for DW (ILO, 2011, 2008, 2013) from the workers' perspective. This makes it the most appropriate instrument to utilize in this research, seeing that it most closely relates to the DW concept defined by ILO, compared to other instruments for measuring DW.

Empirical research has been done in DW, deeming it as a positive influencer of several variables, such as worker's motivation, being associated with different types of work motivation (Ferraro et al., 2018a), and psychological capital (Ferraro et al., 2018a). DW has also been established as an important propellant of satisfaction with one's work and life in the 2021 study by Cipriani et al., in which a strong and positive correlation was found between all dimensions of DW and and LS. DW has been found to be a good predictor of physical health since, according to Duffy et al. (2019), individuals that are granted DW components such as safe work conditions, free time for rest and access to healthcare are likely to experience better physical health. The study also established a positive link between DW and mental health (Duffy et al., 2019). These studies give insight on several DW dimensions, helping us understand how to better shape this study toward understanding the relationship between DW and people's satisfaction with their life in an environment where they experience work stress.

Life Satisfaction

In 1984, Diener defined *life satisfaction* as a cognitive assessment of one's life, an evaluative judgment (again highlighting the cognitive aspect, also referred to in Diener et al., 1985). Second, Pavot and Diener (2008), life satisfaction expresses a global cognitive assessment of someone's satisfaction with their life as a whole. Because of the concept's subjectivity, Diener et al. (1985) suggest that it is important to understand where each individual places their values and what they deem most important when measuring LS. To do so, the evaluator should try understanding the person's assessment of their own life, focusing on specific domains, instead of drawing conclusions about their overall LS through the sum of their satisfaction with each domain.

Diener et al. (1985) also found there was a lack of instruments to measure LS of a broad demographic, and the existing scales did not focus their assessment on aspects the authors deemed important. For those reasons, the author developed a multi-item scale to measure LS as a cognitive judgmental process: the Satisfaction With Life Scale (SWLS) (Diener et al.,1985).

Later, Pavot and Diener (1993) later reviewed this instrument and deemed it a promising instrument to better understand subjective well-being and LS. The authors point to the instrument's several strengths, such as focusing on the positive side of the individual's experiences instead of the negative and emphasising the respondent's evaluation standards. Moreover, the SWLS also enables individuals to focus on the domains they find relevant to judge their overall LS (Pavot & Diener, 1993).

As previously mentioned, recent empirical research has shown a connection between LS and DW (Cipriani et al., 2021). To further lean on this relationship, another study by Masuda, Williams and Tallis (2020) has found that money and time correlate positively with LS – that is, the more time and money a worker is given, the greater their life satisfaction will be. In addition, Chen et al. (2020) have demonstrated that when a person has a balanced perspective of their time, that will positively correlate to life satisfaction. These findings can be associated with different DW dimensions, such as *Adequate Working Time and Workload* and *Meaningful remuneration for the exercise of citizenship*.

These studies provide us with insight into what affects workers' LS, especially, as we said earlier, given that Third Sector organizations are often found to be understaffed and, having a lack of resources, tend to provide lower salaries (Lynn, 2003). There is, however, a lack of studies when it comes to testing satisfaction with life directly in Third Sector

organizations and its relationship with other variables. The current study aims to contribute to the reduction of this research gap.

Stress

Stress can be defined as the "relationship between the person and the environment that is appraised by the person as taxing…and endangering his or her well-being." (Lazarus & Folkman, 1984, p. 19). Moreover, occupational stress, according to McGowan et al. (2006), arises from demands experienced in the workplace that will impact how the worker functions at work and outside of it. Although most research typically focuses on the negative part of stress, it's important to consider that stress cannot be avoided, and could potentially be used as an energizing and stimulating force (Quick et al., 1990). We can, therefore, identify two types of stress: eustress and distress. Eustress is defined by McGowan et al. (2006) as "a positive psychological response to a stressor as indicated by the presence of positive psychological states" (p. 93), whereas distress is defined by the same author as "a negative psychological response to a stressor, as indicated by the presence of negative psychological states" (McGowan et al, 2006, p. 93). This acknowledgement of the positive impact of stress is relevant to how stress is viewed and managed in organizations (McGowan et al., 2006).

The concept is associated with numerous physiological and psychological health conditions, being the leading cause of work-related illnesses and chronic conditions (Lorente & Yeves, 2016) and correlated with job burnout and suicide ideation (Loerbroks et al., 2016; Yu et al., 2014). In addition, it can arise due to stressors such as lack of trust, pressures of job demand, and task monotony (Chiavenato, 2014).

To further this argument, other authors have found evidence that work stress directly affects the work-related well-being of people who work in providing care (Li & Zhang,

2019). In addition, Matika and Muromo (2021) confirm the hypothesis that work stress affects the individual's physical and mental health. These authors also reported that workers with high work stress demonstrated poor LS.

Knowing that many organizational factors contribute to work stress and impact workers' well-being, Lorente and Yeves (2016) suggest that job design is crucial for promoting well-being and engagement amongst workers. Thereupon, also according to Lorente and Yeves (2016), one of the most popular and influential models for a better understanding of work stress is the Job Demands-Resources (JDR). The JDR model was proposed by Bakker and Demerouti (2007) to provide a tool that helps understand employee well-being and its relation to stress (Bakker et al., 2023). The JDR model proposes that even though every job occupation has its specific risk factors associated with work stress, they can be divided into job demands and resources. Assuming that these two categories apply universally, the JDR model (Bakker & Demerouti, 2007) can be applied to various occupational settings, regardless of its particularities in demands and/or resources.

When we look at work stress in caregivers, Pulagam and Satyanarayana (2021) have shown that work-related stress is prevalent among health care workers. This study helps emphasize the importance of occupational mental health screenings and periodic assessments to address deviations in workers' mental health at an early stage (Pulagam & Satyanarayana, 2021).

A recent study has also argued that people who experience high work stress are more likely to recognize their needs and want to improve their physical health (Jones & Koehoorn, 2019). It reinforces the argument that measures need to be taken by organizations to help workers deal with work stress.

Research Hypothesis

As previously stated, the aim of this study is to verify the role of DW in promoting the LS of the workers in the Portuguese Social Economy, understand the effect of the worker's perception of DW on their perceived Stress, and verify the impact of Stress on LS. Our first hypothesis (H1) states that DW has a positive impact on LS, based on a previous study that studies this relationship in another context (Cipriani et al., 2021).

The second hypothesis (H2) states that lack of DW is associate with high Stress. We base this hypothesis on the fact that, as mentioned previously, Stress has a negative impact on mental health in work fields with similar conditions to the ones seen in the Portuguese Social Economy, such as healthcare workers (Pulagam & Satyanarayana, 2021) and care-providers (Li & Zhang, 2019). Meanwhile, DW has been seen to have a positive impact on mental health (Duffy et al., 2019), and also provides resources that could help avoid Stress, according to the JDR model (Bakker & Demerouti, 2007).

Finally, our third hypothesis (H3) states that low Stress promote LS, which we base on the fact that, as mentioned in the second hypothesis, Stress has a negative impact on mental health in work fields with similar conditions to the Social Economy in Portugal (Li & Zhang, 2019; Pulagam & Satyanarayana, 2021), which we hypothesize would make workers perceive their life as less satisfactory. Probably, there is a opposite interaction between stress and LS, and in workplaces with low Stress, we will find high LS.

Method

Sample

The sample of this study comprises Portuguese individuals from five different Social Economy organizations (N=313). Two of these organizations focus their activities on providing care and support to adults and children with intellectual disability, other three focus on providing care to children and assisting them in their development, as well as providing them with shelter in more extreme situations, while the last one focuses on providing assistance for children and elders and improving their quality of life.

The sample is characterized by being mostly female (85.9%) from 36 to 50 years old (32.6%). A bigger percentage of the sample has a Highschool Education (28.4%), and the majority is working under Permanent Contract (78.3%). A big percentage of workers in this sample have between 3 months to 10 years (49.8%; see Table 1).

Table 1
*Sociodemographic Characteristics of the Sample (*N = *313)*

Characteristics	*n*	%
Gender		
Men	30	9.6
Women	269	85.9
Rather not answer	3	1.0
Missing values	11	3.5
Age (years)		
21-35	71	22.7
36-50	102	32.6
51-65	84	26.8
66-80	2	0.6
Missing values	54	17.3
Highest Educational Level		
Up to High School*	144	46.0
College Degree, Bachelor (complete)/Master's Degree and or post-graduation or equivalent (in course)	131	41.9

Master's Degree and or post-graduation or equivalent concluded/Ph.D. (in course)	14	4.5
Missing values	24	7.6
Tenure (years of professional experience)		
From 3 months to 10	156	49.8
From 11 to 20	46	14.7
From 21 to 30	50	16
From 31 to 40	16	5.1
More than 40 years	1	0.3
Missing values	44	14.1
Bond (type of contract)		
Service Provider	9	2.9
Fixed-term Contract	26	8.3
Permanent Contract	245	78.3
Temporary work through an agency	1	0.3
Other	10	3.2
Missing values	22	7
Civil Status		
Single	34	10.9
Married/Stable Union	138	44.1
Separated/Divorced	104	33.2
Widowed	23	7.3
Missing values	14	4.5

Note. * High School, in this case, is referent to the educational stage that comes after basic education in Portugal. It is constituted by 3 years of school, and usually attended by youth between 15 and 18 years old, corresponding to the 3rd ISCED international level.

Measures

Decent Work Questionnaire (DWQ)

The DWQ (Ferraro et al., 2018b) was developed to measure workers' perception of

their job regarding the different DW dimensions. The self-report instrument was validated for

the Portuguese population (Ferraro et al., 2018b). The questionnaire is composed of 31 items

that are divided into seven different dimensions, those being: (1) *Fundamental principles and*

values at work that measures if and how the workplace aligns with values such as justice,

dignity, fair treatment and no discrimination at work, clarity of norms, trust, solidarity,

participation, and worker's mental health (e.g. "I am free to think and express my opinions

about my work?") – with six items; (2) *Adequate working time and workload* refers to decent management when it comes to working time, workload, pace of work and a work-family/personal life balance (e.g. "I consider the average number of hours I work per day to be adequate/appropriate") – with four items; (3) *Fulfilling and productive work* is related to innovation and intrinsic work motivation – work is perceived as an activity that creates value and is worthwhile (e.g. "I consider the work I do to be decent") – with five items; (4) *Meaningful remuneration for the exercise of citizenship* refers to remuneration and benefits being perceived as fair and sufficient, allowing for an autonomous and dignified life for the worker, being able to provide well-being to those dependent on them while also feeling personal well-being (e.g. "What I earn through my work allows me to live my life with dignity and independence") – with four items; (5) *Social protection* is related to social protection for the worker, and their family, if they experience illness or work loss, through a social security system. It also pertains to the worker's perception of a decent retirement [e.g. "I feel that I am protected if I become unemployed (unemployment insurance, government/social benefits, social programmes, etc.)"] – with four items; (6) *Opportunities* refers to the alternative jobs available, allowing the worker to have choice and professional progress (e.g. "Currently, I think there are work/job opportunities for an individual like me") – with four items; and (7) *Health and safety* is related to health protection, comfort and safe environmental conditions at the workplace [e.g. "Overall, the environmental conditions in my work (temperature, noise, humidity, etc.) are safe and acceptable"] – with four items (Ferraro et al., 2018b; dos Santos, 2019). Each item is to be answered by the respondent using a Likert scale, varying between 1 and 5, where 1 = "I completely disagree" and 5 = "I completely agree" .

Original Crohnbach's alpha for DW, according to Ferraro et al. (2018b), is 0.89, and the instrument was deemed reliable and showed good convergent and discriminant validity. Crohnbach's alpha for DW and the seven dimensions, in the context of this study, can be seen in Table 2.

Satisfaction With Life Scale (SWLS)

The SWLS is a instrument that Diener et al. (1985) developed to assess how satisfied people are with their lives based on their global judgment. The instrument was validated for the Portuguese population (Laranjeira, 2009). The scale is composed of five items grouped unidimensionally (e.g. "I am satisfied with my life."). The respondents answer using a Likert scale, varying from 1 to 7, in which 1 = Disagree a lot and 7 = Agree a lot.

Original Crohnbach's alpha for LS, according to Laranjeira (2009), is 0.89 and the scale presents good psychometric qualities, being deemed reliable and having high internal consistency. Crohnbach's alpha for LS, in the context of this study, can be seen in Table 2.

Perceived Stress Scale (PSS)

The Perceived Stress Scale (PSS) is a self-report instrument developed by Cohen et al. (1983) to measure the degree to which situations in a person's life are considered stressful. The instrument was validated for the Portuguese population (Trigo et al., 2010). The scale is composed of 10 items grouped unidimensionally (e.g. "In the last month, with what frequency did you feel like you had everything under control."). Each item is to be answered by the respondent using a Likert scale, varying from 1 to 5, in which 1 = Never and 5 = Very Frequently.

Original Crohnbach's alpha is 0.87, according to Cohen et al. (1983), and the instrument present good psychometric qualities. Crohnbach's alpha, in the context of our study, can be seen in Table 2.

Procedure

Data collection started in January 2022 and was finalized in May 2022. So far, the research team has collected data from five Social Economy organizations, providing every worker with the protocol. The research protocol integrates an explanation of the study, the informed consent, the instruments, and the socio-demographic variables. The requirements to participate in this study were for the individuals to currently be employed at a Portuguese Social Economy organization, be currently working at a paid job, and have at least three months of professional experience. Before responding to the instruments, the participants had to sign the informed consent. The responders inserted the protocols filled in a closed ballot box, left by the researchers to be collected later. This way, participants felt safe answering truthfully to the instruments without fearing any repercussions - for this reason, the participants also had the option of sending their responses by email. There was also data collection done by creating an hyperlink to the protocol and sending it by e-mail to the respondents. Once it was filled out and submited, the answers were sent directly to a database that only the researchers could access.

This data collection respected the ethical norms regarding the Deontological Code of the Portuguese Psychologists Order (OPP), as well as the Helsinki Declaration. There was no monetary compensation for participants, who acted voluntarily when participating in this

study. The data collection ensured their anonymity and respected the confidentiality

agreement that is stated in the informed consent present in the protocol (see Appendix A).

Statistical Analysis Strategy

This study has a cross-sectional quantitative design, based on quantitative data. The

statistical analyses were preformed using SPSS 27.0 (International Business Machines, IBM

Corporation, 2020) and the SPSS AMOS extension for Windows operating system. We first

conducted all central tendency measures, such as normality and symmetry. However, it's safe

to say we could've assumed normality based on the Central Limit Theorem, given that the

sample is quite large (N=313), so we can assume that the sampling distribution will be

normal, with a mean equal to the population mean (Field, 2018). Finally, we ran frequencies

to analyse the descriptive statistics of the sample better (see Table 2) and performed the

Confirmatory Factor Analysis (CFA) of the instruments, as well as reliability tests, to

understand how fit the instruments used were to the context and population being studied

(Meyers et al., 2006).

Following this analysis, a descriptive and correlational analysis of the variables was

carried out (see Table 2). After the descriptive statistics and correlation analysis, a simple

linear regression to test the relationship between DW and LS, and DW and Stresss. Then, a

multiple linear regression were done to test the relationship between DW and LS, and to

determine what DW dimensions predicted LS within our sample (Meyers et al., 2006). This

same process was then repeated to test the relationship between DW and Stress, and LS and

Stress. In all of these analysis, we ran the simple and multiple linear regressions with Gender

as a selection variable. The reason we found this analysis relevant is due to the fact that, as

seen in Table 1, there is a bigger percentage of women in our sample. We considered that this concentration of women (85.9%) to be an important characteristic of the Social Economy sector, which is why we decided to focus our analysis on the women, excluding the men (*n*=30).

Results

The results for the analysis performed, which are stated above, are presented and described below.

Missing values

Missing values cases were found within the data. To solve this issue, we proceeded to substitute these missing values with the mean of all responses to the respective item.

Exploratory analysis

The Kaiser-Meier-Olkin (KMO) measure of sampling adequacy was .93; Bartlett's Test of Sphericity = $\chi^2(465)$ = 5398,92, $p < .001$ was significant for DWQ. For SWLS, KMO =.86, and Bartlett's Test of Sphericity: $\chi^2(10)$ = 844,601, $p < .001$), and for PSS, KMO = .85; Bartlett's Test of Sphericity = $\chi^2(45)$ = 1396,18, $p < .001$). This set of values shows the suitability of our data to proceed with the analyzes described below.

Zero order correlations

The zero order correlation was used to test the correlation between all variables. The correlation of the variables is shown in Table 2 and, as it can be seen, all correlations were statistically significant. The strongest correlation between different variables happens

between DW and SWLS was Global DW and Overall SWL (r = .45), while the weakest

correlation happens between DW6 (*Opportunities*) and Overall SWL (r = .26). Furthermore,

strongest correlation we found between DW and Stress was between DW2 (*Adequate*

Working Time and Workload) and Stress (r = -.35), while the weakest one, although still

significant, happened between DW6 (*Opportunities*) and Stress (r = -0.07; see Table 2).

Table 2
Descriptive statistics and bivariate correlations between Decent Work, Satisfaction with Life and Stress (N = 313)

Measure	M	SD	α	1	2	3	4	5	6	7	8	9	10
1. Global DW	98.60	19.24	.94	1.00									
2. Fundamental Principles and Values at Work	20.70	4.54	.87	**.82****	1.00								
3. Adequate working time and workload	12.82	3.36	.85	**.78****	**.58****	1.00							
4. Fulfilling and Productive Work	18.58	3.45	.80	**.79****	**.65****	**.52****	1.00						
5. Meaningful remuneration for the exercise of citizenship	10.32	3.69	.90	**.75****	**.48****	**.53****	**.51****	1.00					
6. Social protection	10.80	3.41	.81	**.70****	**.42****	**.50****	**.41****	**.56****	1.00				
7. Opportunities	11.82	3.31	.73	**.73****	**.53****	**.50****	**.55****	**.48****	**.43****	1.00			
8. Health and Safety	13.58	3.27	.83	**.79****	**.65****	**.61****	**.60****	**.47****	**.49****	**.43****	1.00		
9. Overall SWL	24.08	6.44	.88	*.45***	.37**	.38**	.38**	.37**	.28**	*.26***	.37**	1.00	
10. Overall Stress	28.10	6.10	.84	-.26**	-.28**	*-.35***	-.22**	-.12**	-.13**	*-.07***	-.18**	-.33**	1.00

Notes: Significant correlations are in bold. Extreme values stand out *italicized* and underlined (the correlations with lower and higher values).
** Correlation is significant at the 0.01 level (1 tail).
* Correlation is significant at the 0.05 level (1 tail).

Confirmatory Factor Analysis

The CFA of the instruments was evaluated by the following fit measures: chi square,

RMR/SRMR, CFI, NFI, TLI and RMSEA, to assess the proposed models. We

When it comes to the DWQ, the third tested model (see Figure 1) was found to be the best adjusted to the data. The chi-square value was 735.924 (424, $n = 313$), $p < .001$ (see Table 3), which shows an acceptable match between the proposed model and the data that was observed. Both the CFI (CFI = .94) and NFI (NFI = .87) (see Table 3), showed values that fit the model, considering our sample number ($n = 313$), according to Hair et al (2010). The RMSEA yielded 0.49, which indicates an excellent fit to the model (Hair et al., 2010; Meyers et al., 2006) as seen in Table 3.

Table 3
Results of Confirmatory Factor Analysis for the Decent Work Questionnaire (DWQ; N = 313)

| Model	χ^2	df	χ^2/df	RMR	CFI	NFI	TLI	RMSEA [CI 90%]
A1: High-order model 1 - Without adjustments	868.347**	427	2.034	.06	.91	.85	.91	.058 [.052, .063]
A2: High-order model 2 - With 2 adjustments	773.09**	425	1.819	.06	.93	.86	.93	.051 [.045, .057]
A3: High-order model 3 - With 3 adjustments	735.924**	424	1.736	.05	.94	.87	.93	.049 [.043, .054]
Cutoff values (a)					≥ .90	≥ .90	≥ .90	< .07

Note. Structural equation modelling was used for the analysis. χ^2 = chi-square; df = degrees of freedom; CI = confidence interval; CFI = Comparative Fit Index; NFI = The Bender-Bonnet Normed Fit Index; TLI = Tucker-Lewis index; RMSEA = Root-Mean-Square Error of Approximation; RMR = Root-Mean-Square Residual; SRMR = Standardized Root Mean Square Residual.
(a) Cutoff values shown are the ones specified by Hair et al. (2010) for $n ≥ 300$.
** $p < .001$

Figure 1
Final Structural Model Tested
[values correspond to the standardized estimates of the model, with the CFA sample (N = 313)]
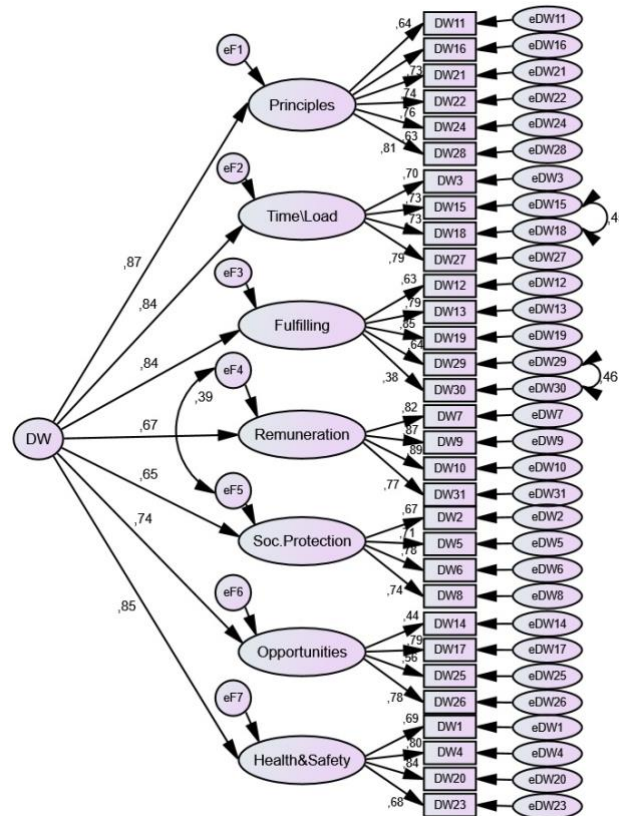
Satisfaction with Life Scale (SWLS)

The SWLS (see Figure 2) was also adjusted to the data. The chi-square value was 18.419 (5, *n* = 313), *p* < .001 (see Table 4), which shows an acceptable match between the proposed model and the data that was observed. Both the CFI (CFI = .98) and NFI (NFI = .98) showed values that fit the model (see Table 4), considering our sample number (*n* = 313), according to Hair et al (2010). The RMSEA yielded 0.09, which indicates an excellent fit to the model (Hair et al., 2010; Meyers et al., 2006) as seen in Table 4.

Figure 2

Structural model 1 tested (values of *N* = 313)

[values correspond to the standardized estimates of the model, with the CFA sample (N = 313)]
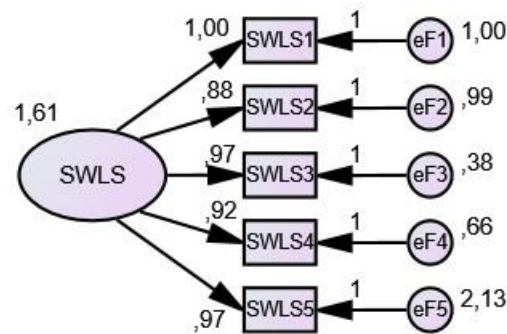
Table 4

Results of Confirmatory Factor Analysis for the Satisfaction With Life Scale (SWLS)

Model	χ^2	*df*	χ^2/df	SRMR	CFI	NFI	TLI	RMSEA [CI 90%]
A1: Model 1 - Without adjustments	18.419*	5	3.684	.02	.98	.98	.97	.093 [.050, .140]
Cutoff values (a)				< .08	≥ .90	≥ .90	≥ .90	< .07

Note. Structural equation modelling was used for the analysis. χ^2 = chi-square; df = degrees of freedom; CI = confidence interval; CFI = Comparative Fit Index; NFI = The Bender-Bonnet Normed Fit Index; TLI = Tucker-Lewis index; RMSEA = Root-Mean-Square Error of Approximation; SRMR = Standardized Root Mean Square Residual.

(a) Cutoff values shown are the ones specified by Hair et al. (2010) for $n \geq 300$.

** $p < .001$; * $p < .010$

Perceived Stress Scale

Finally, when it comes to the PSS, three models were proposed, and the third model

(see Figure 3) was found the be the best adjusted to the data. The chi-square value was

110.932 (30, *n* = 313), *p* < .001 (see Table 5), which shows an acceptable match between the

proposed model and the data that was observed. Both the CFI (CFI = .94) and NFI (NFI =

.92) (see Table 5), showed values that fit the model, considering our sample number (*n* =

313), according to Hair et al (2010). The RMSEA yielded 0.09, which indicates an excellent

fit to the model (Hair et al., 2010; Meyers et al., 2006) as seen in Table 5.

Table 5

Results of Confirmatory Factor Analysis for the Percceived Stress Scale (PSS)

| Model	χ^2	df	χ^2/df	RMR	CFI	NFI	TLI	RMSEA [CI 90%]
A1: Model 1 - Without adjustments	323.341**	35	9.238	.08	.79	.77	.73	.162 [.147 .179]
A2: Model 2 - Without adjustments	330.764**	35	9.450	.09	.78	.77	.72	.165 [.149, .181]
A3: Model 3 - With 5 adjustments	110.932**	30	3.698	.06	.94	.92	.91	.093 [.075, .112]
Cutoff values (a)					$\geq$ .90	$\geq$ .90	$\geq$ .90	< .07

Note. Structural equation modelling was used for the analysis. χ^2 = chi-square; df = degrees of freedom; CI = confidence interval; CFI = Comparative Fit Index; NFI = The Bender-Bonnet Normed Fit Index; TLI = Tucker-Lewis index; RMSEA = Root-Mean-Square Error of Approximation; RMR = Root-Mean-Square Residual; SRMR = Standardized Root Mean Square Residual.
(a) Cutoff values shown are the ones specified by Hair et al. (2010) for $n \geq 300$.
** $p < .001$

Figure 3

Final Structural Model Tested

[values correspond to the standardized estimates of the model, with the CFA sample (N = 313)]
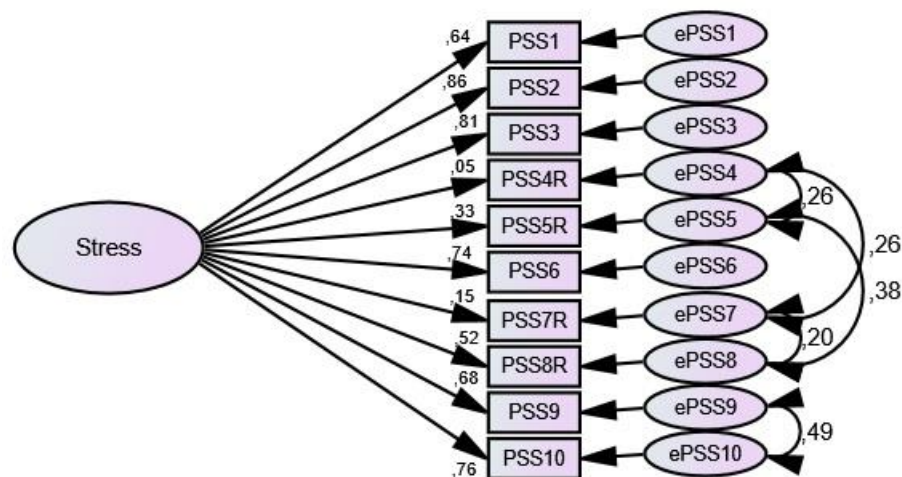
All three Confirmatory Factor analyses supported the data adequacy to the factor

structure previously described in the literature (Cohen et al., 1983; Diener et al., 1985;

Ferraro et al., 2018b; Laranjeira, 2009; Trigo et al., 2010).

Regression Model

Linear regression analysis

Decent Work and Life Satisfaction. We performed a Regression Analysis to test the interaction between Global DW and Overall SWLS, using the Stepwise method. The prediction model was also statistically significant $F (1, 311) = 79,966$, p < .001) and accounted for approximately 20% of the variance of SWLS (R^2 Adjusted = .202, see Table 6).

Table 6
*Results of simple linear regression analysis between Global DW and Satisfaction with Life (*N = 313)

Variables	Satisfaction With Life			
	B	**SE_B**	**β**	**R² Adjusted**
				.20*
Global DW	.15	.02	**.45***	

Note. **B** = non-standardized regression coefficient; **SE_B** = Standard error of B; **β** = standardized regression coefficient; **R² adjusted** = explained variance.
* ρ < .05; ** ρ < .01; *** ρ < .001.

Decent Work and Stress. We performed a Regression Analysis to test the interaction between Global DW and Stress. The prediction model was also statistically significant $F (1, 311) = 21,903$, p < .001) and accounted for approximately 6% of the variance of SWL (R^2 Adjusted = .063, see Table 7).

Table 7
*Results of simple linear regression analysis between Global DW and Stress (*N = 313)

Variables	Stress			
	B	**SE_B**	**β**	**R² Adjusted**
				.06*
Global DW	-.08	.02	**-.26***	

Note. **B** = non-standardized regression coefficient; **SE_B** = Standard error of B; **β** = standardized regression coefficient; **R² adjusted** = explained variance.
* ρ < .05; ** ρ < .01; *** ρ < .001.

Stress and Satisfaction With Life. The Overall PSS was used in a linear regression analysis to test the interaction between Stress and SWL, using the Stepwise method. The prediction model was also statistically significant: $F (1, 311) = 37,536$, p < .001, and accounted for approximately 11% of the variance of Stress (R^2 Adjusted = .105). Overall SWLS was predicted by Overall PSS, as we can see in Table 8.

Table 8
Results of simple linear regression analysis between Stress and Satisfaction with Life (N = 313)

Variables	Satisfaction with Llife			
	B	**SE$_B$**	**β**	**R^2 Adjusted**
				.11*
Stress	-.31	.05	**-.33***	

Note. **B** = non-standardized regression coefficient; **SE$_B$** = Standard error of B; **β** = standardized regression coefficient; **R^2 adjusted** = explained variance.
* ρ < .05; ** ρ < .01; *** ρ < .001.

Multiple linear regressions

To study the interactions among DW, SWL, and Stress, we performed a multiple linear regression analysis between DW dimensions and SWL, and among DW dimensions and Stress, using the Stepwise method.

DW dimensions and Satisfaction with Life. We performed a Regression Analysis to test the interaction between seven DW dimensions and Overall SWLS. The prediction model was also statistically significant $F (3, 309) = 27,536$, p < .001, and accounted for approximately 20% of the variance of SWL (R^2 Adjusted = .203). SWL was primarily predicted by higher levels of *Fulfilling and Productive Work* (DW3), followed by *Adequate time and workload* (DW2), and then, to a lesser extent, by higher levels of *Meaningful*

remuneration for the exercise of citizenship (DW4). The non-standardized and standardized

regression coefficients of the predictors are shown in Table 9.

Table 9
Results of multiple linear regression analysis between DW factors and Satisfaction with Life (N = 313)

Variables	Satisfaction With Life			
	B	SE_B	β	R^2 Adjusted
				.20***
Fulfilling and productive work (DW3)	.37	.12	**.20****	
Adequate working time and workload (DW2)	.35	.12	**.18****	
Meaningful remuneration for the exercise of citizenship (DW4)	.31	.11	**.18****	

Note. **B** = non-standardized regression coefficient; **SE_B** = Standard error of B; **β** = standardized regression coefficient; **R^2 adjusted** = explained variance.
* ρ < .05; ** ρ < .01; *** ρ < .001.

DW dimensions and Stress. The seven DW factors were used in a Regression

Analysis to test the prediction of Overall PSS. The prediction model was also statistically

significant (F (3, 309) = 19,883, p < .001) and accounted for approximately 15% of the

variance of Stress (R^2 Adjusted = .154). Stress was primarily predicted by higher levels of

Adequate time and workload (DW2), followed by *Opportunities* (DW6) and then, to a lesser

extent, by higher levels of *Fundamental Principles and rights* (DW1). The non-standardized

and standardized regression coefficients of the predictors are shown in Table 10.

Table 10
Results of multiple linear regression analysis between Seven DW dimensions and Stress (N = 313)

Variables	Stress			
	B	SE_B	β	R^2 Adjusted
				.15***
Adequate Working time and workload (DW2)	-.62	.12	**-.34*****	
Opportunities (DW6)	.38	.12	**.21****	
Fundamental Principles and Values at work (DW1)	-.27	.09	**-.20****	

Note. **B** = non-standardized regression coefficient; **SE_B** = Standard error of B; **β** = standardized regression coefficient; **R^2 adjusted** = explained variance.
* ρ < .05; ** ρ < .01; *** ρ < .001.

The women role in our setting of variables. Considering that this sample was mainly composed by women (*n* = 269), whereas men were largely outnumbered (N = 30), we considered this concentration to be an important characteristic of the Social Economy sector, and so we will be focusing on the women in our sample.

DW dimensions and Satisfaction with Life (in women's sample). When it comes to women, we observed that the regression model was, again, found to be statistically significant (F (3, 265) = 22,882, p < .001), and accounted for approximately 20% of the variance of SWLS (R^2 Adjusted = .197, see Table 11). Furthermore, we can confidently state that *Adequate Time and Workload* (DW2), *Meaningful remuneration for the exercise of citizenship* (DW4), and *Fundamental principles and values at work* (DW1) are statistically significant at predicting women SWL (see Table 11).

Table 11
*Results of multiple linear regression analysis between DW factors and Satisfaction with Life (*n = 269, women)*

Variables	Satisfaction with Life			
	B	SE$_B$	β	R^2 Adjusted
				.20***
Adequate working time and workload (DW2)	.35	.14	**.18***	
Meaningful remuneration for the exercise of citizenship (DW4)	.33	.12	**.19****	
Fundamental principles and values at work (DW1)	.24	.10	**.17***	

Note. **B** = non-standardized regression coefficient; **SE$_B$** = Standard error of B; **β** = standardized regression coefficient; **R^2 adjusted** = explained variance.
* ρ < .05; ** ρ < .01; *** ρ < .001.

DW dimensions and Stress (in women's sample). When it comes to women, we observed that the multiple linear regression model was, again, found to be statistically significant: F (3, 265) = 20,173, p < .001), and accounted for approximately 19% of the variance of SWLS (R^2 Adjusted = .186, see Table 12). Furthermore, we observed that that

DW2, DW6, and DW1 are statistically significant at predicting Stress in our women's sample

(see Table 12).

Table 12
*Results of multiple linear regression analysis between Seven DW dimensions and Stress (*n = 269,
women)*

Variables	Stress			
	B	**SE_B**	**β**	**R² Adjusted**
				.19*
Adequate Working time and workload (DW2)	-.65	.13	**-.36***	
Opportunities (DW6)	.39	.13	**.21**	
Fundamental Principles and Values at work (DW1)	-.29	.10	**-.22**	

Note. **B** = non-standardized regression coefficient; **SE_B** = Standard error of B; **β** = standardized regression
coefficient; **R² adjusted** = explained variance.
* ρ < .05; ** ρ < .01; *** ρ < .001.

To facilitate the comparison of results, we present below a table that summarizes the

statistically significant relationships found.

Table 13
Interactions summary table and woman role

	Linear regression model	Multiple linear regression model	
Interactions	**Total sample (N = 313)**	**Total sample (N = 313)**	**Woman sample (N = 269)**
DW and SWLS	Global DW and SWLS: sig	DW3, DW2, DW4 and SWLS: sig	DW2, DW4, DW1 and SWLS: sig
DW and Stress	Global DW and Stress: sig	DW2, DW6, DW1 and Stress: sig	DW2, DW6, DW1 and Stress: sig
SWLS and Stress	Stress and SWLS: sig	x	x

Note: sig = the interaction was statistically significant

Discussion

The aim of this study was to explore the interactions between DW and LS, DW and

Stress, as well as between Stress and LS. We had already presented previous studies that

proved a relationship between DW and LS in other environments, and how DW was also a propeller for better mental health, whereas Stress has been shown to have a negative effect on mental health.

Foremost, our hypothesis that higher DW has a positive impact on LS (H1) has been supported (see Table 6). We saw that, in general, DW was predictor of LS, and we went so far as pinpointing that, for our whole sample, the DW dimension that have a greater positive impact on LS are *Fulfilling and Productive Work* (DW3), *Adequate working time and workload* (DW2) and *Meaningful remuneration for the exercise of citizenship* (DW4). These results are comprehensible, given that a work that provides a good work time and personal/family time balance and a fair salary that allows for the individual's sustainability (Ferraro et al., 2018b; dos Santos, 2019) is likely to be valued by workers.

However, we had to take a step forward and consider that our sample is, in fact, mostly female, and that once focus on that majority, a picture of the Portuguese working woman is brought to light. For women, the DW dimensions that have a statistically significant impact on LS are *Adequate working time and workload, Meaningful remuneration for the exercise of citizenship*, and *Fundamental principles and values at work*, differing from the results of our general sample. According to a study done by Mesa et al. in 2019, women spend 56% of their time at home doing non-paid domestic work, such as taking care of house chores and caring for children and other family members. Moreover, women spent 24% of their time outside the home doing other types of non-paid work, that is usually related to their children or chores they do for others (Mesa et al, 2019). It was also estimated that between taking care of their children (for those who have them), and doing non-paid and/or paid work, the typical Portuguese woman will only end up having less than 1 hour of personal time per

day (Mesa et al, 2019). Considering this study, it is only natural that the women in our sample would also value working in an organization that understands the benefits of having a decent management when it comes to working time, workload, pace of work and provides work-family/personal life balance (Ferraro et al., 2018b; dos Santos, 2019). Also in this study, Mesa et al (2019) found that, for 71% of women who work paid jobs, salary is one of the top three concerns they have when stating what is most important to them in a job, which is coherent with our findings that having fair and sufficient remuneration and benefits that would allow for an autonomous and dignified life for the worker, as well as enabling them to provide well-being to them and those dependent on them (Ferraro et al., 2018b; dos Santos, 2019) has a positive impact on their LS. Finally , it is also understandable that women, who often face discrimination within the workplace, being mostly represented in lower salary and prestige jobs (Comissão para a Cidadania e Igualdade Gênero, 2021), would treasure having a workplace environment that would align with values such as justice, dignity, fair treatment, and no discrimination at work, as well as trust, solidarity, participation, and valuing worker's mental health (Ferraro et al., 2018a; dos Santos, 2019). The latter is most likely the reason why we see a change when analysing the general sample versus when we focus on the women – by adding men into the sample, who don't face the same struggles that women do in the workplace (Comissão para a Cidadania e Igualdade Gênero, 2021), it is understandable that they would value a fulfilling and meaningful work rather than a workplace that focuses on *Fundamental Principles and Rights*, since it isn't a focal point of their work experience.

Furthermore, our second hypothesis have been supported as well. When it comes to the suspicion that work contexts that have the lack of DW is associated with high Stress (H2), it was found that DW has a negative correlation to Stress. We could associate this to the fact

that, as mentioned before, DW is known to have a positive impact on mental health (Duffy et al., 2019), and it is coherent that the DW dimensions would provide resources to reduce Stress in the workplace, as per the JDR model (Bakker & Demerouti, 2007). Even so, we did note that, although the lack of *Adequate working time and workload* (DW2) and *Fundamental Principles and values at work* (DW1) seem to do just that, *Opportunities* (DW6) is a dimension that is showing to be a source of Stress in this organizational context, for both the general sample and when we focus on the women of the workplace. This could be attributed to workers seeing opportunities outside of work, given an Informal Caregiver Status that can be obtained in Portugal, giving these workers the opportunity to do their work at home while helping their families or other loved ones (Ministério do Trabalho, Solidariedade e Segurança Social, 2022), while seeing no opportunities to improve within their organization.

Finally, low Stress could promote LS (H3), our results suggested this being true, which was an outcome we were hypothesizing. This is due to the fact that Stress has been seen to have a negative impact on mental health in work fields with similar conditions to the ones found in Social Economy organizations in Portugal, such as healthcare workers (Pulagam & Satyanarayana, 2021) and care-providers (Li & Zhang, 2019). Although these studies weren't developed the exact context that we are studying – given that the first was developed in the Indian context, and the later in the Chinese context – they still provide us with enough evidence to support our hypothesis, given the similarity of the work contexts studied to our own.

Conclusion

It is valuable to understand what work environments foster LS among their workers, and what factors come into play in the perception of LS. With this study, it was possible to conclude that DW and Stress play a relevant role in the way Portuguese Social Economy workers perceive their LS. It is important to consider these findings, which state that DW is an important variable when it comes to preventing Stress in the workplace, and overall promoting worker's LS. These results are relevant from a practical standpoint, as they bring to light the value DW can bring to an organization.

Moreira (2022) confirms that the Social Economy in Portugal is an expanding sector. With more than 72 thousand registered entities and representing more than 6% of paid employment in Portugal in 2016. This is a sector in continuous transition. Yunus (2011) proposes the creation of a new type of organization that he called Social business, with even more different characteristics from the existing social organizations. According to him, other new forms of social organizations continue to emerge: in the United Kingdom, companies of community interest (CIC); in the United States of America, the L3C; and, still in the United Kingdom, the B Corporation, proposed by B. Lab - are just examples of the activity and the immense and growing opportunities that this sector offers.

Limitations

We do need to take into consideration that, being a cross-sectional study and having the data collected by questionnaire could pose a limitation. Moreover, this sample could be difficult to generalize, given this sample isn't very representative of the general population.

We also believe that, specifically in our study, there are more limitations regarding the data collection. These are a result of the context in which the data was collected: given that, as stated previously, Social Economy organizations are often understaffed (Lynn, 2003), it is only natural that this would create another layer of resistance when it comes to workers filling out the protocol (see Appendix A). We have to consider that we are studying workers who are in the care-providing field of work, and that their days are full and their work is time-sensitive. They are, therefor, less likely to take time off their tasks to fill out a questionnaire. This is the most probable cause for our initial hardship when collecting data.

Another factor to take into consideration is that, even though a ballot box was provided to try and insure the maximum sense of security in that the worker's anonymity would be respected, it is likely that many felt that filling out a questionnaire about work related stress, and decent work conditions in their workplace could in some way hinder them in the future.

Future Studies

For future studies, it would be interested to branch out and try to understand if these results are characteristic of the Social Economy, or if they are true of other care providing and health-care jobs, as well as seeing if they are applicable in other cultures and contexts. It would also be interesting to dive more into the differences between genders when it comes to

this topic of research, and how the social roles women play make them value certain dimensions of DW. Furthermore, studies done with these variables that used mixed methods to collect the data might give a better insight into the results.

Study Implications

Practical Implications

This study will hopefully provide a new scope into the reality of the Social Economy in Portugal, providing WOP Psychologist and Human Resource Managers with the tools to try and minimize Stress and improve Life Satisfaction through the application of Decent Work practices in Third Sector organizations, applying the knowledge produced in this study about Decent Work predictors of the other two variables.

Furthermore, more research on DW from the perspective of Work, Organization and Personnel Psychology is extremely relevant, as it should be applied in all work contexts all over the world.

Theoretical Implications

Given the lack of studies in the Social Economy field, a study focusing on it is, on its own, relevant and a theoretical contribution. Even so, this study looks to go beyond that, also adding knowledge to the study of the interaction between variables that represent a big gap in literature in the field of WOP Psychology.

As stated before, there are very few pre-existing studies regarding the relationship between Decent Work and Life Satisfaction, and Life Satisfaction and Stress. Moreover, this will be, to our knowledge and at the time of the final submission of this Master's Thesis, the

first study that explores the relationship between Stress and Decent Work, which is a considerable contribution to literature on its own. Considering that it does not only that, but combines all this knowledge into the context of a very understudied field, we consider this study to be relevant in its theoretical contributions.

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APPENDIX A
Research Protocol

UNIVERSIDADE DE COIMBRA
Faculdade de Psicologia e de Ciências da Educação

Termo de Consentimento

O presente projeto pretende promover uma reflexão sobre o seu trabalho e a satisfação com a sua vida. Tem como investigadoras responsáveis Leonor Pais (Universidade de Coimbra) e Tânia Ferraro (Universidade Portucalense e Universidade de Coimbra) e é conduzido de acordo com o Código Deontológico da Ordem dos Psicólogos Portugueses.

Para participar é preciso:
- ter pelo menos três meses de experiência profissional;
- estar atualmente ativo(a) profissionalmente [não ser nem desempregado(a) nem reformado(a)]; e
- ser remunerado(a) pelo trabalho que faz.

A sua participação é voluntária e pode desistir de participar a qualquer momento durante as respostas às questões.

Garantimos o anonimato e a confidencialidade das suas respostas, asseguramos que os dados recolhidos serão usados exclusivamente para fins académicos e que o seu tratamento é meramente estatístico.

Pode solicitar uma síntese dos resultados do projeto enviando um e-mail para Leonor Pais (leonorpais@fpce.uc.pt) ou Tânia Ferraro (taniaferraro@upt.pt), colocando no assunto 'SÍNTESE DOS RESULTADOS DA INVESTIGAÇÃO'.

O questionário que, seguidamente, apresentamos é constituído por várias partes, existindo instruções específicas para cada uma delas. Pedimos-lhe que as leia com atenção antes de começar a responder a cada bloco de questões.

Antes de avançar para a fase das respostas, coloque, por favor, uma cruz (X) entre os parêntesis que antecedem a afirmação que de seguida efetuamos, indicando que aceita as condições anteriormente descritas.

(   ) Concordo com as condições para participação anteriormente descritas

Questionário de Trabalho Digno

Este questionário pode ser respondido por qualquer pessoa que trabalha. Ele refere-se ao seu trabalho atual e ao contexto profissional no qual o realiza. Por 'contexto profissional' entenda o mercado de trabalho em geral (para alguém com as suas características profissionais), a organização onde trabalha, bem como uma eventual atividade de prestador(a) de serviço (profissionais liberais/autónomos).

Não há respostas certas nem erradas. O importante é que avalie se concorda mais ou menos com as afirmações apresentadas. Utilize a seguinte escala de respostas:

1 = Não concordo nada
2 = Concordo pouco
3 = Concordo moderadamente
4 = Concordo muito
5 = Concordo completamente

Marque com um (X) a sua opção de resposta para cada afirmação. Responda a todas as afirmações. Relembramos que elas se referem ao seu trabalho atual e ao contexto profissional no qual o realiza.

1. No meu trabalho estou protegido(a) de riscos para a minha saúde física.					
2. Tenho perspetivas de ter uma reforma/aposentação tranquila (pensão, previdência pública ou privada).					
3. Considero adequada a quantidade média de horas que trabalho por dia.					
4. Disponho de tudo o que preciso para manter a minha integridade física no meu trabalho.					
5. Sinto que estou protegido(a) caso fique sem trabalho (subsídios sociais, programas sociais, etc.).					
6. Sinto a minha família protegida através do meu sistema de proteção social (público ou privado).					
7. O que ganho com o meu trabalho permite-me viver com dignidade e autonomia.					
8. Sinto que estarei protegido(a) no caso de ficar doente (segurança social, seguros de saúde, etc.).					
9. O que recebo pelo meu trabalho permite-me oferecer bem-estar aos que dependem de mim.					
10. O que ganho com o meu trabalho permite-me viver com um sentimento de bem-estar pessoal.					
11. No meu trabalho existe confiança entre as pessoas.					
12. O meu trabalho contribui para assegurar o futuro das novas gerações.					
13. Através do meu trabalho desenvolvo-me profissionalmente.					
14. Um(a) profissional como eu pode criar o seu próprio emprego.					
15. O meu horário de trabalho permite-me gerir/administrar bem a minha vida.					

16. Em geral, os processos de tomada de decisão relativos ao meu trabalho são justos.					
17. Penso que tenho perspectivas de melhorar a minha remuneração/salário/benefícios.					
18. O meu trabalho permite-me ter tempo para a minha família/vida pessoal.					
19. O meu trabalho contribui para a minha realização (pessoal e profissional).					
20. Disponho do que preciso para trabalhar com segurança.					
21. Sou tratado(a) com dignidade no meu trabalho.					
22. Sou livre para pensar e expressar o que penso sobre o meu trabalho.					
23. Em geral, tenho condições ambientais seguras no meu trabalho (condições de temperatura, ruído, humidade, etc.).					
24. No meu trabalho sou aceite tal como sou (independentemente de género, idade, etnia, religião, orientação política, etc.).					
25. Atualmente, penso que há oportunidades de trabalho para um profissional como eu.					
26. Acho que tenho possibilidades de progredir profissionalmente (promoções, desenvolvimento de competências, etc.).					
27. Considero adequado o ritmo que o meu trabalho exige.					
28. Na minha atividade profissional existe a possibilidade de participação equilibrada nas decisões por parte de todos os envolvidos/implicados.					
29. O trabalho que realizo contribui para criar valor (para a minha instituição/utentes/sociedade, etc.).					
30. Considero digno o trabalho que realizo.					
31. O que ganho financeiramente com o meu trabalho é justo.					

Questionário de Partilha do Conhecimento

Leia cada frase com atenção e indique **em que medida cada uma delas se aplica, no momento presente, à organização onde trabalha.** Classifique cada frase de acordo com a seguinte escala:

1. Quase não se aplica ou Não se aplica	2. Aplica-se pouco	3. Aplica-se moderadamente	4. Aplica-se muito	5. Aplica-se quase totalmente ou Aplica-se totalmente

Atualmente, na minha organização…

1. *Partilhamos experiências e aprendizagens nas nossas reuniões de trabalho*

2. *Partilhamos o "saber fazer" de cada um(a)*

3. *Partilhamos internamente as nossas melhores práticas*

4. *Em momentos de descontração, contamos piadas relacionadas com o nosso trabalho*

5. *Antes de um(a) colaborador(a) sair procuramos "reter" o seu conhecimento*

6. *Trocamos mensagens e falamos ao telefone sobre histórias engraçadas que aconteceram no trabalho*

7. *Organizamos as informações que partilhamos nas sessões de trabalho*

8. *No final do dia e nos intervalos, conversamos de forma descontraída sobre os mais variados assuntos*

9. *Quando temos um problema relacionado com trabalho somos ajudados(as) por quem mais sabe do assunto dentro da Instituição*

10. *Partilhamos conhecimento com outros setores da organização em reuniões presenciais e/ou virtuais*

11. *Quando trabalhamos com um(a) colega de outro setor partilhamos conhecimento importante*

12. *Conversamos sobre a organização quando casualmente nos encontramos*

13. Em momentos de descontração, os(as) colegas mais antigos(as) contam-nos histórias passadas na organização	

14. Acedemos a conhecimento importante em conversas ocasionais (por exemplo, quando nos cruzamos no corredor ou quando tomamos café)

Escala do Stresse Percecionado

Instrução: Para cada questão, pedimos-lhe que indique com que frequência se sentiu ou pensou de determinada maneira, **durante o último mês**. Apesar de algumas perguntas serem parecidas, existem diferenças entre elas e deve responder a cada uma como perguntas separadas. Responda de forma rápida e espontânea. Para cada questão indique, com uma cruz (X), a alternativa que melhor se ajusta à sua situação.

	Nunca	Quase	Alguma	Frequen	Muito
1. No último mês, com que frequência esteve preocupado(a) por causa de alguma coisa que aconteceu inesperadamente?					
2. No último mês, com que frequência se sentiu incapaz de controlar as coisas importantes da sua vida?					
3. No último mês, com que frequência se sentiu nervoso(a) e em stresse?					
4. No último mês, com que frequência sentiu confiança na sua capacidade para enfrentar os seus problemas pessoais?					
5. No último mês, com que frequência sentiu que as coisas estavam a correr à sua maneira?					
6. No último mês, com que frequência sentiu que não aguentava as coisas todas que tinha para fazer?					
7. No último mês, com que frequência foi capaz de controlar as suas irritações?					
8. No último mês, com que frequência sentiu ter tudo sob controlo?					
9. No último mês, com que frequência se sentiu furioso(a) por coisas que ultrapassaram o seu controlo?					
10. No último mês, com que frequência sentiu que as dificuldades se estavam a acumular tanto que não as conseguia ultrapassar?					

Escala de Satisfação com a vida

Seguem-se cinco afirmações relativas ao modo como encara a sua vida, com as quais poderá concordar ou discordar. Indique o seu grau de concordância com cada uma delas usando a escala seguinte escala de 1 a 7:

1 = Discordo muito   2 = Discordo   3 = Discordo pouco   4 = Não concordo, nem discordo
5 = Concordo pouco   6 = Concordo 7 = Concordo muito

1. A minha vida parece-se, em quase tudo, com o que eu desejaria que ela fosse.						
2. As minhas condições de vida são muito boas.						
3. Estou satisfeito(a) com a minha vida.						
4. Até agora, tenho conseguido as coisas mais importantes que eu desejava da vida.						
5. Se pudesse recomeçar a minha vida, não mudaria quase nada.						

CBI

Neste questionário não há respostas melhores ou piores, a resposta correta é aquela que expressa com veracidade a sua própria experiência. A cada uma das frases você deve responder consoante a frequência com que tem esse sentimento, assinalando a opção mais adequada em sua opinião.

1 = Sempre
2 = Frequentemente
3 = Às vezes
4 = Raramente
5 = Nunca / quase nunca

Afirmações	Freqüência				
1. Com que freqüência se sente cansado(a)?					
2. Com que freqüência se sente fisicamente exausto(a)?					
3. Com que freqüência se sente emocionalmente exausto(a)?					
4. Com que freqüência pensa "Eu não agüento mais isto"?					
5. Com que freqüência se sente fatigado(a)?					
6. Com que freqüência se sente frágil e susceptível a ficar doente?					

Por último, pedimos-lhe o favor de responder às seguintes questões, assinalando com um X a(s) opção(ões) mais adequada(s) e/ou escrevendo as informações solicitadas:

1. Género: ☐ Feminino	2. Ano de nascimento: _____	3. Há quanto tempo está no seu trabalho/contexto

		de trabalho atual? _____ anos
4. Vínculo com a organização onde trabalha: ☐ Prestador de serviços (recebimentos por 'Recibo Verde') ☐ Contrato a prazo (renovável ou não) ☐ Contrato efetivo (sem prazo determinado) ☐ Através de empresa de trabalho temporário ☐ Outros. Especifique, por favor: _____ _____	5. Desempenha alguma função de chefia/gestão/liderança? ☐ Sim ☐ Não 5.1. Se respondeu SIM, que tipo de chefia/gestão/liderança? ☐ Gestão/liderança de primeiro nível (coordenação ou supervisão de uma equipa) ☐ Gestão/liderança de nível intermédio. ☐ Gestão/liderança de topo.	6. Função atual: _____ _____
7. Grau de escolaridade: ☐ Saber ler e escrever sem possuir a 4ª classe. ☐ 1º Ciclo do ensino básico (ensino primário) ☐ 2º Ciclo do ensino básico (6º ano) ☐ 3º Ciclo do ensino básico ou equivalente (9º ano) ☐ Ensino secundário ou equivalente (12º ano)	☐ Bacharelato ☐ Licenciatura em curso ☐ Pós-Graduação/Mestrado (pós Bolonha)/ Licenciatura Pré Bolonha ☐ Licenciatura concluída (pós-Bolonha) ☐ Mestrado Pré-Bolonha ☐ Doutoramento ☐ Outros. Especifique, por favor: _____ _____	8. Área de especialização (por exemplo, Serviço Social, Educação, Psicologia, Enfermagem, etc.)? _____ _____
9. Trabalha diretamente com utentes? ☐ Sim ☐ Não	10. Estado civil: ☐ Solteiro(a) ☐ Casado(a)/União estável ☐ Separado(a)/Divorciado(a) ☐ Viúvo(a)	11. Tem filhos? ☐ Não ☐ Sim. Quantos? _____ 12. Tem outros dependentes? ☐ Não ☐ Sim. Quantos? _____

Muito obrigado(a) pela sua colaboração!