

Survey on Working Conditions and Equality

(2023)



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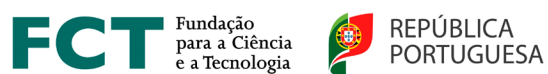
Unidade de I&D, Laboratório Associado e Centro de Tecnologia e Inovação

Pessoa Coletiva 502 854 200

Sede Social: Universidade de Aveiro, Campus de Santiago

3810-193 Aveiro

Cofinanciado por:



In the scope of the *Gender Equality Working Group*, a survey was conducted to assess employee satisfaction with the working conditions provided by IT.

This study seeks to collect information on:

- working conditions,
- work-life balance,
- equality within the institution.

It aims to provide information to the management requirements of the Gender Equality Plan (GEP) of IT and to aspects of HR management, namely the requirements of the HST (Hygiene and Safety at Work).

This document reports on the findings of the conducted survey.

For the Gender Equality Working Group

Cláudia Barbosa
Sara Correia
Ana Luísa Ribeiro
Daniel Pôças

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List of Acronyms and Abbreviations

FCUP – Faculdade de Ciências da Universidade do Porto
FEUP – Faculdade de Engenharia da Universidade do Porto
GEP – Gender Equality Plan
HR – Human Resources
HST – Hygiene and Safety at Work
IPL – Instituto Politécnico de Leiria
ISCTE-IUL - Instituto Superior de Ciências do Trabalho e da Empresa - Instituto Universitário de Lisboa
IST – Instituto Superior Técnico
IT – Instituto de Telecomunicações
R&D – Research and Development
UA – Universidade de Aveiro
UBI – Universidade da Beira Interior
UC – Universidade de Coimbra

Tools used

Jamovi Statistical Software v2.3.18
IBM SPSS v28

Executive Summary

The final version of the survey was administered via the University of Aveiro *Forms UA* Questionnaire platform between 28th August 2023 and 18th September 2023.

A total of 304 entries were recorded by the platform with **222 responses** (73.03%) considered **complete**, a sample that corresponds to **30.2% of the total IT population**, but that reflects the participation of **77.1% of the contracted researchers** and **93.8% of the administrative and technical staff members**.

In what concerns **physical working conditions at IT**, the aspects considered to be **less satisfactory** at IT include:

- *Temperature* (over 20% rated as *bad*, 45.25% as *good*)
- *Workstation Ergonomics* (17,6% rated as *bad*, 43.6% as *good*)
- *Noise* (12% classified it as *bad*, 46.6% as *good*)

whereas the conditions considered to be the **most satisfactory** include:

- *Computing equipment* (71.7% rated as *good*)
- *Area of workstation* (70.8% rated as *good*)
- *Cleanliness* (66.5% rated as *good*)

In relation to the **contractual/work conditions at IT** of contracted staff (both researching as well as administrative/technical staff) at IT:

- staff members *agree* that the *tasks performed are adequate to their qualification*;
- but *disagree* (strongly) that *training actions are available* to support their professional development; that *remuneration is adequate* to the work performed; furthermore, staff report *not being very satisfied with their career progression* at IT.

In relation to the overall satisfaction of all IT collaborators with their **perspectives at IT**, a *majority* of the respondents indicated to: *find their work meaningful*; consider having the *right working conditions to conduct their tasks*;

p. 25

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p. 27

p. 31

believe the *responsibilities/tasks performed contribute to their professional growth*; with 69% agreeing to being overall satisfied to work at IT.

More than 50% of the respondents indicated to **work more than 40 hours a week**, with some declaring on average a 60-hour work week.

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In what concerns their home-work-commute, results indicate that almost half of the respondents live in the **vicinity of their workplace**, with 44.7%, reaching IT in less than 15 minutes, and a total of almost 75% within 30 minutes.

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In what concerns **the frequency of several actions that affect their work-life balance**, habits that were reported by more than 50% of the respondents include: *often or always thinking or worrying about work outside the workplace* (96.8%); *often or always checking emails after work* (71.2%); *often or always taking work home* (51%). A further 33% of the respondents indicate *often/always working on the weekends*.

p. 36

Staff members with a contractual link to IT consider (by a slight majority) that IT **does not take initiatives to improve the work-life balance** of their collaborators.

p. 37

Staff members with a contractual link to IT have a balanced view on their **satisfaction with their work-life balance**, with 51% considering themselves to be (fully) satisfied.

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When questioned about what **measures IT could undertake to improve this balance**, respondents suggested actions ranged from: reducing work time or number of worked days per week, compensatory time off (**Work Period**); better distribution of work by increasing staff to support tasks (**Workload**); enhancing remuneration levels and job security (**Contractual Conditions**) also by implementing a career development plan (**Management Process, Procedures and Activities**); considering **Fringe Benefits**, such as health insurance, and partnerships with companies for sport and cultural activities, and also the possibility of **Remote Work**, among several other suggestions.

p. 39

68% (n=64) of IT contracted staff who participated in the survey have indicated they have **considered employment changes**, including changing:

p. 50

- **jobs** (31.9%),
- **employer** (58.9%),

- to **another IT location** (6.4%),
- or **research groups** (5.3%).

The **main reasons** for this willingness to change include:

- **salary conditions** ($n=51$),
- **lack of recognition** ($n=41$),
- **lack of balance between personal and professional life** ($n=21$),
- **and bad working environment** ($n=17$).

Free entries included lack of stability, low chances for progression, among others.

4.5% ($n=10$) of the participants have declared to have been either a victim or a witness of **discrimination in the workplace**. Of these 10, 2 have reported it while 8 have not, indicating as a reason *not to have been aware of the procedure* ($n=2$), *not having felt comfortable to do so* ($n=7$), with one participant indicating this occurred when this topic was not being discussed in Portugal.

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The **discrimination events** reported ranged from *micro-aggressions*, *gender-based discrimination*, *age-based discrimination* (both ageism, and discriminatory attitudes towards younger collaborators), and several instances of *discrimination based on origin and ethnicity*.

p. 59

When considering a **procedure/channel to denounce cases of discrimination in IT**, which is planned to be implemented, results indicate that the preferred way to report an event of discrimination would be via an *anonymous online platform* ($n=56$) or *anonymous online form* ($n=32$) or by *email* ($n=36$).

p. 60

When questioned about what **measures IT could undertake to promote equality**, respondents suggested actions mostly related to *Leadership and Management* (134 comments) namely: promote **equality** in the institution and raise awareness for it; define **fair** evaluation mechanisms that also include bottom-up evaluation; **active** listening to staff, while improving the communication mechanisms within the institution, promoting **transparency**; define adequate internal regulations **without distinction** between the different poles; improve physical working conditions; promote **merit** within IT and merit-based decision making, grounded on **impartiality** and **respect**; reflecting these core aspects in the actions, decisions and **interpersonal skills** of leaders and managers.

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Recommendations

The following recommendations arose from the responses of the survey and constitute a non-exhaustive list of suggestions to improve both working and equality conditions at IT.

Improve physical working conditions:

- Improve the accessibility of facilities for people with reduced mobility (e.g. change the door at IT2 - Aveiro to an automatic door, create an access ramp at IT1 - Aveiro).
- Make available more rooms/spaces for meetings, to avoid noise in shared workspaces.
- Improve access to cabinets, high shelves, or power sockets placed in high locations, especially in laboratories.
- Limit noise in shared workspaces.
- Improve air change rate in shared workspaces.
- Adjust temperature in workspaces.

Discrimination:

- Create a reliable channel to report discrimination.
- Clearly disseminate IT's policies on discrimination and the consequences of non-compliance.
- Establish penalties for discriminatory practices.
- Organize awareness raising events / training for all IT collaborators on conscious and unconscious bias (gender bias, religious, ethnical, or disability-based discrimination and stereotyping).
- Liaise with national bodies such as *Comissão para a Cidadania e Igualdade de Género* to organize events and actions.

Improve communication and its channels:

- Create a communication mechanism to allow IT collaborators to report their needs, suggestions, complaints, etc.
- Conduct regular "bottom-up analysis" via surveys or other mechanisms of direct consultation.
- Include an English version/translation in IT-related documents (contracts, communication, meeting minutes, etc.).

Implement a career development policy:

- Implement a career development plan for all careers in IT.
- Promote and reward merit.
- Implement a fair remuneration policy, pay equity audits and regular reviews.

Implement regular training programs:

- Regularly provide training activities for all staff members, in accordance to their needs (how to work in a team, work organization and specific technical skills required for the job)

Regulations:

- Establish rules and regulations that apply to all IT poles and collaborators, with no regional differences.
- Define a clear and transparent *Code of Conduct*.

Work organization:

- Reduction of work time (from 40 to 35 hours).
- Reduction of work period (4-day working weeks)
- Establish flexible work schedules.
- Establish flexible holiday periods (with no mandatory holidays in August).
- Establish a compensatory time off (*banco de horas*).
- Allow the possibility of remote work.
- Limit contact with collaborators after working hours.

Fringe benefits:

- Consider childcare possibilities/benefits for workers with small children.
- Provide health insurance benefits.
- Implement partnerships with external companies/institutions for sports activities and events of cultural nature.

Evaluation:

- Define a clear and transparent evaluation process, with objective criteria.
- Establish a bottom-up evaluation mechanism to allow subordinates to evaluate line managers.
- Provide training to evaluators to recognize and counteract any possible biases.

Management:

- Promote pluralism (in terms of age, gender, origin) by diversifying the composition of the Board of Directors, Local Management Boards, evaluation panels, among others.
- Promote transparency of board meetings and their rulings, by elaborating and dissemination a document summarizing the main decisions/findings.
- Include more collaborators in the discussion of strategic decisions of IT.
- Define a limitation on the number of mandates for each position on the Board of Directors.
- Conduct a public yearly presentation of IT's accounts.

Recruitment:

- Consider inclusive hiring procedures, promoting the participation of underrepresented groups, using structured interviews and diverse hiring panels to minimize biases.

Teambuilding:

- Implement onboarding activities for newcomers.
- Promote intercultural activities to foster mutual knowledge.
- Promote social/informal events more frequently (dinners / lunches, outdoor activities) to allow collaborators to bond.
- Promote inter-group communication to allow students, researchers and professors of different groups to interact.
- Implement multicultural training events, organized yearly, that all collaborators should attend at least once.

Research:

- Develop specific R&D programs, with dedicated funding, for groups which are targeted by discrimination.
- Establish mentorship programs to support underrepresented groups in IT.
- Revise the *Quality Policy Regulations*.

Improve interpersonal skills:

- Promote respect for all collaborators, in all positions in IT, irrespectively of their gender, age, origin, or other characteristics.

1. Introduction

1.1 The Institution

Instituto de Telecomunicações (IT) is a private, not-for-profit organisation, created in 1992 and is now an association of nine institutions with research and development (R&D) activities in the fields of Technologies of Information, Communications and Electronics (TICE).

IT mission is to create and disseminate new knowledge and support advanced training in the broad field of TICE, with a special emphasis on Telecommunications, in close cooperation with its associated institutions.

1.2 Locations

IT is organised around three main sites:

- **Aveiro**, in the Santiago Campus of the University of Aveiro,
- **Coimbra**, in Site II of the University of Coimbra,
- **Lisboa**, in the Alameda Campus of Instituto Superior Técnico,

and four branches:

- **Leiria**, in the Escola Superior de Tecnologia e Gestão of the Leiria Polytechnic Institute (IPL),
- **Covilhã**, in the University of Beira Interior (UBI),
- **Porto**, shared by the Faculty of Engineering (FEUP) and the Faculty of Sciences of the University of Porto (FCUP),
- **Lisboa**, in the Instituto Universitário de Lisboa, ISCTE-IUL,

and one external laboratory:

- **Lisboa**, in the Faculty of Sciences and Technology, of the NOVA University of Lisboa.

1.3 Collaborators

Human Resources directly related to IT can assume different typologies:

- **Students** - refers to students enrolled in a degree at any partner University or Polytechnic Institute, who are conducting unpaid research activities at it within the scope of their degree (i.e., conducting research work in IT for the completion of their dissertation or final project work);

- **Scholarship Holders** - refers to students enrolled in a degree or postdoctoral researchers awarded a grant to conduct research activities at IT within the scope of a research project or planned activity;
- **Contracted Researchers** - refers to researchers who are part of the permanent staff at IT or hired on a non-permanent basis to conduct or lead tasks on projects;
- **Professorial Staff** - refers to Professorial Staff Members of the Higher Education Institutions linked to IT, who conduct their research activities at it following protocols signed between both institutions;
- **External Researchers** - refers to researchers who collaborate in the research activities of IT, while neither being employed directly by IT, nor having a teaching position in any of the abovementioned Higher Education Institutions;
- **Administrative and Technical Staff** - refers to IT staff conducting tasks of administrative (project management, human resources, travel, purchases, treasury and accountancy) and technical (computer infrastructure, lab management and logistics) nature.

1.4 The Gender Equality Working Group

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IT consecrates in its strategy, policies, and through its practices, a clear responsibility that drives IT to strive to reduce inequalities by eliminating imbalances and barriers, thus ensuring equal opportunities for access and rights in line with the UN sustainable development goals of the 2030 Agenda.

The work on equality undertaken at IT is designed to promote equality and combat discrimination among the IT employees and scientific community, regardless of their gender, ethnicity, national origin, language, religion and beliefs, functional abilities, sexual orientation, gender identity and age. Although different types of discrimination have some common characteristics, there are some situations where it can be appropriate to highlight gender equality as a priority area.

The *Gender Equality Working Group* was established in 2021 with the aim to promote this view, by drafting a Gender Equality Plan (GEP) that: outlines an approach to promote gender equality and contains specific and well-defined activities. One of the planned activities was the implementation of a survey with IT employees to collect their opinions and suggestions concerning work-life balance and equality issues in IT.

2. The survey

In the scope of the *Gender Equality Working Group*, a survey was conducted to assess employee satisfaction with the working conditions provided by IT and their views on equality and discrimination.

It aims to provide information to the management requirements of the Gender Equality Plan (GEP) of IT and to aspects of HR management, namely the requirements of the HST (Hygiene and Safety at Work).

2.1 Survey design

Concern for respondents

Given the type of information requested in this questionnaire and the possibility to answer it in a purely anonymous way, it is considered that the survey poses no concern for respondents.

Design of measurements

The questionnaire is composed of one introductory section and three main sections which refer to three different dimensions assessed (*work conditions and work environment; work-life balance; and equality*):

- Section 1 – **Sociodemographic characteristics** – contains information on the respondent (gender, age, position in IT, experience in IT);
- section 2 – **Work conditions and work environment** – enquires about the physical conditions of the staff's workplace, as well as their perspective on several other aspects of their working life;
- section 3 – **Work – Life balance** – enquires about: regular working hours; commute time; frequency of activities that can hinder work-life balance; work-life balance satisfaction; existing and proposed measures for work-life balance; and career perspectives;
- section 4 – **Equality** – enquires: whether the respondent has witnessed/suffered any discrimination in the workplace; whether this was reported or not; which is the best procedure to establish a whistleblower/complaint channel; and how to promote equality at IT.

The structure of the questionnaire, the dimensions it addresses, their corresponding indicators, and addressees of which question are presented in Figure 1.

Figure 1 - Survey structure, indicators, and sub-indicators

Working conditions, Work-Life balance and Equality Survey	Section	Indicators	Sub-indicators	Type of question	Asked to:
	Section 1 - Sociodemographic characteristics	Gender	male / female / non-binary	Multiple-choice Single response	All groups
		Age	... - 1946 / 1946-1965/ 1965-1980/ 1981-1995/1996-...	Multiple-choice Single response	
		Position	Student / Scholarship holder / Researcher-Contracted / Researcher - External to IT / Professor / Administrative/Technical Staff -Contracted	Multiple-choice Single response	
	Section 2 - Work conditions and work environment	Experience	0-2 years / 3-10 years / 11-15 years / More than 16 years	Multiple-choice Single response	Contracted Staff
		Satisfaction with physical working conditions	area/furniture/equipment/communication/lab equipment/ergonomics/temperature/lighting/air/cleanliness/safety at work	Likert-Scale	
		Work satisfaction	remuneration / adequation of tasks to profile/training actions/career progression	Likert-Scale	
Working conditions, Work-Life balance and Equality Survey	Section 3 - Work-Life balance	Satisfaction with work at IT	appreciation of work / assessment of work conditions/ responsibilities and tasks contribute to professional growth / overall satisfaction	Likert-Scale	All groups
		Hours of work	working time	Free Text (numeric)	Contracted Staff
		Commute home-work	commuting time	Multiple-choice Single response	
		Frequency of work-life imbalance situations	take work home / work during weekends / work during holidays / check emails after work / worry about work / miss personal events	Likert-Scale	
		Current IT initiatives to promote Work-Life Balance		Multiple-choice Single response	
		Degree of satisfaction with Work-Life Balance		Likert-Scale	
		Proposed initiatives to improve Work-Life balance		Free Text	
	Section 4 - Equality	Career Changes	Career changes (job/employer/workplace/research group); Reasons (salary / lack of recognition / work environment / work-life balance / working hours/...)	Multiple-choice Multiple response	All groups
		Experienced/ Witnessed Discrimination		Single response Free Text	
		Discrimination reporting channel		Free Text	
		Promotion of equality		Free Text	

2.2 Survey implementation

Survey implementation

The questionnaire underwent several iterations until it was considered finalized by the working group and approved by the Board of Directors.

The final version of the survey was administered via the University of Aveiro **Forms UA Questionnaire platform** with the support of the University's Information and Communication Technologies Services (STIC), making use of the LimeSurvey questionnaire application.

The platform was open for responses between **28th August 2023 and 18th September 2023**.

Population and sampling

The **population/universe** of this study has been defined as the collaborators of IT who are currently accessible via the several dedicated mailing lists available in the institution, which comprise a total of **735 members¹**, thus distributed:

- 132 (unremunerated) Students
- 205 Scholarship Holders
- 83 Contracted Researchers
- 245 Professorial Staff
- 38 External Researchers
- 32 Administrative and Technical Staff

A non-probability sampling was employed by means of a convenience sampling technique (also known as accidental or opportunity sampling), i.e., the **convenience sample** applied involved using **participants who were readily available or volunteering**.

2.3 Survey results

Responses

A total of 304 entries were recorded by the platform hosting the questionnaire. All entries were assessed to be classified as *incomplete* or *complete*.

A total of **222 responses** (73.03%) were considered **complete** and **82 responses** (26.97%) recorded as **incomplete** (Figure 2).

¹ Please note that the number presented above for "unremunerated students" does not include students located in IT Lisbon, since they are not added to the mailing lists used to disseminate this survey. The "unremunerated student" population in IT is, therefore, bigger than the corresponding surveyed population.

Table 1 - Frequencies of Completion

Language	Counts	% of Total	Cumulative %
Complete	222	73.02 %	73.02 %
Incomplete	82	26.98 %	100.0 %

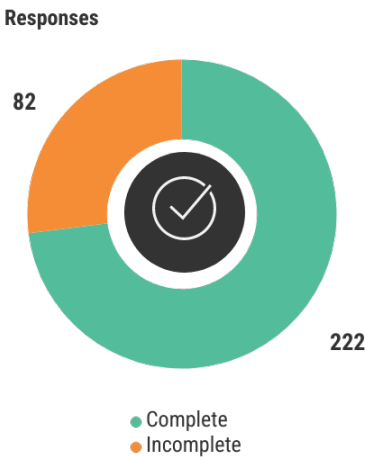


Figure 2 – Total Responses

This sample corresponds to 30.2% of the total IT population.

Completion Language

From the 222 full responses, **196** were completed in **Portuguese**, while **26** were completed in **English**.

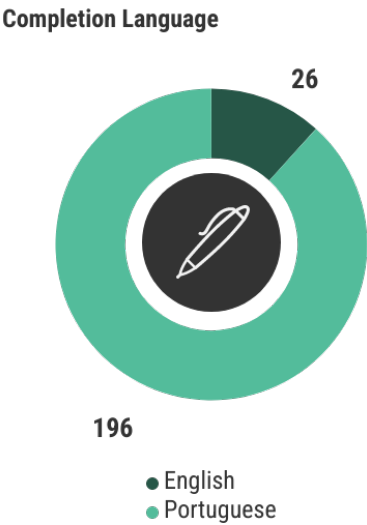


Table 2 - Frequencies of Language

Language	Counts	% of Total	Cumulative %
English	26	11.7 %	11.7 %
Portuguese	196	88.3 %	100.0 %

Figure 3 – Completion Language

Detailed results

The results are presented in the following sections, which follow the structure of the questionnaire.

- Section 1 – Demographics
- Section 2 – Work conditions and work environment
- Section 3 – Work-Life Balance
- Section 4 - Equality

Section 1

DEMOGRAPHICS

Gender

In terms of **gender distribution** (presented in Table 3), the overall sample (n=222) is composed of:

- **75.2%** male participants (n=167)
- **23.9%** female participants (n=53)
- **0.9 %** non-binary participants (n=2)

Table 3 - Frequencies of Gender

Gender	Counts	% of Total
Female	53	23.9 %
Male	167	75.2 %
Non-binary	2	0.9 %

Figure 4 presents the gender distribution of the respondents visually.

Gender

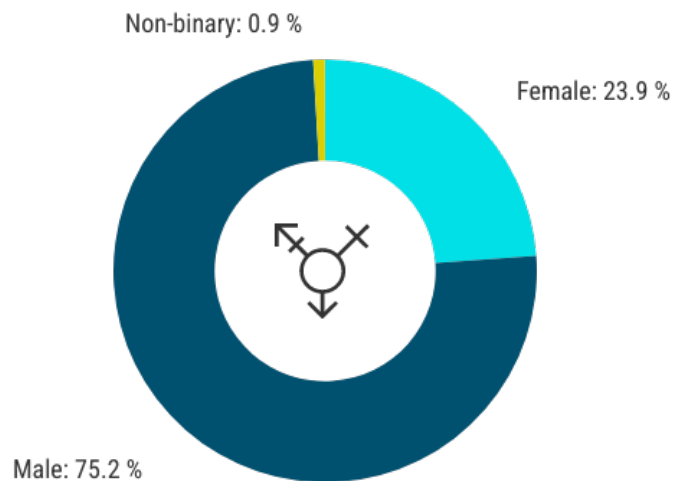


Figure 4 – Gender distribution of respondents

Age

In terms of age distribution (presented in Table 4) the overall sample is composed of:

- **8.1%** participants born between **1946 and 1964** (n=18)
- **33.3%** participants born between **1965 and 1980** (n=74)
- **35.1%** participants born between **1981 and 1995** (n=78)
- **23.2%** participants born **after 1996** (n=52)

Table 4 - Frequencies of Age

Age	Counts	% of Total
1946 - 1964	18	8.1 %
1965 - 1980	74	33.3 %
1981 - 1995	78	35.1 %
1996 - ...	52	23.4 %

The distribution of age (based on the year of birth / grouped by generations) of the respondents is depicted in Figure 5.

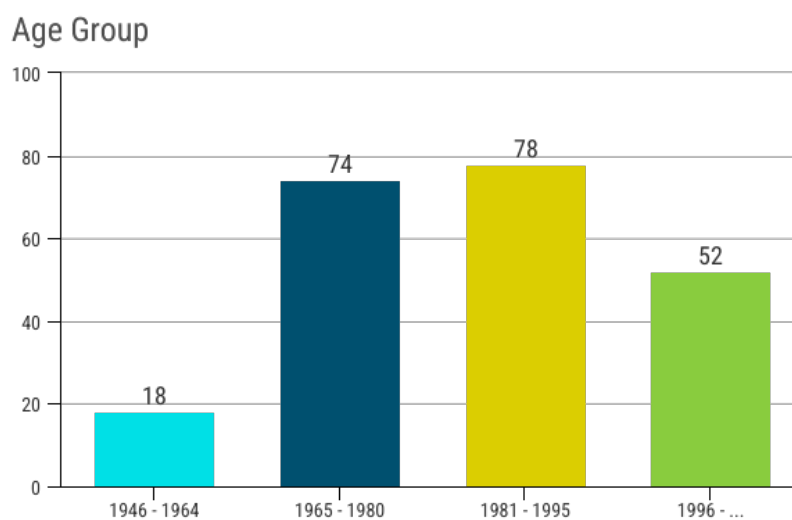


Figure 5 – Age distribution of respondents

Position in IT

In terms of position in IT the sample (as depicted in Figure 6) is composed of participants who:

- **3.2%** are **students** (unremunerated) (n=7);
- **25.7%** are **scholarship holders** (n=57);
- **28.8%** are **contracted researchers** (n=64);
- **26.1%** are **professorial staff** members (n=58);
- **2.7%** are **external researchers** (n=6);
- **13.5%** are **administrative and technical staff** members (n=30).

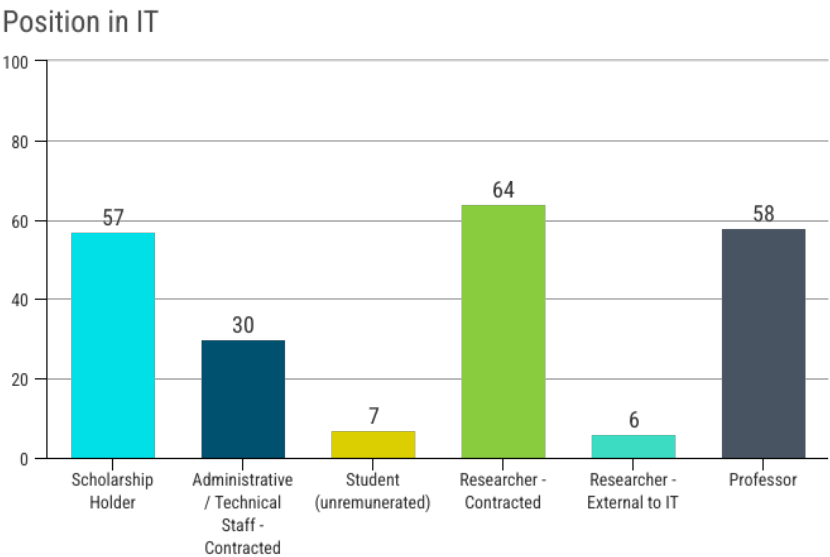


Figure 6 – IT Position distribution of respondents

It is worthwhile to note that while the global sample constitutes 30.2% of the IT population, **77.1% of the contracted researchers** and **93.8% of the administrative and technical staff members have participated** in the survey (as reflected in Table 5).

Table 5 - Frequencies of Position in IT

Position in IT	Counts	% of Total	% of Population in IT
Student (unremunerated)	7	3.2 %	5.3%
Scholarship holders	57	25.7 %	27.8%
Researcher - Contracted	64	28.8 %	77.1%
Professorial staff	58	26.1 %	27.3%
Researcher – External to IT	6	2.7 %	15.8%
Administrative/Technical Staff - Contracted	30	13.5 %	93.8%

Experience in IT

In terms of experience in IT (presented in Table 6):

- **24.8%** have less than 2 years’ experience in IT (n=55);
- **34.2%** have between 3 and 10 years’ experience in IT (n=76);
- **16.2%** have less than 11 and 15 years’ experience in IT (n=36);
- **24.8%** have more than 16 years’ experience in IT (n=55);

Table 6 - Frequencies of Experience in IT

For how long have you been working at IT?	Counts	% of Total
0 - 2 years	55	24.8 %
3 - 10 years	76	34.2 %
11 - 15 years	36	16.2 %
More than 16 years	55	24.8 %

The experience in IT of the respondents is depicted in Figure 7.

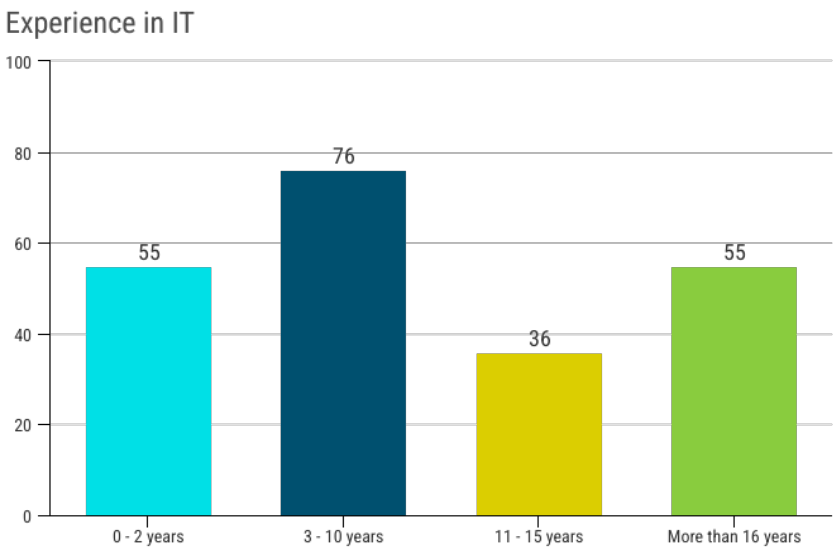


Figure 7 – Experience in IT distribution of respondents

Section 2

WORK CONDITIONS AND WORK ENVIRONMENT

How do you characterize the following (physical) working conditions?

All participants (n=222) were asked to **rate** (*bad* / *regular* / *good*) the following **physical working conditions in IT**²:

- *Area of workstation*
- *Office/Laboratory furniture*
- *Computing equipment*
- *Laboratory equipment*
- *Workstation ergonomics*
- *Temperature*
- *Lighting*
- *Air quality*
- *Noise*
- *Cleanliness*
- *Safety at work*

As can be seen from Figure 8 below, the areas where conditions are considered to be **less satisfactory** (less than 50%³ of *good* ratings) include:

- **Temperature** (over 20% rated as *bad*, 45.25% as *good*)
- **Workstation Ergonomics** (17,6% rated as *bad*, 43.6% as *good*)
- **Noise** (12% classified it as *bad*, 46.6% as *good*)

Conditions considered to be the **most satisfactory** include:

- **Computing equipment** (71.7% rated as *good*)
- **Area of workstation** (70.8% rated as *good*)
- **Cleanliness** (66.5% rated as *good*)

² It should be noted that some work locations are not managed by IT (since the premises belongs to the IT Associates, such as IST, ISCTE-UL, FCT-NOVA, IPL, UC, UBI, FEUP e FCUP). Because of this, issues related to maintenance, cleanliness, do not depend directly on IT. Therefore, for more conclusions on this matter, an analysis by local should be performed to understand what IT could or not do, as well as what IT can suggest to be done.

³ Percentage of a total not considering respondents who selected "not applicable".

How do you characterize the following (physical) working conditions?

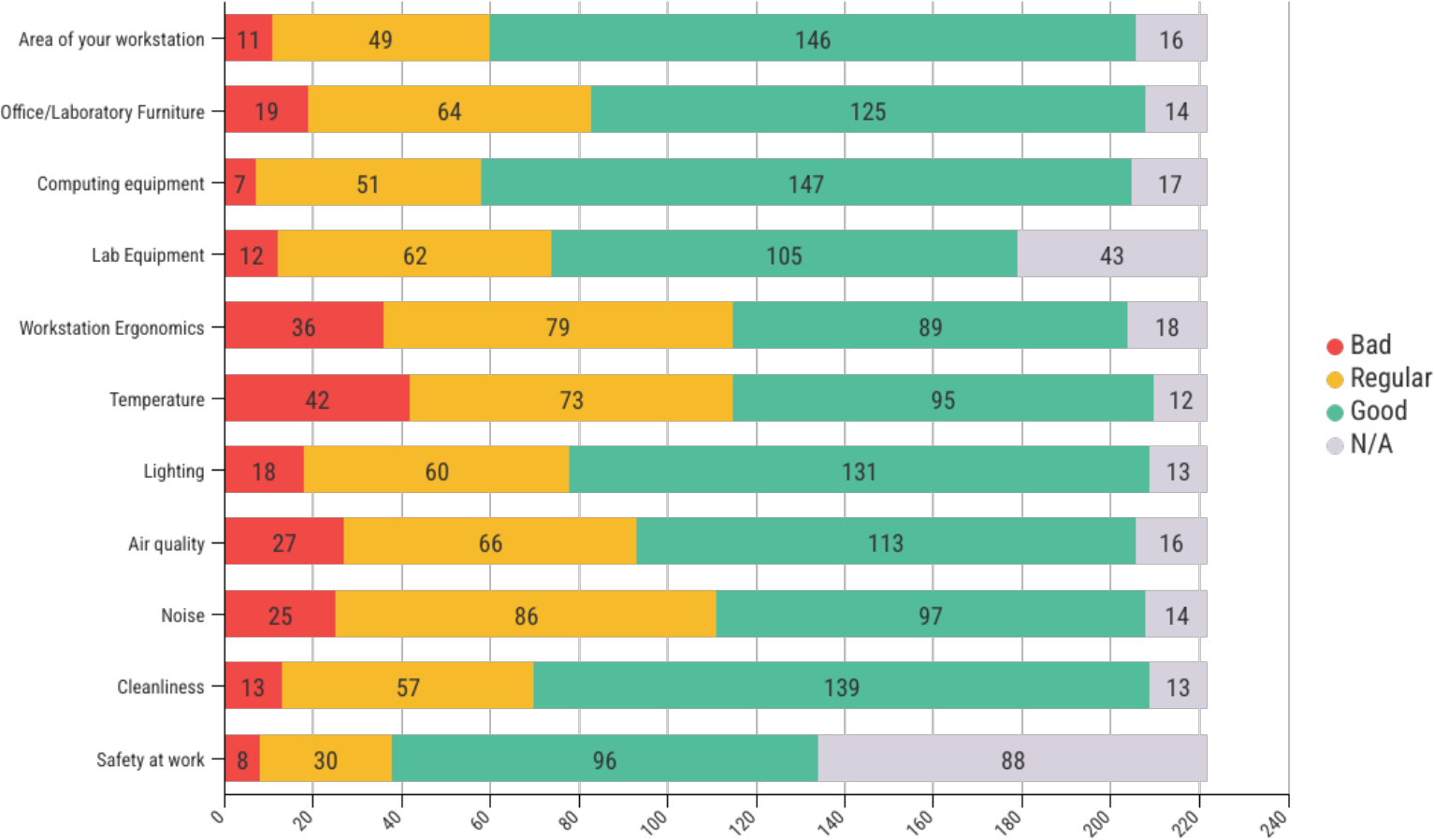


Figure 8 – Working conditions

Please indicate your level of agreement with the following statements.

Participants with a contractual link to IT (n=94) were asked to indicate their level of **agreement** with the following questions:

- *I consider my remuneration adequate for the work I perform.*
- *I consider that the tasks I perform are adequate to my qualifications.*
- *Training actions are made available to support professional development.*
- *I am satisfied with my career progression with IT.*
- *I am aware of which objectives I need to achieve in order to progress my career.*

The scale of the Likert-style response format ranged from *Fully Disagree* – *Disagree* – *Neither Agree nor Disagree* – *Agree* – *Fully Agree*, with the option of selecting *Not Applicable*.

As can be seen in Figure 9 below, there is **only one statement** in relation to which the respondents **express a strong agreement**:

- *I consider that the tasks I perform are adequate to my qualifications* – (n=48 agree and n=26 strongly agree).

Respondents **mostly disagree with the following statements**:

- *Training actions are made available to support professional development.* (n=19 strongly disagree and n=29 disagree)
- *I consider my remuneration adequate for the work I perform.* (n=14 strongly disagree and n=30 disagree)
- *I am satisfied with my career progression with IT.* (n=21 strongly disagree and n=21 disagree)

Respondents hold a **more balanced view** on the statement:

- *I am aware of which objectives I need to achieve in order to progress in my career,* with n=33 tending to (fully) disagree and n=36 tending to (fully) agree.

Please indicate your level of agreement with the following statements.

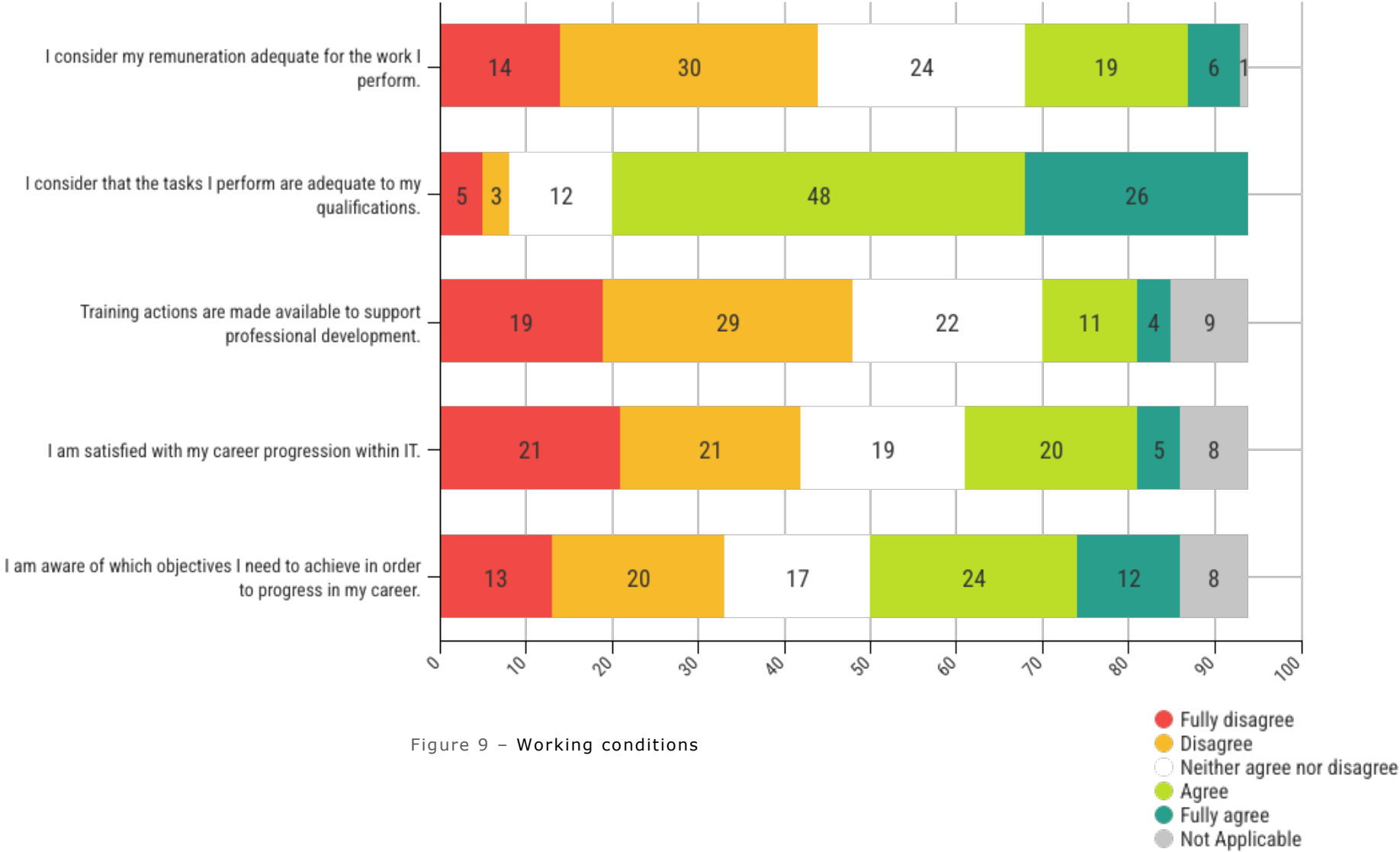


Figure 10 and Figure 11 presents the responses above split by the groups to whom this question was posed, respectively *Administrative/Technical Staff - Contracted* and *Researcher – Contracted*.

In relation to the Administrative and Technical Staff members:

- 66.7% **agree** that the **tasks performed are adequate** to their qualifications

however:

- **53.3% do not consider that their remuneration is adequate** for the work performed (23.3% fully disagree, 30% disagree)
- **60% do not consider that training actions are made available** to support their professional development
- **53.4% indicate not being satisfied with their career progression** at IT (36.7% fully disagree, 16.7% disagree)
- with **43.3% indicating not being aware of the objectives** to be achieved in order to progress in the career

Please indicate your level of agreement with the following statements (Contracted Adm./Tech.)

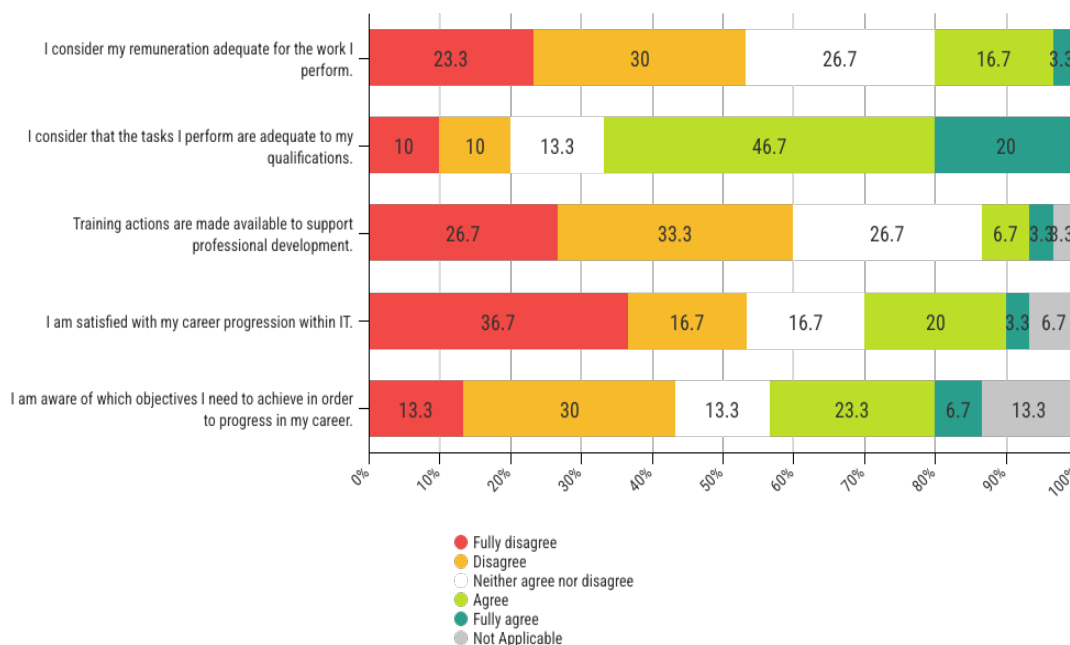


Figure 10 – Working conditions (Administrative / Technical Staff - Contracted)

In relation to the Contracted Researchers group:

- 84.2% **agree** that the **tasks performed are adequate** to their qualifications

however:

- **43.7% do not consider that their remuneration is adequate** for the work performed
- **46.9% do not consider that training actions are made available** to support their professional development
- **40.6% indicate not being satisfied with their career progression** at IT
- with **31.3% indicating not being aware of the objectives** to be achieved in order to progress in the career

Please indicate your level of agreement with the following statements (Contracted Researchers)

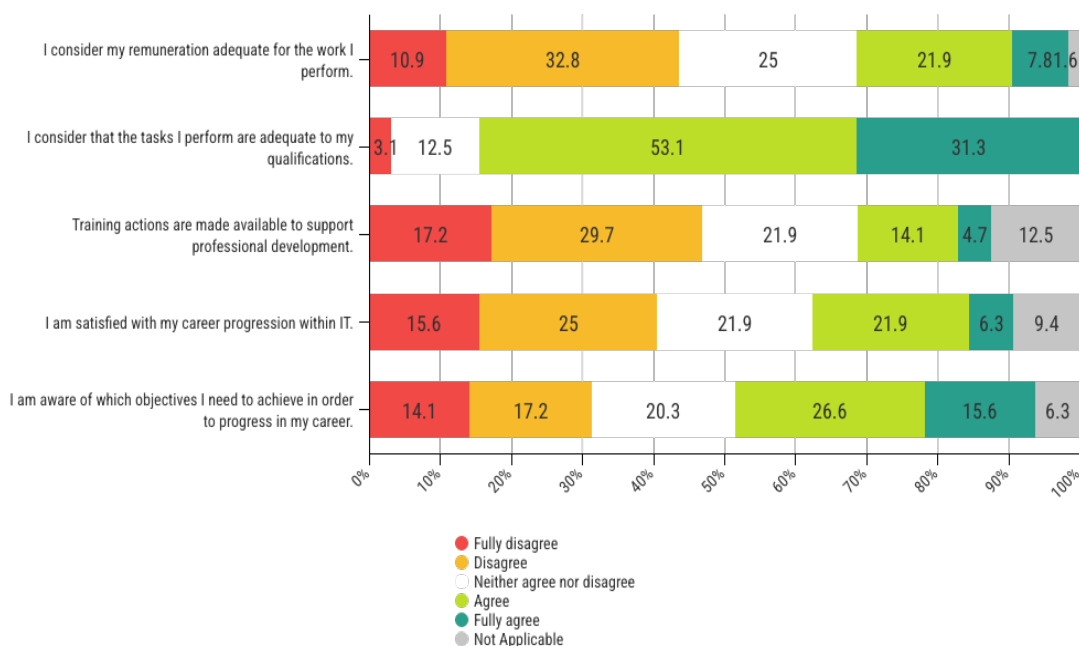


Figure 11 – Working conditions (Researcher – Contracted)

Please indicate your level of agreement with the following statements regarding your activities at IT

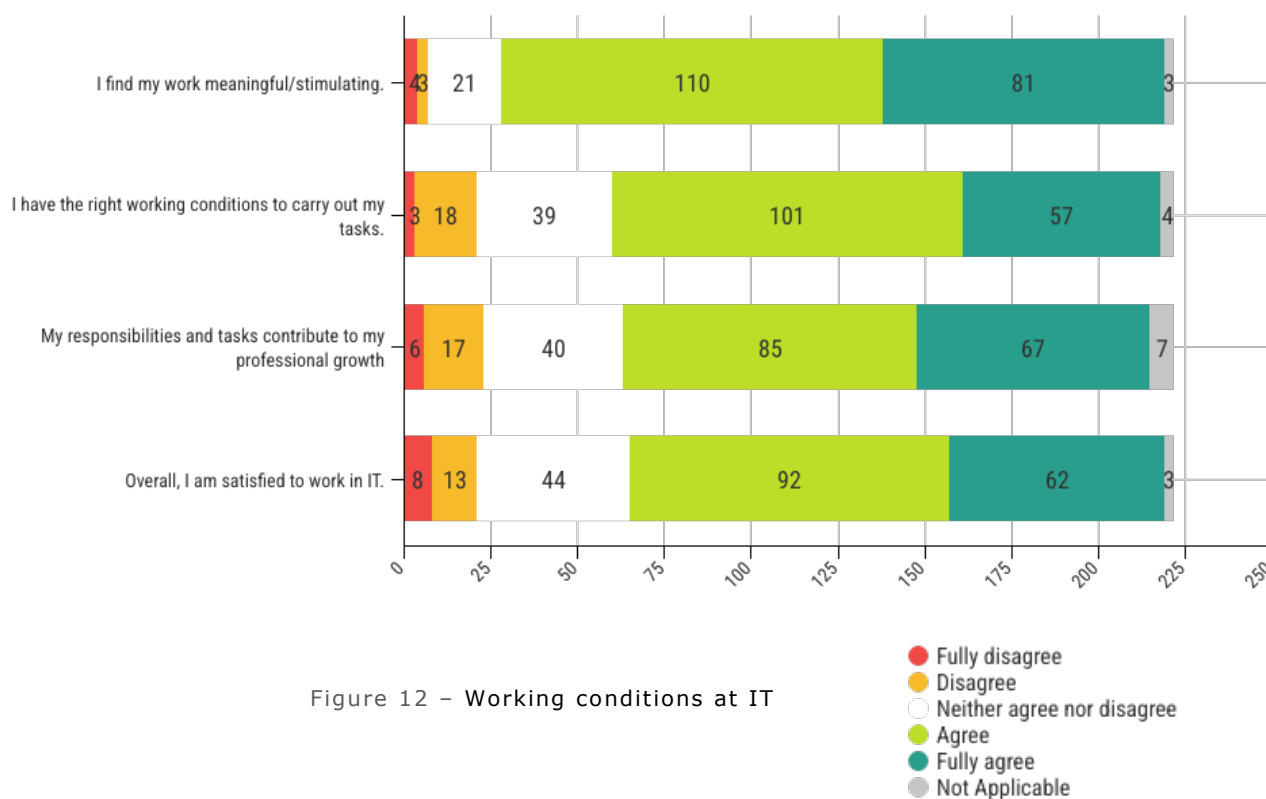
All participants (n=222) were asked to indicate their **level of agreement** with the following questions related to their **activities at IT**:

- *I find my work meaningful / stimulating.*
- *I have the right working conditions to conduct out my tasks.*
- *My responsibilities and tasks contribute to my professional growth.*
- *Overall I am satisfied to work in IT.*

The scale of the Likert-style response format ranged from *Fully Disagree* – *Disagree* – *Neither Agree nor Disagree* – *Agree* – *Fully Agree*, with the option of selecting *Not Applicable*.

The overall results are depicted in Figure 12.

Please indicate your level of agreement with the following statements regarding your activities at IT.

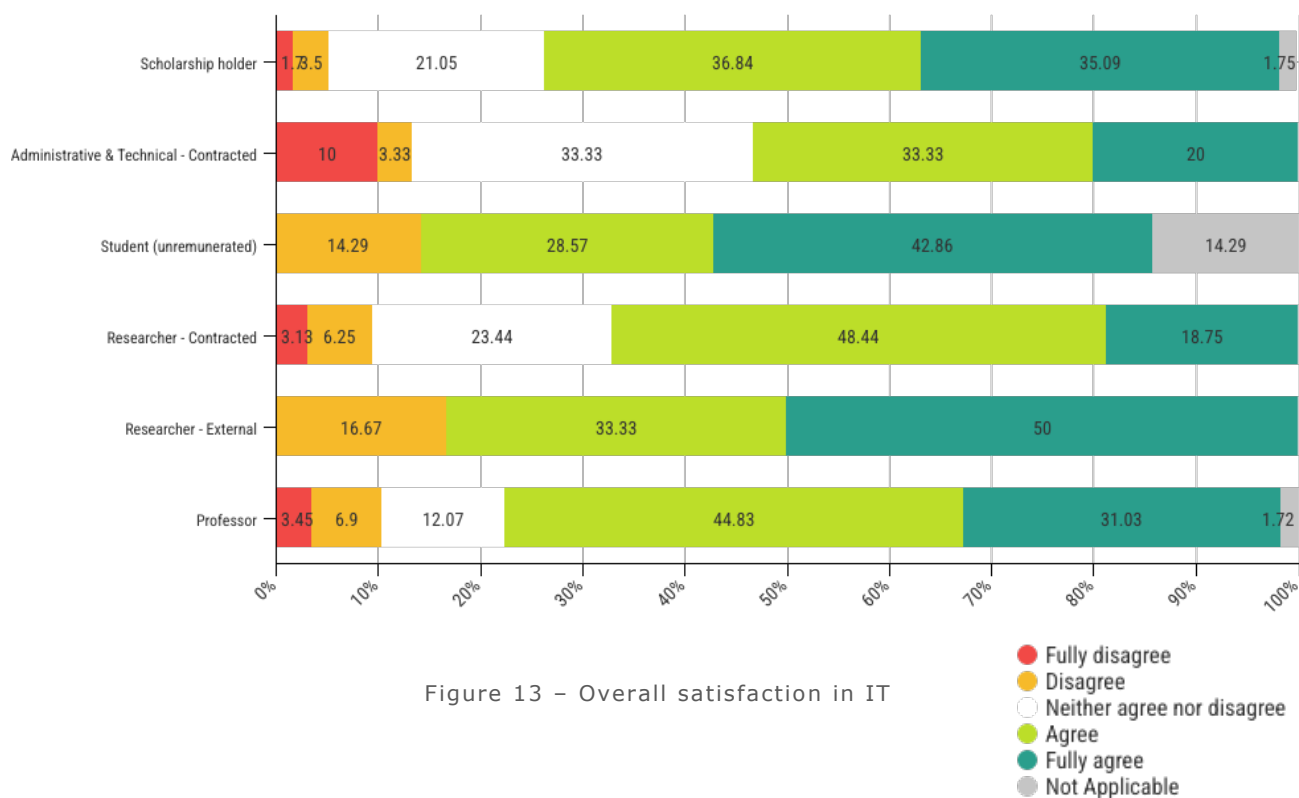


The results show a relatively **high level of agreement** (agree and fully agree) with all the statements, with roughly:

- 86% of the respondents finding their work meaningful (n=110 agree/ n=81 fully agree);
- 71% considering having the right working conditions to conduct their tasks (n=101 agree/ n=84 fully agree);
- 68% believing their responsibilities/tasks contribute to their professional growth (n=85 agree/ n=67 fully agree);
- and 69% declaring being overall satisfied to work at IT (n=92 agree/ n=62 fully agree).

Figure 13 presents the results of the last statement "Overall I'm satisfied to work in IT" by type of collaborator.

Overall I'm satisfied to work in IT.



Section 3

WORK-LIFE BALANCE

How many hours do you work on average per week?

Participants with a contractual link to IT (n=94) were asked to indicate the number of hours worked on average per week.

Numerical answers, provided on a free field, ranged from 35 to 60 hours (Figure 14 below).

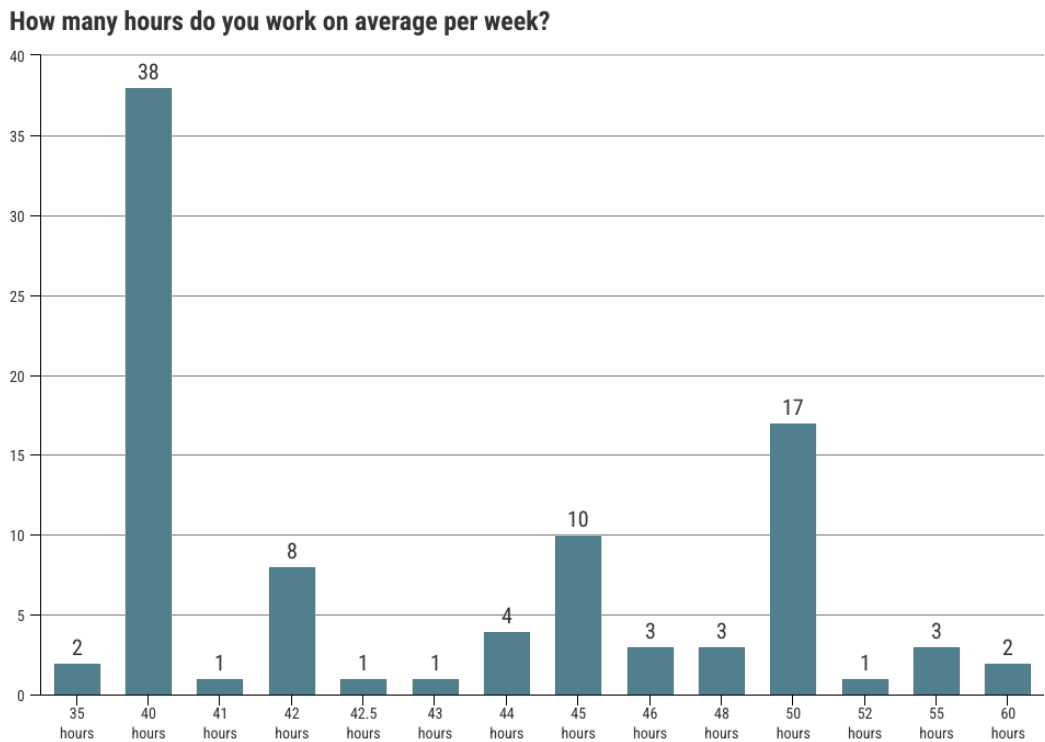


Figure 14 – Average of worked hours per week

How long does your commute from home to work usually take?

Participants with a contractual link to IT (n=94) were asked to indicate **how long their daily commute home-work usually takes**.

The results, depicted in Figure 15 below, indicate that almost half of the respondents live in the near vicinity of their workplace, whereas a total of roughly two-thirds can reach IT within 30 minutes⁴.

In detail:

- **44.7%**; n=42 – commute of **up to 15 minutes**
- **29.8%**; n=28 – commute between **16 and 30 minutes**
- **11.7%**; n=11 – commute between **31 and 45 minutes**
- **6.4%**; n=6 – commute between **46 and 60 minutes**
- **7.4%**; n=7 – commute of **more than 60 minutes**

How long does your commute from home to work usually take?

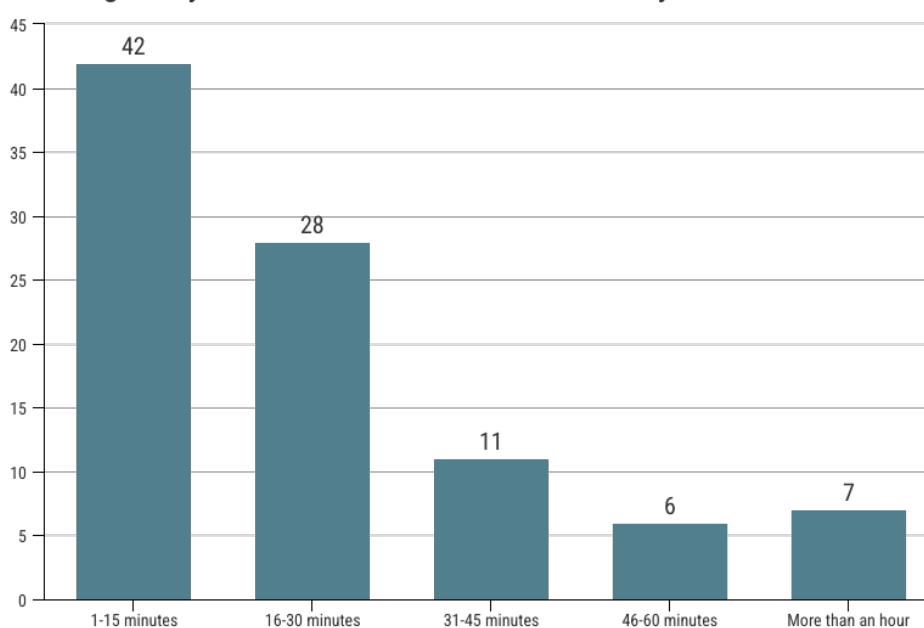


Figure 15 – Commute work-home

⁴ It should be noted that this analysis does not consider the location of the premises: the data collected does not allow to make a differentiation between locations at major cities (Lisboa or Porto where housing availability in the vicinity of the premises is limited) or at smaller cities (Aveiro, Coimbra or Covilhã).

How often do the following situations occur?

Participants with a contractual link to IT (n=94) were asked to indicate the **frequency of several actions that affect their work-life balance**.

In order of frequency:

- **76.5%** (n=72) indicate they **often/always think or worry about work (when neither in the workplace nor travelling for work purposes)** with a further 20.2% doing it sometimes.
- **71.2%** (n=67) indicate they **often/always check emails after leaving work**, with a further 13.8% doing it sometimes.
- **51.1%** (n=48) indicate they **often/always take work home**, with a further 26.6% doing it sometimes.
- **35.1%** (n=33) indicate they **often/always work on the weekends**.
- **28.7%** (n=27) indicate they **often/always work while on holidays**.
- **8.5%** (n=8) indicate **often/always miss personal events due to work**, with a further 45.7% indicating they do it sometimes.

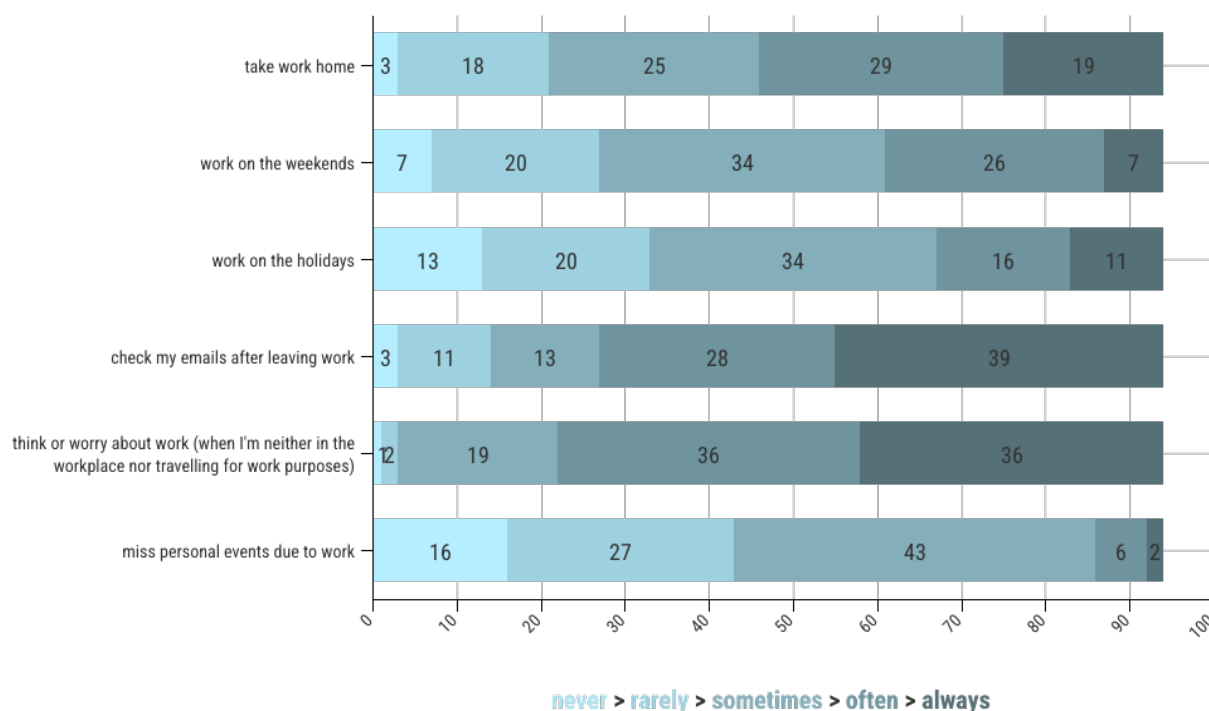


Figure 16 – Frequency of situations that hinder work-life balance

Do you consider that IT takes initiatives to improve the work-life balance?

Participants with a contractual link to IT (n=94) were asked to indicate **whether** they considered that **IT takes initiatives to improve the work-life balance** of its collaborators (Figure 17).

Do you consider that IT takes initiatives to improve the work - life balance?

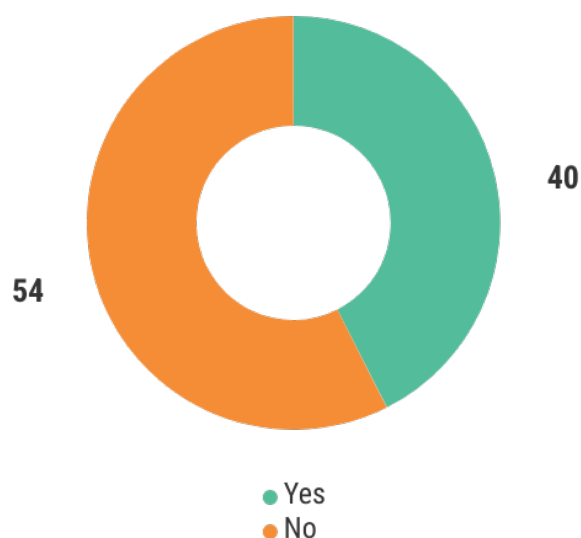


Figure 17 – Promotion of work-life balance by IT

57.4% (n=54) consider that **IT does not take initiatives to improve the work-life balance** of its staff, whereas **42.5%** (n=40) consider that **IT takes initiatives** in that respect.

How satisfied are you with your current work-life balance?

Participants with a contractual link to IT (n=94) were asked to indicate their satisfaction with their current work-life balance.

The scale of the Likert-style response format ranged from *Fully Dissatisfied* – *Dissatisfied* – *Neither Dissatisfied nor Satisfied* – *Satisfied* – *Fully Satisfied*.

From the responses (depicted in Figure 18, below), and in relation to their work-life balance:

- **3.2%** (n=3) indicate they are **fully dissatisfied**
- **19.1%** (n=18) indicate they are **dissatisfied**
- **26.6%** (n=25) indicate they are **neither dissatisfied nor satisfied**
- **30.8%** (n=29) indicate they are **satisfied**
- **20.2%** (n=19) indicate they are **fully satisfied**

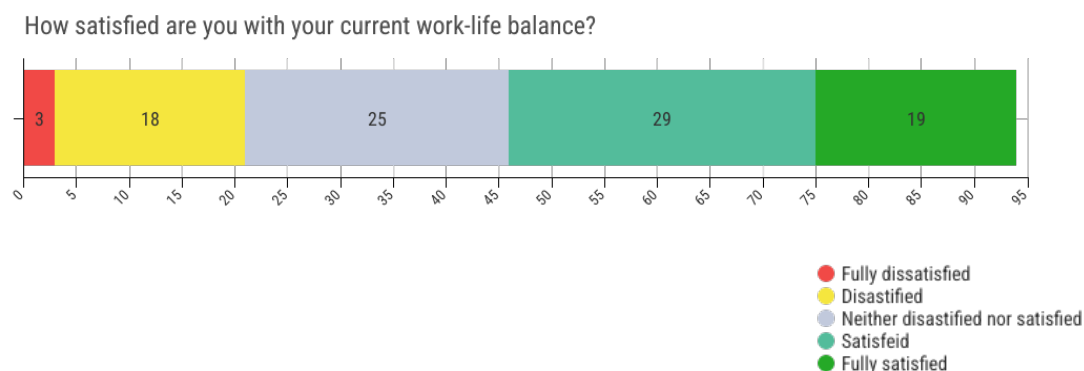


Figure 18 – Satisfaction with work-life balance

Figure 19 presents the responses above split by the two groups to whom this question was posed: *Administrative/Technical Staff - Contracted* and *Researcher - Contracted*.

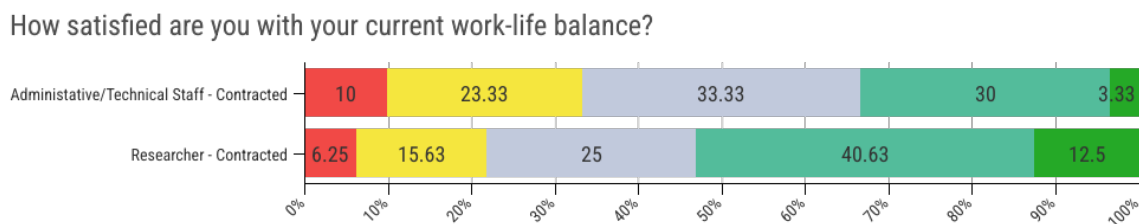


Figure 19 – Satisfaction with work-life balance by group

How can IT contribute to improve work-life balance?

This question was a text-based open-ended question, which allowed **participants with a contractual link to IT** (n=94) to respond freely, with no character limitations.

All responses have been assessed and emerging categories (and sub-categories) have been created to allow for the grouping of answers.

Whenever a response dealt with more than one topic/category, the response was split in as many categories needed to fully reflect the topics mentioned by the respondent.

The categories and sub-categories depicted in Figure 20 have been recorded:

Management Process, Procedures and Activities • Implement Career Development Plan/Policy • Training • Implement approved processes • Bottom-up analysis / direct consultation • Limit activities to contract / job description • Leadership commitment • Define a strategic path	Work Load • Better distribution of workload • Reduction of workload • Increase Staff – Support • Increase Staff – Research
	Work environment • Reduce workplace harassment • Healthier food options (food machines)
Work Period • Reduction of work time • Reduction of work period • Compensatory time off (banco de horas) • Valorization of commuting time • Limit contact after working hours • Establish flexible working hours • No mandatory holiday period	Contractual conditions • Remuneration levels • Job security
Improvement of interpersonal skills	Fringe benefits • Partnerships with companies – sports; cultural etc • IT community activities – sports related; cultural etc • Health insurance • Salary Complements
Do not know / Do not answer	Remote work
	No action needed

Figure 20 – Suggestions: How can IT contribute to promote work-life balance?

10 respondents have stated to have no opinion on the matter or any suggestion. All the other suggestions are reported below, with minimal (spelling) corrections.

Management Processes, Procedures and Activities

Suggestions under “Management Processes, Procedures and Activities” relate to several action areas which will be detailed below. Statements are transcribed as they were provided, with minimal spelling corrections.

Implement a Career development Plan and Policy
Criando uma carreira que proporcione estabilidade e segurança, definindo de uma forma clara quais os objetivos a alcançar para entrar e progredir nesta carreira. Em paralelo, definir calendarização para a contratação de recursos humanos para esta carreira.
Dar condições adequadas para a satisfação profissional (a nível de remuneração, progressão, reconhecimento, etc).
I think IT can improve it by giving stability to the researchers in terms of contracts and future plans.
It is important to provide all researchers opportunity to grow up, not just making the system work for the career development of the group leaders. For example, you do everything to bring a project (attending numerous project proposal writing meetings and providing all kind of technical contributions), but at the end your supervisor declares him/herself as the PI and controls everything from people that works in the project and the way the money is spent, with acknowledging the person that does the work. There should be a fair mechanism for supporting every researcher inside research groups.
Estimular o mérito
Permanent Employment Opportunities: Importance: Offering permanency in roles gives employees a sense of security and stability. It assures them of a long-term association, which in turn can foster loyalty and dedication. Action for IT Institutions: Institutions should be more open to offering permanent positions to researchers who have demonstrated commitment and value to the organization over a period, say, of more than five years. This rewards loyalty and gives these researchers a sense of belonging, making them feel that the institution is akin to their "home". (...)
Resolver a insegurança dos contratos de trabalho agregados a projetos.
Tornar claro os objetivos do IT para os vários investigadores, relativamente às suas condições de carreira.

Training
Dar formação sobre o tema (e.g. gestão de tempo e stress)
Na minha opinião, O IT ou os grupos de trabalho poderiam escolher um tipo de dedicação/trabalho mais coerente para todos. Com isso, podiam existir algumas formações direcionadas a esses objetivos e que permitissem nos dar exemplos de como dividir as 2 funções e ir ao encontro do trabalho pretendido.
Apoio através de ações informativas (workshops, formações): O que isto pode representar para uma empresa – Aumento da dedicação dos colaboradores perante a empresa – Aumento dos níveis de produtividade – Diminui a percentagem de absentismo – Mais atrativo para futuros colaboradores – Valorização da empresa no mercado de trabalho. Colaboradores felizes são colaboradores produtivos.

Promover sessões esporádicas de psicologia/Formação esporádica de como trabalhar em equipa e organização no trabalho;

Talvez promover atividades como webinaries de como melhorar este equilíbrio.

Implement approved process

Fazendo cumprir as regras do manual de procedimentos não abrindo demasiadas exceções

Bottom Up Analysis - surveys, direct auscultation

Keep on doing surveys like this one.

Limit Activities to contract - Job description

Limitar e controlar as actividades para outros projetos que não os do contrato.

Leadership Commitment

Maior preocupação com os RH. Mais dedicação e mais comprometimento das chefias em prol do IT e não em proveito próprio

Define a strategic path

Até agora não foi possível desenvolver uma estratégia global do IT, consolidada através do projeto interface 2022. É necessária uma reflexão sobre este investimento e as implicações na matriz organizacional e modelos de realização de produto do IT. O projeto, tal como está formalizado e aprovado, é ambicioso e altamente atrativo do ponto de vista de carreira - fator primário da minha motivação. Possibilita um nível crescendo de especialização dos quadros afetos as atividades inerentes, a promoção e desenvolvimento das suas competências para patamares diferenciados e um crescendo de profissionalização nos processos transversais de suporte à realização de produto do Instituto de Telecomunicações. O IT atingiu nestes 30 anos de atividade um nível de qualidade percecionada pelas diferentes avaliações (UI, Laboratório associado e CIT) que se adequa a esta evolução, sendo também de referir, as evoluções estruturais dos ecossistemas de inovação a nível nacional/mundial, através do aumento da competitividade pela densificação do sector e que implicam diretamente Portugal e o IT na procura da afirmação da investigação que fazemos e que queremos projetar necessitando, portanto de a capitalizar.

Melhor gestão de prazos de projetos.

Work period

Suggestions under "Work Period" relate to several action areas which will be detailed below. Statements are transcribed as they were provided, with minimal spelling corrections.

Reduction of work time
35
Outra questão fulcral é a carga horária semanal. 40 horas semanais não é o padrão, é o limite máximo por lei para trabalho não suplementar. É expectável que o setor privado, principalmente a indústria fabril, opte pela carga máxima, por uma perspectiva de lucro cego (mais alto fosse o limite legal, mais horas este setor obrigaria os seus trabalhadores a prestar). Desta forma, considero fundamental que o IT se modernize e passe (ou regresse) para o regime de, no máximo, 35 horas semanais. (...)
Deveria ser claro, em qualquer projeto onde se encontram investigadores do IT, que o horário de trabalho não vai até depois das 18 horas. Se outros colaboradores necessitam de comunicar em horas extraordinárias, isto devia ser feito apenas em casos extremos, caso contrário, o dia seguinte é um novo dia de trabalho (excepto fins de semana, que presumivelmente servem para descanso).
Em termos gerais, redução do número de horas de trabalho semanal.
Reduzir para as 35 horas semanais.
Fazer 36h em 4 dias. (...)
Alterando a carga horária semanal
Diminuição de horários
Implementar um horário de 9h por 4 dias.
Reduzir o horário de trabalho para 7 horas por dia; (ter mais tempo pessoal e familiar promove a felicidade do colaborador e consequentemente a produtividade no trabalho).
Reduzir o horário

Reduction of Work Period
Adoção do método de trabalho de 4 dias por semana.
Implementação da semana de 4 dias, IT tem staff e condições para implementar este sistema.
O IT pode entrar no grupo de empresas/instituições, que introduziu a semana de 4 dias. Podendo assim existir mais tempo para a vida pessoal, criando um fator motivacional acrescido. Penso que o IT reúne condições e staff para isso.

Compensatory time off (banco de horas)
Não faz sentido que o sistema de ponto contabilize, para as semanas seguintes, o tempo em débito, mas não considere o tempo em crédito. Não é, sequer, justo. O trabalhador, preocupado com a gestão do seu tempo, pode antecipar trabalho numa semana, sabendo que necessitará de sair mais cedo ou usar uma dispensa parcial na semana seguinte. O trabalhador que, por exigências inerentes à natureza das suas funções, foi obrigado a fazer horas a mais numa semana, não é compensado por tal nas semanas seguintes. Se a gestão do IT se preocupa com eventuais abusos com a transferência de crédito de horas para as semanas seguintes, tal pode ser minimizado com limites a essa transferência. Tais modelos existem, inclusive, entre os associados do IT.
Banco de horas

Banco de horas (horas trabalhadas a mais numa semana poderem contar para semana seguinte).

Permitir flexibilização das horas (banco de horas ou flexibilidade de aproveitar posteriormente o excedente de horas trabalhado nas semanas anteriores)

Implementar banco de horas;

Valorization of commuting time

Começar a contabilizar o tempo que se gasta em transportes no percurso casa-trabalho.

Limit Contact after working hours

Deveria ser claro, em qualquer projeto onde se encontram investigadores do IT, que o horário de trabalho não vai até depois das 18 horas. Se outros colaboradores necessitam de comunicar em horas extraordinárias, isto devia ser feito apenas em casos extremos, caso contrário, o dia seguinte é um novo dia de trabalho (excepto fins de semana, que presumivelmente servem para descanso).

Evitar enviar emails após o horário (normal) de trabalho e aos fins de semana.

Por exemplo: não colocar deadlines ao Domingo ou Segunda.

Flexible working hours

Em geral, flexibilizando o horário de trabalho.

Flexibilizar mais o horário.

A flexibilidade de horário de trabalho por vezes pode afetar a vida pessoal. No entanto, julgo que o IT deve manter essa flexibilidade laboral para com os seus investigadores, devendo apenas acompanhar de perto o seu equilíbrio pessoal, nomeadamente através de um tratamento mais personalizado de cada investigador

Permitir mais flexibilidade / menos burocracia a respeito de horários de trabalho em geral.

O IT pode reforçar o sentimento de pertença, e união, oferecer mais do que um ordenado: Flexibilidade/ Diminuição de horário.

No mandatory Holiday Period

increase the summer holiday from 15 days to 1 month in August.

Remove the obligatory vacation in August and grant employees the freedom to select their vacation time at their discretion.

Workload

Suggestions under “Workload” relate to several action areas which will be detailed below. Statements are transcribed as they were provided, with minimal spelling corrections.

Better distribution of work load

Conseguir uma melhor distribuição das tarefas existentes

Redistribuir de forma mais equitativa as tarefas entre os vários colaboradores

Reduce the workload

Menos pressão para desenvolvimento científico (escrita de artigos, entregáveis, etc.). Menos pressão dos trabalhos associados a projetos.

Diminuição da Carga de Trabalho.

Increase Staff – Support

Melhor organização na distribuição de tarefas científicas vs administrativas. Os investigadores acabam por acumular muitas preocupações administrativas que tira o foco e isolamento essencial para a concentração científica. Penso que em comparação com instituições estrangeiras, no IT não há pessoal suficiente para manter as tarefas administrativas, e também a manutenção das infraestruturas.

Reduce the complexity of admin tasks that researchers have to spend time on, e.g. travel arrangements, scientific visits organisation, purchase of equipment, which are beyond their work and occupy time outside of working hours.

Uma parte muitas vezes significativa do tempo dedicado ao trabalho relaciona-se com a resolução de problemas com equipamentos e manutenção dos mesmos. Neste sentido, os grupos (pelo menos alguns) beneficiariam de técnicos para os laboratórios para auxílio destas tarefas que retiram muito tempo útil ao investigador.

Simplificação de processos, apoio a investigadores e contratados nas tarefas de rotina do IT, como participação em eventos.

Increase Staff - Support / Research

Disponibilizar mais recursos de apoio a tarefas administrativas. Aumentar o número de investigadores em início de carreira para co-ajudar o trabalho de investigadores sénior em algumas áreas.

Neste momento, a falta de equilíbrio entre a vida profissional e pessoal deve-se à quantidade de projectos e à falta de mão de obra. Resolver a falta de mão de obra não é uma tarefa fácil, mas tudo o que for feito nesse sentido é algo que o IT possa fazer.

Contratação de mais pessoal qualificado, de forma a aumentar as equipas de trabalho e diminuir a carga de trabalho de todos os envolvidos.

Remote work

Suggestions under "Remote work" are detailed below. Statements are transcribed as they were provided, with minimal spelling corrections.

Remote work
Permitir 10/20% de horário semanal na modalidade de teletrabalho.
A possibilidade de teletrabalho ajuda muito.
Apoiar e promover o teletrabalho sempre que as funções assim o permitam.
De acordo com a função e vontade pessoal de cada trabalhador, adoptar o sistema híbrido de trabalho, é uma forma de não perder tempo em transportes, minimizar o cansaço e tornar o funcionário mais produtivo.
Definir claramente em que condições o trabalho pode ser efetuado em Home-Office, uma vez que grande parte do meu trabalho pode ser efetuado em Home-Office.
Possibilidade de trabalho remoto fixo (2 dias por semana, por exemplo)
Promover mais o trabalho remoto.
Home working.
Proporcionar teletrabalho e regimes de trabalho híbridos.
Permitir um dia por semana ficar em teletrabalho.

Contractual conditions

Suggestions under "Contractual conditions" relate to several action areas which will be detailed below. Statements are transcribed as they were provided, with minimal spelling corrections.

Remunerations Levels
Dar condições adequadas para a satisfação profissional (a nível de remuneração, progressão, reconhecimento, etc).
Claramente existe dificuldade do IT em não só contratar, como também manter investigadores com qualidade técnica e científica, e a causa para este problema, que aparenta ser um tabu, é não só a falta de equilíbrio entre a vida profissional e pessoal, mas também a falta de competitividade salarial. Se o IT pretende manter e contratar novo talento, deveria apostar nestas duas áreas (principalmente na do equilíbrio).
Remuneração mais elevada. A questão "Devo sair para a indústria ou continuar a trabalhar num meio académico?" é constante. Maioritariamente devido a colegas de curso, com apenas 2 anos de experiência, auferirem 2 e 3 vezes mais e o conhecimento que detêm ser inferior ao meu

(devido à grande escola que é o IT). Deixo esta observação, que demonstra muito o que se sente nos trabalhadores/bolseiros mais novos do IT: Se os salários não forem aumentados, é muito provável que menos de 25% dos bolseiros e investigadores (ainda a tirar PhD) continuem no IT nos próximos anos.

Aumento considerável das remunerações, isto influencia em muito a vida pessoal.

Melhoramento significativo de remuneração.

Resolver a falta de mão de obra não é uma tarefa fácil, mas tudo o que for feito nesse sentido é algo que o IT possa fazer. Por exemplo: - Aumentar a sua visibilidade - Cooperar com a universidade para ir a escolas secundárias promover as áreas de investigação do IT - Tentar ser mais competitivo (algo muito difícil na conjuntura do país)

Um pacote salarial mais atrativo pode recompensar o esforço e dedicação extra. Embora reconheça que a diferença salarial para instituições e perfis similares (região, qualificação, experiência, desempenho avaliado e percecionado) não é grande, no meu caso verifico que existe. A valorização contractual permite promover um equilíbrio entre a vida pessoal e profissional, pela percepção familiar de compensação financeira pela ausência.

As tabelas salariais também poderiam ser revistas face a conjuntura da inflação.

Support during Economic Instabilities: Importance: Global events like the COVID-19 pandemic or geopolitical situations like the Russia-Ukraine war have profound economic repercussions. During these times, job security has become a significant concern for many. Action for IT Institutions: Recognizing the unique challenges posed by such crises, IT institutions can introduce special allowances or benefits that support their researchers, especially those with families. This gesture can alleviate some financial pressures, allowing the researchers to focus on their work without additional stress. Competitive Compensation: Importance: To remain at the forefront of innovation and technological advancement, IT institutions must attract and retain the best talent. One of the most direct ways to achieve this is through competitive compensation. Action for IT Institutions: IT institutions should conduct regular market analyses to ensure that their compensation packages align with, if not exceed, industry standards. By offering fair and enticing salaries, they can ensure that top talent is attracted and retained, thereby fostering a motivated and satisfied workforce.

Job security

Dar segurança aos investigadores seniores e com prova de trabalho, nomeadamente com contratos de trabalho.

Fringe benefits

Suggestions under “Fringe benefits” relate to several actions, which will be detailed below. Statements are transcribed as they were provided, with minimal spelling corrections.

Partnerships with companies - sports; culture; health, etc

Possibilitar algumas parcerias com entidades na cidade (p.ex desportivas ginásios, piscinas, etc)

Alguns exemplos de incentivos: descontos em atividades fora do trabalho (e.g. restaurantes, cinemas, ginásios), criar "clubes" de atividades extratrabalho (e.g. futsal, cicloturismo).
Proporcionar algumas atividades para melhorarem este equilíbrio.
Estabelecer protocolos com empresas de bem-estar (ex ginásios) de forma a reduzir o custo para os seus funcionários.
Criar protocolos com entidades com vista à inserção dos colaboradores em atividades desportivas; Criar protocolos com entidades com vista à promoção da saúde dos colaboradores;(protocolos com entidades desportivas, seguros de saúde, serviços de ótica/oftalmologia, fisioterapia...)
Partnerships with gyms, sport clubs and restaurants. Improve the partnership with the university to give us access to the university facilities as workers of the university.

IT community activities - sports; culture; etc

Criar "clubes" de atividades extratrabalho (e.g. futsal, cicloturismo).
Dar formação sobre o tema (e.g. gestão de tempo e stress) e proporcionar algumas atividades para melhorarem este equilíbrio.
Dedicar um período semanal / ou quinzenal para a promoção da vida saudável (desporto / cognição / motricidade / prevenção de doenças profissionais). Promover momentos informais de convívio intra e inter polos do IT.
Em termos de saúde, esta melhoraria significativamente caso tivesse acesso gratuito a um ginásio, incluindo, por exemplo, duas horas por semana, consideradas como tempo de trabalho efetivo. Este ponto teria um custo baixo e um retorno substancial em termos de eficácia do trabalho realizado durante a semana.
Eventos sociais com maior regularidade.
Mais convívios/atividades de grupo para melhorar as relações interpessoais no trabalho o que leva a possíveis laços na vida pessoal.
... devendo apenas acompanhar de perto o seu equilíbrio pessoal, nomeadamente através de um tratamento mais personalizado de cada investigador (reuniões mais frequentes com a direção, eventos sociais, apoio no acompanhamento familiar).
Implementando programas de bem-estar que promovam a saúde física e mental dos funcionários, como programas de desporto (exercício físico), aulas de meditação, etc.
To further improve the work life balance IT should arrange some sports events within the IT to promote extracurricular activities.

Health insurance

Seguro de saúde.
Seguro de Saúde.
And I would suggest the following to improve the life quality of IT workers: Health insurance.

Salary Complements

Support during Economic Instabilities: Importance: Global events like the COVID-19 pandemic or geopolitical situations like the Russia-Ukraine war have profound economic repercussions. During these times, job security has become a significant concern for many. Action for IT Institutions: Recognizing the unique challenges posed by such crises, IT institutions can introduce special allowances or benefits that support their researchers, especially those with families. This gesture can alleviate some financial pressures, allowing the researchers to focus on their work without additional stress.

Improvement of interpersonal skills

Suggestions under “Improvement of interpersonal skills” are detailed below. Statements are transcribed as they were provided, with minimal spelling corrections.

Improvement of interpersonal skills

By caring about the people and not only the statistics

Acompanhar de perto o seu equilíbrio pessoal, nomeadamente através de um tratamento mais personalizado de cada investigador (reuniões mais frequentes com a direção, eventos sociais, apoio no acompanhamento familiar).

Os Professores preocuparem-se com os seres humanos que trabalham no IT.

Reconhecer e valorizar o trabalho

Valorização

Work Environment

Suggestions under “Work environment” are detailed below. Statements are transcribed as they were provided, with minimal spelling corrections.

Reduce workplace harassment

Melhorar o ambiente laboral; diminuir o assédio laboral;

Healthier Food

Disponibilizar comida mais saudável.

No actions needed

Several respondents declared to consider no actions required on this matter.

No actions needed
Eu estou satisfeito.
IT contributes enough.
Nada a apontar.
Nada em particular no meu caso concreto.
Nada.
Não sei dizer, acho que parte muito da gestão individual de cada um. Honestamente acho que o IT já é suficientemente flexível para permitir essa gestão.
O IT já me permite um bom nível de equilíbrio.
Penso que depende de mim, o IT já faz o suficiente.
Penso que há um bom equilíbrio.
Well, I do not know. It rests on individual researcher to improve his/her work-life balance, particularly in minimizing work after work time. However, researcher's life appears somewhat flexible. There is no way one would not check emails and follow-up on tasks after working hours. Approaches like disabling work equipment and emails after work hours may be too radical for researchers.

Since you're at IT have you ever considered changing...?

■ If yes, this was due to...?

Since you're at IT have you ever considered changing...?

Participants with a contractual link to IT (n=94) were asked to indicate whether **they have considered changing one of several employment situations**, namely:

- *job*
- *employer*
- *work (mobility between IT poles/delegations)*
- *research group (mobility within an IT pole/delegation)*
- *or none of the above*

Multiple responses were possible, with the exception of *none of the above*, which was not combinable with any of the other options.

Figure 21 depicts the global responses for the two groups.

Since you're at IT have you ever considered changing...

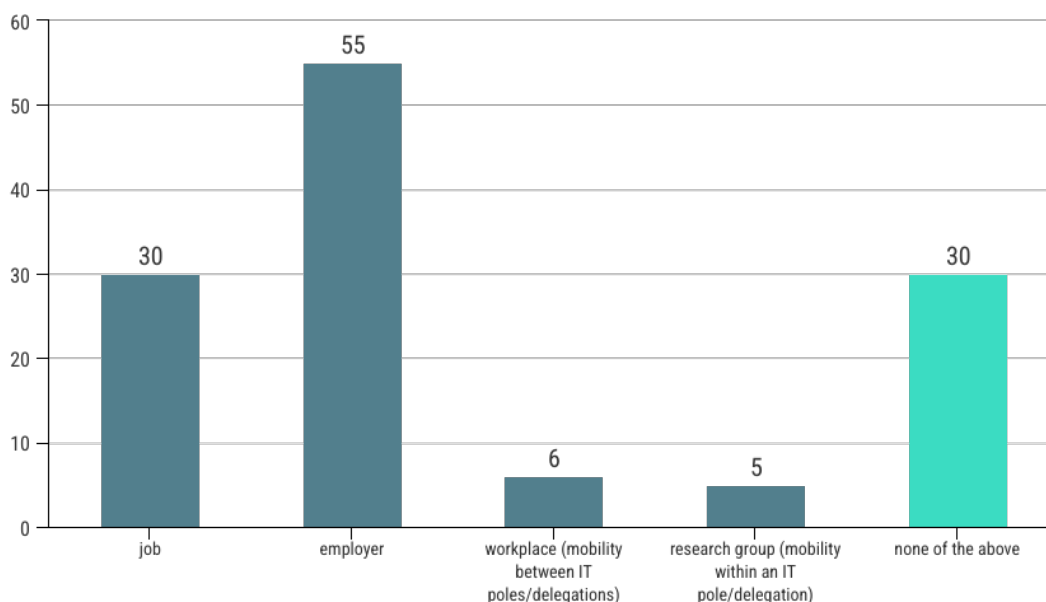


Figure 21 – Job change considerations

In relation to the 94 respondents:

- **31,9%** (n=30) have indicated **they have not considered any of the listed changes.**

From the remaining 64 respondents who declared to have considered one or more of the changes listed:

- **55** have considered **changing employer**
- **30** have have considered **changing jobs**
- **6** have have considered **changing to another IT pole/delegation**
- **5** have indicated they have considered **changing research groups**

Figure 24 presents the responses above split by the groups to whom this question was posed: *Administrative/Technical Staff - Contracted* and *Researcher - Contracted*.

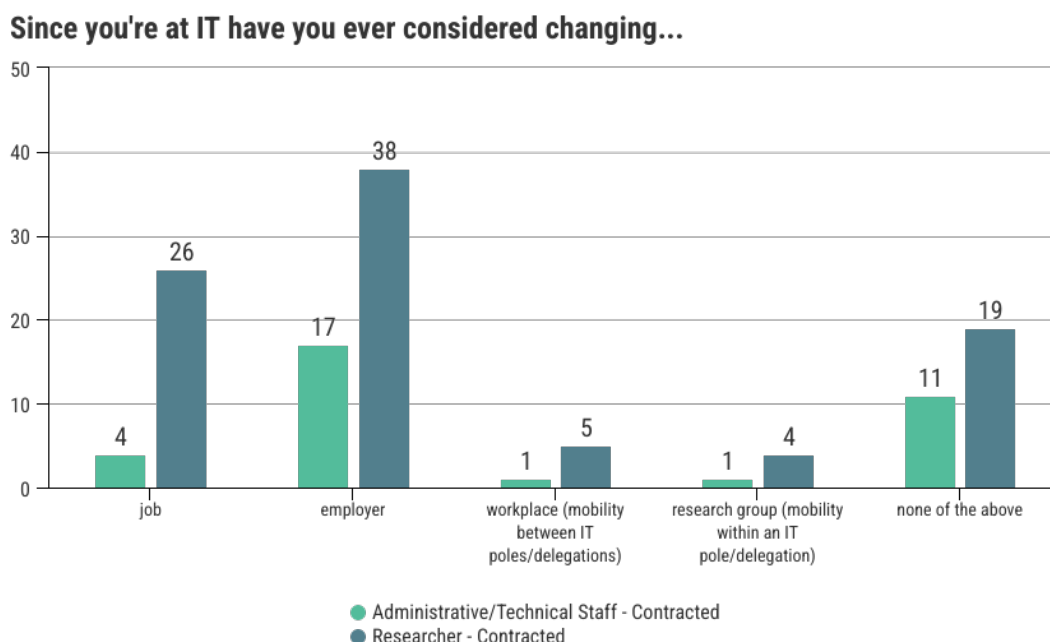


Figure 22 – Job change considerations – by group

It is worthy to note - when looking at the global IT population, and considering that the sample corresponds to 93.8% of contracted administrative/technical and 77.1% of the contracted research staff populations - that:

- at least 34.3% of administrative/technical and 22.9% of contracted researching staff have not considered any of the listed changes;

however,

- at least 53.1% of all the IT administrative/technical staff and 45.8% of all the IT contracted research staff have considered changing employer;
- at least 12.5% of all the administrative/technical staff and 31.3% of all the contracted researching staff have considered changing jobs.

If yes (you ever considered changing), this was due to...?

Respondents who have indicated to have considered changing an employment situation (n=64) were asked for the **reasons** behind this consideration was, with **multiple responses possible** for all options:

- *salary conditions*
- *lack of recognition*
- *environmental work conditions*
- *bad work environment (bad relationships with colleagues/line managers)*
- *balance between personal and professional lives*
- *inflexible working hours*
- *or other*

From the pool of reasons for considering a change (depicted in Figure 23):

- **40** respondents have indicated **salary conditions**;
- **31** respondents have indicated **lack of recognition**;
- **4** respondents have indicated **balance personal/professional life**;
- **13** respondents have indicated **bad work environment**;
- **17** respondents have indicated **environmental work conditions**;
- **1** respondent has indicated **inflexible working hours**;
- whereas **16** opted to list **other reasons**.

52

If you have selected any of the listed changes, this was due to...

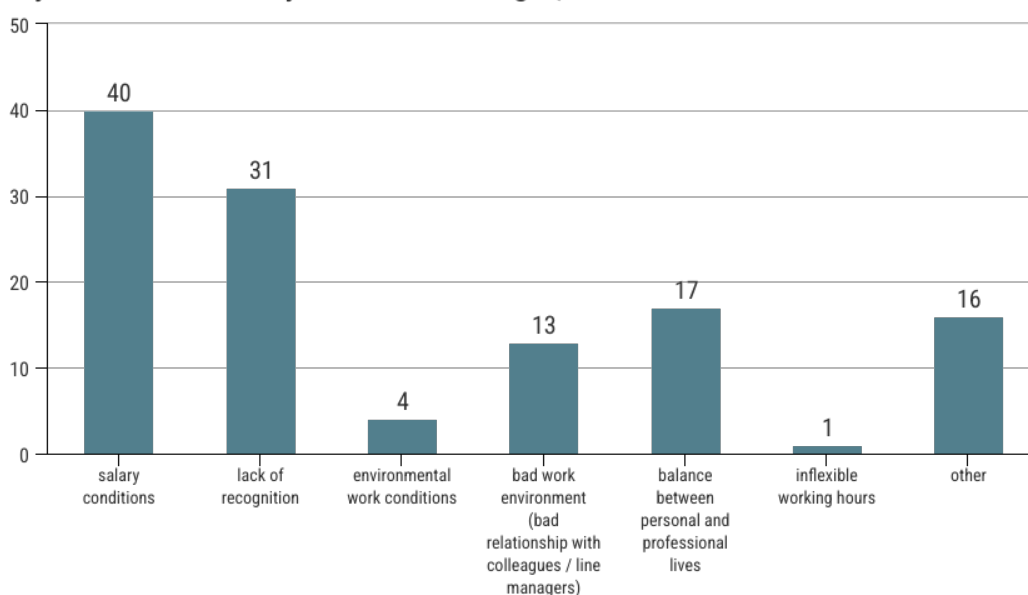


Figure 23 – Reasons for considering job change

The comments related to the 16 responses which selected “Other” are detailed below.

<i>Other reasons for considering job change ⁵</i>
Better job opportunities
Conhecer o mundo da indústria
Ganhar experiência na indústria
Falta de oportunidades de progressão na carreira
Progressão na carreira
Status de carreira não confiável
Lack of stability
Estabilidade contrato
Precariedade
Perspectiva futura
Tipo de funções a desempenhar mais aliciantes
Não é fácil ser investigador.
Possibility of teaching undergraduate courses, alongside research roles.
realização profissional
área científica mais afim
o

⁵ On the first day of survey implementation the platform displayed this question to groups for which it was not meant (*scholarship holders, students, professors, and external researchers*), a glitch that was corrected as soon as identified. Responses not originating from contracted researchers and contracted administrative / technical staff were expunged from the response pool. While most answers reflected the fact that this question should not have been posed to the wider group of respondents, we would like to present here one response that although given by a Professor may be considered a transversal problem affecting contracted researchers as well: “*Sem qualquer financiamento para recrutar estudantes de doutoramento numa área em praticamente só estudantes estrangeiros (de fora da Europa) fazem doutoramento e vão para a Europa do Norte onde há miríades de ofertas de bolsas/contratos para PhD e com valores superiores*”.

Figure 24 presents the responses split by the groups to whom this question was posed: *Administrative/Technical Staff - Contracted* and *Researcher - Contracted*.

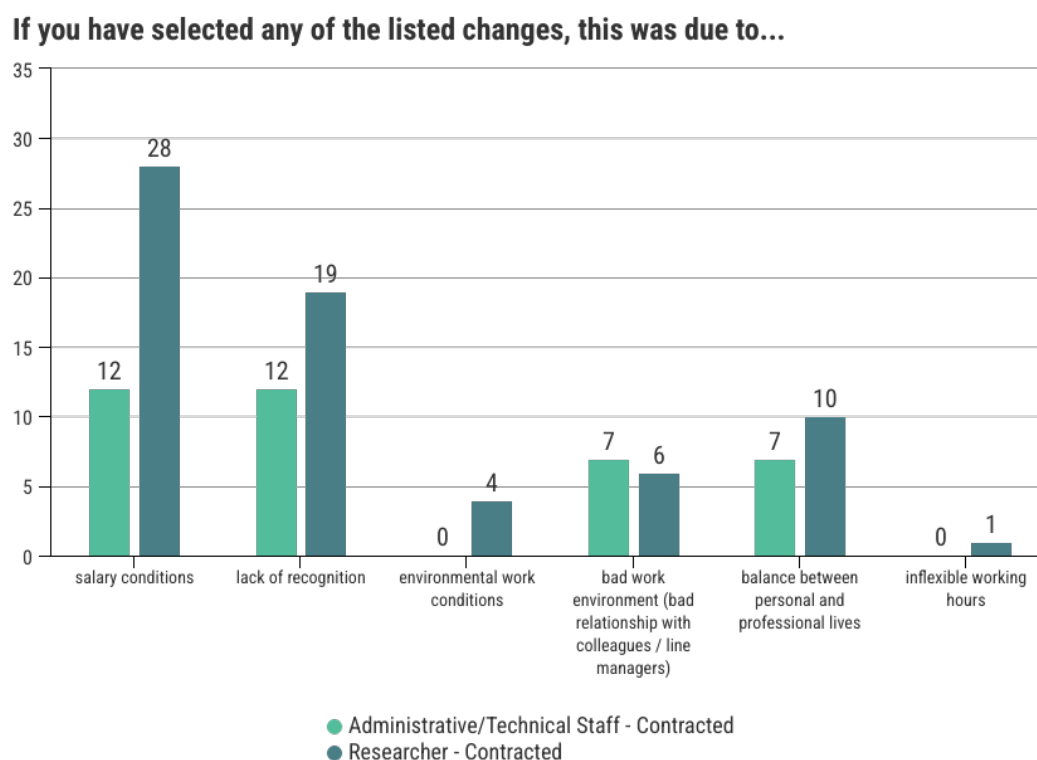


Figure 24 – Reasons for considering job change – by group

Considering the fact that the sample corresponds to 93.8% of contracted administrative/technical and 77.1% of the contracted research staff populations it seems worthwhile to point out that the following conditions are considered unsatisfying enough to warrant a career change for all IT:

- administrative/technical staff:
 - at least 37.5% - salary conditions
 - at least 37.5% - lack of recognition
 - at least 21.9% - bad work environment
 - at least 21.9% - balance personal/professional life
- contracted researchers:
 - at least 33.7% - salary conditions
 - at least 22.9% - lack of recognition

Section 4

EQUALITY

Have you ever been a victim or witness of discrimination in your workplace, due to race, gender, age, religion, disability, or sexual orientation?

- Did you report what happened to someone from IT (HR, line manager, etc.)?
- If you didn't report it, why?
- Can you please describe what kind of dissemination you witnessed or suffered?

Have you ever been a victim or witness of discrimination in your workplace, due to race, gender, age, religion, disability, or sexual orientation?

All participants (n=222) were asked to **report ever being a victim or witness of discrimination in the workplace, due to race, gender, age, religion, disability, or sexual orientation.**

The responses (depicted in Figure 25) reveal that:

- 10 respondents **(4.5%)** declared having **suffered or witnessed discrimination** in the workplace,
- while 212 **(95.4%)** indicated to have **neither experienced nor witnessed** it.

Have you ever been a victim or witness of discrimination in your workplace, due to race, gender, age, religion, disability, or sexual orientation?

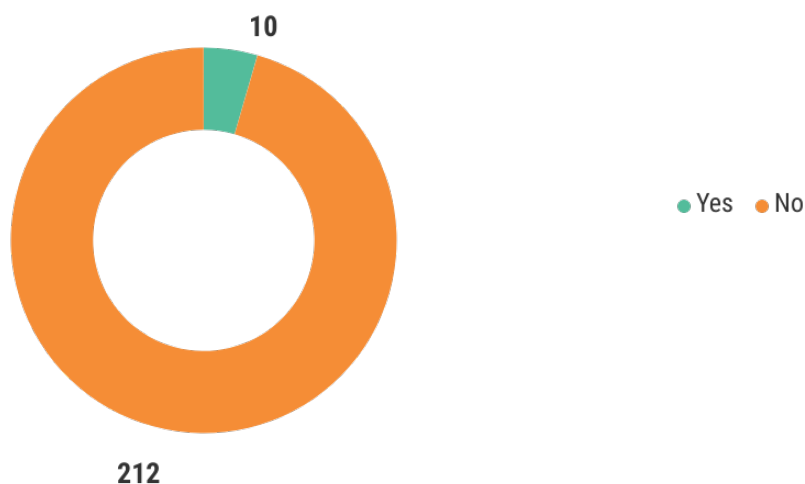


Figure 25 – Discrimination at IT: have you suffered/witnessed?

Did you report what happened to someone from IT (HR, line manager, etc.)?

Respondents who had reported suffering / witnessing discrimination (n=10) in the workplace were asked to indicate if they **had reported the situation**.

The responses (depicted in Figure 26) reveal that:

- 2 of the 10 participants **(20%)** declared to **have reported** the discrimination event to IT (HR, line manager, etc.),
- while 8 respondents **(80%)** declared **not having reported** it.

Did you report what happened to someone from IT (HR, line manager, etc.)?

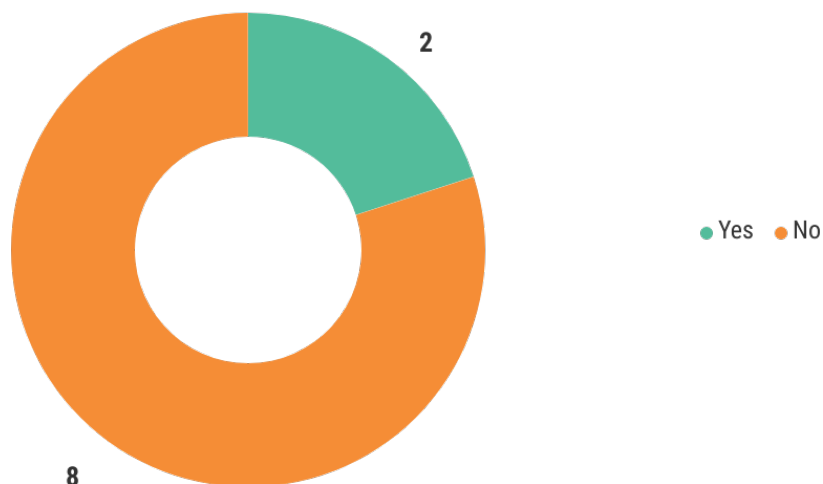


Figure 26 – Discrimination at IT: did you report it?

If you didn't report it, why?

The **respondents that declared not to have reported the discrimination situation witnessed / suffered** (n=8) were asked to indicate why they did not report the situation.

Possible answers included:

- *I didn't feel comfortable to do it*
- *I'm not aware of the procedure to report such a situation*
- and an open field answer: *other*

The responses (depicted in Figure 27) reveal that:

- 2 of the 10 participants (**20%**) declare **not to have been aware of the procedure** to report the situation;
- 7 respondents (**70%**) declared **not to have felt comfortable reporting** the situation;
- while 1 participant (**10%**) choosing the "other" option indicated that **the event took place in 2014**, a time when this was **not a topic that was being discussed in Portugal**.

If you didn't report it, why?

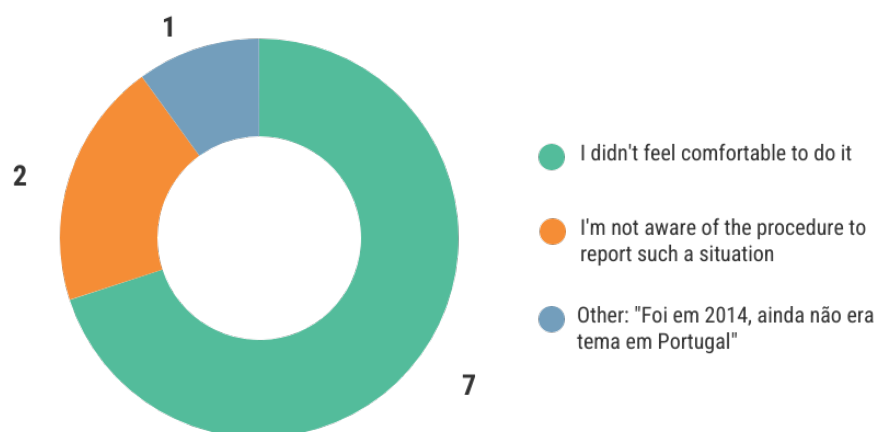


Figure 27 – Discrimination at IT: why wasn't it reported?

Can you please describe what kind of dissemination you witnessed or suffered?

Respondents who had reported suffering / witnessing discrimination (n=10) in the workplace were asked to describe the discrimination event witnessed / suffered.

<i>Discrimination events</i>
Comentários depreciativos devido à nacionalidade ou devido ao género.
Comentários negativos relativamente a determinados colaboradores de origem africana.
Género
Idade, e quando é muito velho; falta de oportunidades de progressão, origem.
Instances of Discrimination I've Witnessed or Suffered just as examples: Targeted Harassment: Incident: One morning, as I approached my office, I was shocked to find a derogatory paper placed prominently in front of my office door. The paper displayed a picture of a monkey accompanied by a demeaning phrase: "Since you are a monkey, you should quit working here." Duration: What added to the humiliation was the fact that this paper remained untouched in its place for over three days. Inaction by the Institution: Despite the blatant nature of this act, no individual or department within the institution took any initiative to address or rectify the situation. This passive acceptance further compounded my feelings of isolation and victimization. Unappreciated Efforts: Persistent Issue: Regardless of the quality, quantity, or significance of my work, I consistently felt a void in terms of acknowledgement from my manager. This wasn't just about seeking praise; it was about the essential recognition that every employee deserves. Consequences: Over time, this lack of appreciation eroded my motivation and instilled a sense of self-doubt, making me question my capabilities and worth in the institution.
Presenciei discurso xenófobo acerca de colegas de trabalho proveniente de outras nacionalidades.
There are more than 15 Muslim people in IT. We asked many times to have an intercultural place (at least 5x5 m^2) in the University. Unfortunately, we did not receive any reply from the responsible people.
Uma colega bastante mais velha disse que eu tinha tomado uma decisão erradamente porque ainda era jovem, tinha pouca experiência, e disse-o de forma francamente paternalista.
Discriminação por ser mulher. discriminação na progressão na carreira

IT intends to implement a procedure/channel to denounce cases of discrimination. In your opinion, what is the best way to do this?

This question was a text-based open-ended question, which allowed **all participants** (n=222) to respond freely, with no character limitations.

All responses have been assessed and emerging categories (and sub-categories) have been created to allow for the grouping of answers. Whenever an answer dealt with more than one topic/category, that answer was split in as many categories needed to fully reflect the topics mentioned by the respondent.

The categories and sub-categories depicted in Figure 28 have been recorded:



Figure 28 – Suggestions: How to implement a procedure/channel to denounce cases of discrimination?

Detailed results (presented in Figure 29) indicate that the preferred way to report an event of discrimination would be by the use of telematic means:

- **anonymous online platform** (n=56);
- **email** (n=36);
- **anonymous online form** (n=32).

Procedure / channel to denounce discrimination

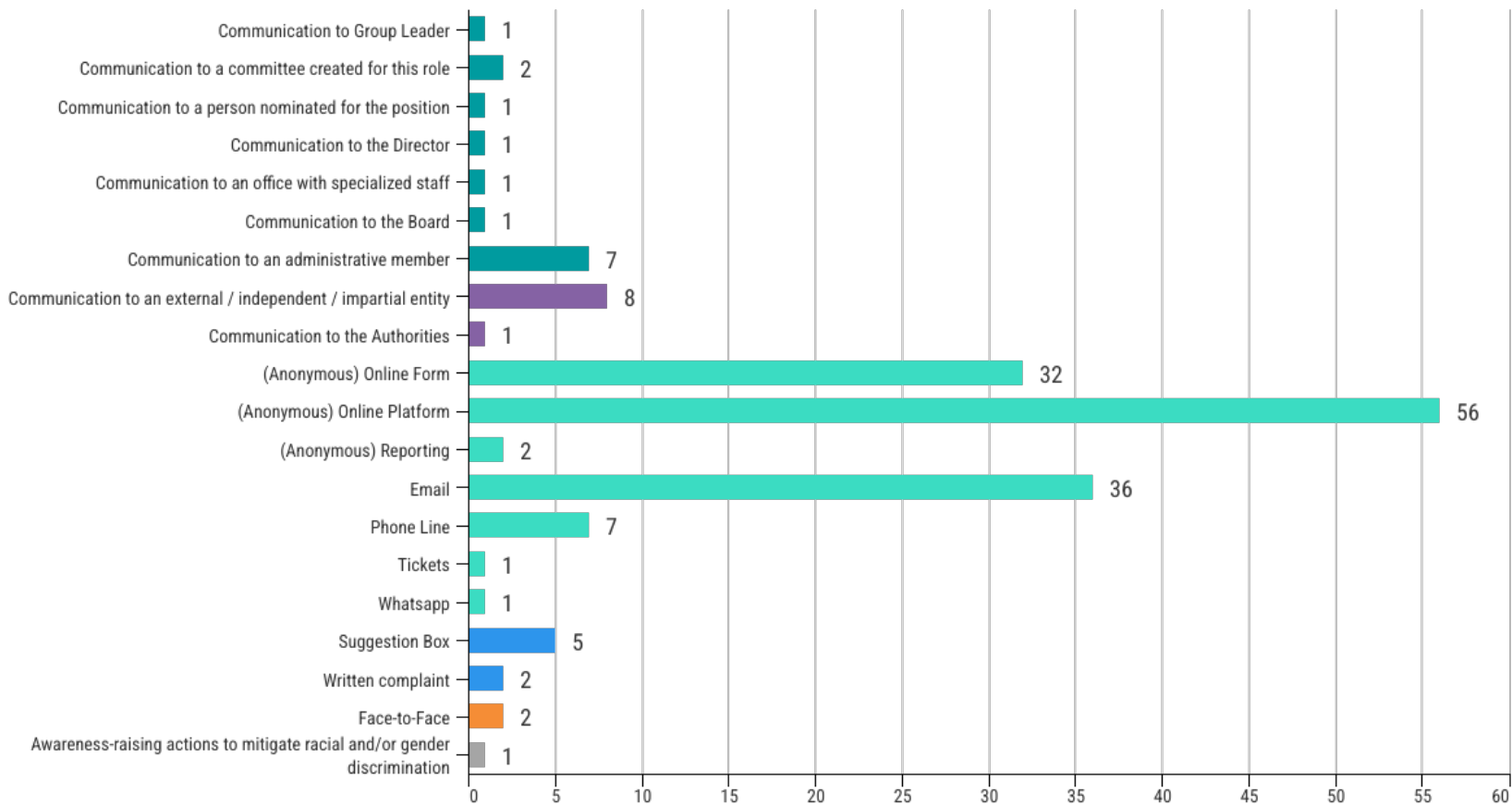


Figure 29 – Suggestions: How to implement a procedure/channel to denounce cases of discrimination?

How do you think equality can be promoted in IT?

This question was a text-based open-ended question, which allowed **all respondents** (n=222) to respond freely, with no character limitations.

All responses have been assessed and emerging categories (and sub-categories) have been created to allow for the grouping of answers. Whenever an answer dealt with more than one topic/category, that answer was split in as many categories needed to fully reflect the topics mentioned by the respondent.

The categories and sub-categories depicted in Figure 30 have been recorded:

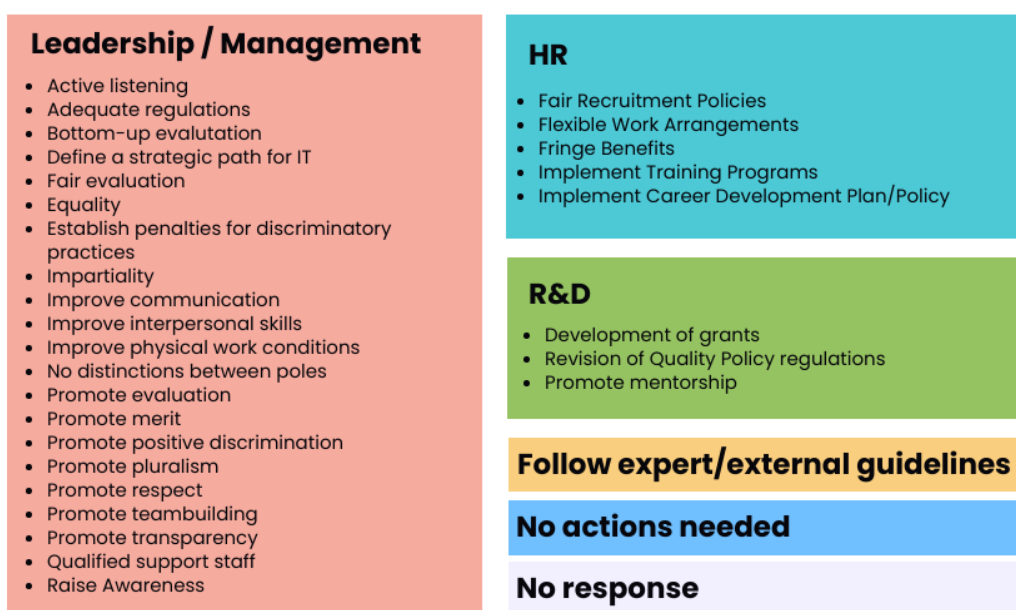


Figure 30 – Suggestions: How to promote equality at IT?

In what concerns the distribution:

- a great majority of sub-categories (and also a great majority of responses) relate to topics linked to Leadership/Management, which recorded 134 comments;
- 40 comments were related to HR and its policies;
- while 5 reported subjects related to R&D;
- 5 participants indicated expert / external guidelines should be followed;
- further 21 people have stated to have no opinion on the matter or any suggestion;
- whereas 27 responds have considered that no actions on this matter are needed.

Taking a closer look at the sub-categories, concerns about *Raising Awareness, Equality* (of opportunities or treatment) and *Promotion of Teambuilding* were very noticed by respondents, under *Leadership / Management* category, while on HR category the most significant sub-category was *Fair Recruitment Policies*.

Leadership / Management

Suggestions under leadership / management related to several action areas which will be detailed below.

Statements are transcribed as they were provided, with minimal spelling corrections.

Active Listening

A igualdade no IT pode ser fortemente promovida com a escuta constante das necessidades dos seus colaboradores em todo o tipo de matérias desde igualdade de género, idade, raça, religião, incapacidade ou orientação sexual, até à igualdade de acesso ou de alguns dos privilégios mais básicos entre edifícios ou salas.

By creating a safe space where people can feel free to speak in case they have been discriminated.

By promoting open communication channels

Compete à direção tomar essa decisão. Tal como em tudo o resto os colaboradores nunca são ouvidos.

I am not sure equality needs to be promoted in IT, it is enough to have reliable channels that would detect and prevent instances of the opposite.

Feedback Mechanisms: Open Channels: Allow employees to voice concerns or suggestions related to equality without fear of retaliation. Act on Feedback: Ensure feedback is acted upon and constructive changes are implemented.

Não identifico práticas de discriminação, mas convém criar mecanismos de auscultação dos colaboradores. os períodos de pausa por motivos religiosos devem possibilitar a existência de outras datas não católicas.

Ouvindo as pessoas, analisando as queixas.

Ouvir a opinião dos trabalhadores.

Adequate Regulations

Não havendo tratamento diferenciado entre os atuais trabalhadores. Se há regras/ normas/ regulamentos que temos de cumprir, é para todos. Não fazendo cumprir isto, só causa conflitos, sentimento de injustiça e mau estar entre colegas.

Adoção de regulamentos e critérios claros de distribuição das condições de trabalho, avaliação e promoção.
Código de conduta adequado;
Criar conjunto de regras de boa conduta para consciencializar colaboradores.
Globalmente, não sinto que haja discriminação no IT por motivos de raça, sexo, opiniões políticas, religião ou outras, de qualquer forma, acho importante a implementação de algumas das sugestões constantes no Gender Equality Plan.
Regulamentos adequados
Ter políticas e procedimentos rigorosos e programas de sensibilização para a prevenção da discriminação. É necessário criar um ambiente de trabalho mais seguro e respeitoso para os trabalhadores e estudantes.

Bottom-up evaluation

Also, there should be some evaluation mechanism to evaluate the line managers and supervisors. This can make IT top managers be timely aware about the ongoing problems in research groups and make the group leaders more responsible for their actions.

Define a strategic path for IT

O IT tem de definir uma vez por todas o rumo que quer seguir e ter a coragem para assumir essa escolha.

Criação de uma Comissão para o fomento da igualdade na Instituição.

Equality

Situação específica: sempre que for necessária a escolha de uma pessoa em vez de uma outra, fazer essa escolha sem olhar ao género, mesmo que isso implique obrigar a anonimidade total da pessoa

Atuando de forma igual perante as pessoas

Dando condições de trabalho promovendo a equidade

Começando pela desmistificação do tema e terminando na implementação de uma política de total igualdade (e não de valorização ou incentivo para um lado ou para o outro).

Dando as mesmas hipóteses a todos.

Dar as mesmas oportunidades a todos e a todas, independentemente do género, raça, etc. Não fomentar quotas.

Dar as mesmas condições a todos

Dar ênfase à necessidade de igualdade, criar oportunidades para pessoas cujas identidades são alvos comuns de opressão; dar ênfase ao trabalho destas mesmas
De preferência sem usar mecanismos contra-natura, também conhecidos por discriminação positiva. Se a origem de um desequilíbrio (por exemplo na representação de género) tem origem a montante, o problema deve ser corrigido a montante.
Desculpem, mas esta é uma pergunta idiota, a igualdade só se atinge se todos forem tratados da mesma forma. Logo para promover a igualdade basta que não haja qualquer tipo de discriminação. Deve-se tratar as pessoas de igual forma e dar oportunidades iguais sendo imparcial quanto à raça, género, idade, religião, incapacidade ou orientação sexual
Em todas as decisões deverá ficar claro que o grupo a que a pessoa pertence (raça, etc) nunca será tido em conta.
Garantindo igualdade de oportunidades.
Há desigualdade? A carreira académica deveria ser uma meritocracia. Está identificado que não o é? Porque se estamos a falar de igualdade, eu gostaria de ver essa igualdade a considerar aspetos de idade, género, raça e orientação sexual. Não consigo conceber o processamento de desigualdade apenas nalguns aspetos, por questões de política social.
I believe that prioritizing equal opportunities should be our primary objective
Igual oportunidade de contratação para todos.
Essa questão da igualdade entre membros e reconhecimento do mérito é extremamente importante.
Não considerando sexo, raça, etc., quando considerando candidaturas a posto de trabalho.
O sistema tende naturalmente para a igualdade depois de isso se estabelecer culturalmente. Se desejamos atingir esse equilíbrio mais rápido, usamos técnicas de controlo de sistemas, favorecemos o lado pretendido injustamente e em detrimento do outro, esperando que no meio disso não causemos uma instabilidade.
Penso que o IT, por ser um espaço multi-cultural, é inerentemente um espaço que promove a igualdade. Portanto, acredito que apenas é necessário continuar a providenciar oportunidade a todos, sem discriminação. E ter uma plataforma para monitorar e reportar situações de discriminação, dando-lhes o devido seguimento.
Promovendo condições iguais, nomeadamente salários e oportunidades iguais para todos.
Providenciando igualdade de oportunidades
Regras iguais.
Through equal treatment
Tratando todos da mesma forma e dando as mesmas oportunidades.
When everyone has the same chance in all fields and activities this will promote students/researchers/Professors to bring their best in terms of ideas, research and activities.
With fair standards

<i>Establish penalties for discriminatory practices</i>
Implementação de sanções em caso de discriminação.
Taking adequate measures within IT against the aggressors.
Com intolerância para eventuais elementos destabilizadores.
Em casos flagrantes de discriminação dar punição exemplar.
Clear Anti-Discrimination Policies: Zero Tolerance: Develop and enforce strict policies against all forms of discrimination.
Consequences: Implement consequences for managers and teams that do not adhere to equality guidelines.
Tomar medidas firmes em casos de desigualdade ou discriminação

<i>Fair Evaluation</i>
Performance Evaluations: Objective Criteria: Use clear and accurate criteria for performance evaluations to avoid biases.

<i>Impartiality</i>
Ao garantir que a vítima não sofrerá de discriminação acrescida após reportar um incidente
O que deve ser garantido, para manter igualdade, no IT, é os responsáveis/chefias serem 100% imparciais aquando de escolhas, e tratar todos por igual.
Penso que a igualdade no IT não necessita de ser promovida. Os responsáveis por escolher alunos/bolseiros/investigadores e funcionários devem sim ser 100% imparciais, isso a meu ver basta.
Sendo rigoroso, imparcial e expedito a investigar denúncias ou suspeitas.
Tomando decisões imparciais.

<i>Improve communication (exchange of information)</i>
Em geral publicitando mais o trabalho do IT.
Eventos educativos e colaborativos
Therefore, I would suggest that improving the utilization of English in IT-related documents such as contracts, communication, and work meetings can play a significant role in ensuring that individuals from different backgrounds have an equitable chance to make valuable contributions to the field of IT.
Promote external/internal publicity about IT's views on equality.
Promover a comunicação eficiente e eficaz

Improve Interpersonal Skills

Ao evitar chefias não condescendentes;

Leadership Commitment: Role Modeling: Leaders should embody the principles of equality in their actions and decisions

Improve physical work conditions

Ao proporcionar melhores condições de trabalho e higiene, incluindo uma taxa de renovação de ar apropriada em todas as divisões, de acordo com a ocupação destas

Ao disponibilizar mais áreas de reuniões para evitar aglomerações e ruído nas salas de trabalho;

Entende-se que possa haver algumas limitações relativas a alguns comportamentos ou ações dentro do espaço de laboratórios, mas o mesmo não se entende em salas de bolseiros ou outra tipologia de sala, em que sinais supostamente inibem o consumo de comidas e bebidas em espaço de trabalho. Esta medida promoveu uma forte discriminação entre colaboradores do IT para além do seu mau aspeto perante quem nos visita. A abolição deste tipo de medidas pode reverter esta última consequência, podendo haver outros mecanismos de contacto em caso de desrespeito de questões de higiene ou segurança no espaço de trabalho.

Arranjar acessos para locais altos, tais como a parte superior de armários. Melhorar acesso às tomadas altas nas bancadas. O método atual passa por termos de nos por em cima das bancadas para acessar às tomadas, o que não é agradável quando a mesa tem bastante material de uma experiência a decorrer. Quanto à deficiência, diria tornar o edifício mais acessível.

A nível de infraestruturas o IT necessita de melhorar, uma vez que tem falhas nos acessos a pessoas com mobilidade. Porta IT2 deveria ser automática, por forma a facilitar entrada de pessoas com mobilidade reduzida. Uma pessoa de cadeira de rodas, entre passar cartão e abrir a porta, já a mesma foi trancada. No IT1 acontece o mesmo com agravante da não existência de uma rampa devido aos degraus.

No distinctions between poles

Eu não acho que o IT trate de maneira diferente homens e mulheres. Acho é que devia haver uniformização entre pólo de comissões de gestão para que as regras fossem iguais para todos, para evitar mau estar e desconforto e até injustiças entre colegas.

Tratando da mesma forma todos os seus funcionários e colaboradores, de todos os pólos. A direção/Comissão de Gestão deve enfrentar os problemas que existem na estrutura nacional de forma a solucionar na raiz e não protelar tomadas de posição que minam a confiança dos que se sentem prejudicados. Não faz sentido as regras vigentes em Lisboa (Porto, Coimbra, Covilhã) não se verificarem em Aveiro e vice-versa.

Positive Discrimination
Discriminação positiva;
Alargar o escopo das campanhas de comunicação a todos os públicos;
É importante continuar a garantir que independentemente das características, crenças, ou passado profissional que todos têm as mesmas oportunidades e recursos dentro do IT. Penso que é algo que o IT tem vindo a promover adequadamente.
Hire more women researchers
More job opportunities to women in specific.
Procurar balanceamento de género e integração de minorias sub-representadas nos órgãos de gestão. Criar um segmento de comunicação especificamente dirigido às investigadoras (ex: "WITH - Women in IT Homage").
Promotion of Underrepresented Groups: Opportunities: Ensure that members of underrepresented groups have equal opportunities for promotions and leadership roles.
Seguir as regras, orientações ou diretivas estabelecidas pela CE/UE, incluindo em programas de financiamento (HE, etc.), eventualmente considerando discriminação positiva em alguns casos/perfis, com vista a promover tal igualdade efetiva a longo prazo (então já sem necessitar de qualquer tipo de discriminação).
Sistema de quotas por género

Promote merit
Com vontade de todos, não deixando cair o mérito.
Dando mais valor à qualidade do trabalho das pessoas, ao invés de fazer discriminação positiva por género.
Demonstrando que todas as pessoas conseguem atingir os seus objetivos, apresentarem bons resultados em nome da instituição e estarem satisfeitas com o seu trabalho.
Equality can be promoted by introducing strict merits when hiring somebody irrespective of gender, sex, religion and nationality.
Pela meritocracia, e implementando um código de conduta (algo que já está feito).
Um foco claro na meritocracia.

Promote Pluralism
Aumentar a diversidade nas escolhas de lideranças técnicas e científicas.
Colocar mulheres em cargos de liderança, nomeadamente na Comissão de Gestão.
Dando o exemplo através de incluir na Comissão de Gestão pessoas de diferente idade, género, ou raça.

Esforço para paridade e presença de ambos os géneros em posições de destaque (direção, comunicação interna e externa, eventos, ...).

Iniciar a rotatividade de membros da Direção porque tem grupos e membros preferidos. Essa questão da igualdade entre membros e reconhecimento do mérito é extremamente importante.

Na medida do possível, sugiro que haja pluralidade na composição dos órgãos que tomam as decisões no IT (júris, órgãos de gestão, painéis de avaliação ...)

Promote respect

Em primeiro lugar promovendo respeito por todos os colaboradores/funções.

Não acho que se deva promover igualdade. Acho sim que se deve promover o respeito entre as pessoas.

Respeitando

Promote Teambuilding

Promoção de atividades interculturais visando facilitar o conhecimento mútuo e o estabelecimento de relações interpessoais

promoção de eventos sociais de forma mais frequente (churrascos, atividades ao ar livre), que permitam melhorar a ligação entre membros da comunidade do IT

Estímulo à comunicação entre grupos para dar a conhecer alunos, professores, etc.

A criação de equipas de trabalho com as mesmas condições, promoção de eventos sociais onde as pessoas se "conectem" mais.

Atividades de Team Building que unam a equipa, de forma a derrubar quaisquer barreiras que possam existir.

Eventos de grupo

Existirem mais eventos de modo a promover a união de todos os colaboradores do IT

Promover atividades de integração e colaboração de trabalhadores.

atividades de teambuilding

Integrando as várias pessoas em diversos grupos de trabalho, convívios etc.

Organização de eventos de formação multicultural, em que fosse obrigatória a participação de 1 vez enquanto a sua passagem no IT (de alunos de doutoramento para cima). Este evento podia acontecer de forma anual para formar as pessoas que vão entrando. A participação devia de ser obrigatória para todos, inclusive portugueses.

Celebrate Diversity: Events: Organize events that celebrate different cultures, backgrounds, and perspectives. Awareness: Use these events as opportunities to educate and raise awareness about diversity and inclusion.

Promovendo eventos e convívios no qual o respeito por todos fosse promovido.
Promovendo mais vezes a interação entre todos.
Realizar mais eventos sociais que promovam a cooperação, interação e o espírito de equipa entre os colaboradores do IT, tal como os jantares de natal/verão, uma vez que são momentos em que podemos interagir com os colegas de trabalho num formato mais informal e que promovem um ambiente de trabalho mais saudável.
Team Building de forma a estimular a troca de experiências entre elementos de diferentes culturas
Promovendo eventos e convívios no qual o respeito por todos fosse promovido.

Promote Transparency

Aumentando a transparência das reuniões e a inclusão de mais colegas nas decisões estratégicas do IT, criação de mais reuniões gerais com um documento final a sumariar as decisões lá apresentadas. Inclusão de número de mandatos que cada posição de gestão pode ter, não é admissível termos uma direção muito semelhante desde a criação do IT!! Apresentação pública e transparente das contas do IT, especialmente das verbas recebidas da FCT como laboratório Associado e outros!
Com procedimentos adequados e transparentes. A transparência não atinge os níveis adequados no IT.
Increasing the transparency of the managerial/promotional procedures to everyone. , and rights at work, and they are sometimes abused by their line manager.
Primeiro devem ser identificados e quantificados e comunicados á comunidade IT os problemas de desigualdade.
Transparency: Be open about pay scales and criteria to reduce suspicions of inequality.
Accountability: Regular Reporting: Departments should regularly report on their diversity and inclusion efforts and progress.
Promover políticas de transparência de políticas e decisões;
Promover a transparência;

Qualified support staff

Dando apoio técnico e de gestão mais qualificado
Também se deverá promover o apoio de secretariado para o "reporting".

Raise Awareness

Ações de sensibilização.

Ações de sensibilização
Ao dar mais visibilidade ao trabalho daqueles que são menos favorecidos. Pode ser por meio das redes sociais do IT, palestras, campanhas, etc.
Através de campanhas de sensibilização que promovam a igualdade.
Criar e divulgar regras que não permitam qualquer tipo de discriminação.
Deveria haver formações, para todos as camadas - alunos, bolsiros, investigadores, professores, TAGs e diretores - para vieses inconscientes de género e outras formas de discriminação ou estereotipagem. Todos temos ideias preformadas, de raízes, muitas vezes, muito profundas, que resultam nalguma forma de discriminação ou preconceito.
Discrimination comes from education. Mentality have to change, it takes time
Em primeiro lugar, perceber que pessoas preferem ou não que exista essa igualdade. Acredito que uma das razões para não se resolver é que as pessoas que percebem que é vantajoso como está fazem para continuar assim. A meu ver, parece-me que existem pessoas que devem ser as primeiras a dar o exemplo.
Estar atento aos quases de discriminação
Estudando a desigualdade que possa existir.
Formação adequada por entidades competentes
Formação por forma a promover a consciencialização sobre o tema.
Formação,
Formando os serviços para tratar de igual modo todos os investigadores do IT, sejam eles júniores, séniores, ou professores catedráticos.
Implementar campanhas de sensibilização e consciencialização sobre os tipos de discriminação conscientes ou inconscientes (quer género, étnico, religioso, etc.)
Lançar campanhas de sensibilização dos funcionários para a importância da igualdade e para a identificação de preconceitos inconscientes.
Mostrar que a diversidade é sempre uma mais-valia para todos. Tornar um assunto sobre o qual se converse.
Motivando os colaboradores a tratarem toda a gente da mesma forma, independentemente da sua idade, género, religião, incapacidades ou orientação sexual.
O senso de igualdade deve partir tanto dos funcionários como do próprio IT.
Palestras com as minorias como speakers
Pedagogia para prevenção.
Penso que a igualdade se promove, sobretudo, a partir de reflexão em conjunto entre as pessoas que trabalham numa instituição. A essa reflexão deve adicionar-se momentos práticos de situações em que além do convívio entre as pessoas seria possível perspetivar a identificação / consciencialização / resolução / antecipação de eventuais problemas dessa natureza.

Open Dialogue: Encourage discussions about equality at the highest levels of the institution, signalling its importance.

Awareness: Ensure that every institution member knows these policies and the consequences of violations.

Human Resources

Suggestions under Human Resources relate to several action areas which will be detailed below. Statements are transcribed as they were provided, with minimal spelling corrections.

Fair Recruitment Policies

Ao contractar com base no mérito e currículo, sem olhar a raça, género, idade, ...;

Ao evitar medidas que enforcem percentagens de género, por exemplo, pois estas não têm em conta a realidade das candidaturas, e forcem a uma discriminação "positiva";

Na divulgação de posições de investigação, apelar a candidaturas de grupos pouco representados.

Ter cuidado com as questões realizadas no recrutamento de RH;

Eliminar preconceitos no momento de contratação.

A desigualdade de género é um problema de génese das áreas das engenharias em Portugal, será difícil o IT contrariar estes factos. Contudo, poderá continuar a incentivar a contratação pessoas do género feminino com tem feito até a data.

inclusive hiring procedures.

I believe IT has already considered great gender equality policies. What remains not really equal is hiring researchers in permanent positions. Most of the international researchers are PhD students. They grow in IT and they are very productive but not many international researchers have stable contracts. I believe IT can promote equality through hiring more qualified international researchers.

Não considero que exista desigualdade de género no IT. Por isso não vejo também necessidade que a mesma seja promovida. Os números relativos a género são resultado natural de uma tendência que tem vindo a mudar, criando assim um equilíbrio natural. Aquando de seleção deveremos escolher sempre pelos que mais preparados estão aos desafios postos pelo IT, independente de género.

Diverse Recruitment: Broad Outreach: Ensure recruitment processes reach a diverse audience.

Unbiased Selection: Use structured interviews and diverse hiring panels to minimize biases.

Atraindo mais estudantes/profissionais do género feminino

Contratação por mérito em vez de outras condições

<i>Flexible work arrangements</i>
Oferecer horários flexíveis e opções de teletrabalho parcial;
Possibilitar opções de trabalho flexíveis para acomodar diferentes necessidades, como trabalho remoto, horários flexíveis e licença parental.
Flexibilizar mais os horários;
Flexible Work Arrangements: Accommodation: Offer flexible work schedules, remote work options, and parental leave to accommodate various needs and life situations.
<i>Fringe benefits</i>
Ter ofertas de infantário/ creche ou ocupação de tempos livres para mães (pais) com crianças pequenas;
Apoiando a vida familiar, seguros de saúde, acesso privilegiado a creches, a desporto e á educação dos filhos
<i>Implement a career development plan/policy</i>
Estabelecer uma estratégia desenvolvimento de carreiras igualitária.
Proporcionar oportunidades para o desenvolvimento profissional
Não promovendo o desenvolvimento dos investigadores/as
Também deveremos continuar a suportar ativamente o enquadramento dos investigadores séniores (e mais velhos).
Managerial mechanisms are needed to better involve these researchers and encourage them to take steps towards next career stages, e.g., by supporting them to act as the PI for the projects that they bring. Many postdocs working in IT have no clue about their career development opportunities
Growth: These programs (mentorship) can help professional development and provide a platform for sharing experiences and challenges.
Talent Development: Invest in training and development programs targeted at these groups.
Tentar promover no IT a promoção por mérito

Implement training programs

Programas específicos de formação (e.g. liderança, planeamento de carreira) visando os grupos-alvo de discriminação;

Promover um plano de formação nas áreas transversais à gestão de projetos (legislação, contabilidade, finanças, compras, etc.).

Diversity & Inclusion Training: Regular Sessions: Conduct training sessions to educate employees about unconscious biases, stereotypes, and the importance of diversity and inclusion. Interactive Approaches: Use role-playing, case studies, and group discussions to make training more engaging and impactful.

Training for Evaluators: Train managers and evaluators to recognize and counteract their biases.

Improve integration of new HR

Promover um sistema de acompanhamento de novos colaboradores.

Remuneration by merit

O IT deve remunerar de forma igual quem tem funções, volume de trabalho, responsabilidade e experiência semelhantes. A remuneração de acordo com o grau académico é injusta e desmotivadora. Na maior parte das funções, ou mesmo todas as funções da equipa de suporte, o grau académico só por si não traz qualquer benefício para a execução das mesmas. A desigualdade salarial entre pares promove desigualdade e injustiça.

Pay Equity Audits: Regular Reviews: Review compensation structures to ensure no pay disparity based on gender, race, or other factors.

Ter uma política remuneratória justa, relativamente às funções e ao desempenho profissional

Valorizar os RHs e fazer uma gestão integrada de RH. Por exemplo a determinação da posição salarial é muito casuística e leva a que uma pessoa recém-contratada para funções semelhantes (e com menos experiência) possa receber mais que outra que já esteja na instituição e a fazer o mesmo.

R&D

Suggestions under R&D related to several action areas which will be detailed below.

Statements are transcribed as they were provided, with minimal spelling corrections.

Grants
Desenvolvimento de programas de I&D específicos, com financiamento dedicado, tendo por alvo grupos-alvo de discriminação;
Promovendo muito mais bolsas

Promote Mentorship
Mentorship Programs: Support: Establish mentorship programs that support underrepresented groups in the institution.

Revision of Quality Policy Regulations
terminando com o atual formato dos prémios científicos, que passam uma mensagem super-errada, assemelhando-se a uma "penalização científica"
By encouraging juniors and seeing the productivity per year of the person.

Expert Guidelines

Several respondents indicated that IT should establish collaborations with existing external bodies and follow their guidelines. Statements are transcribed as they were provided, with minimal spelling corrections.

Expert Guidelines
Conforme as normas nacionais
Nunca encontrei tratamento desigual no IT (raça, género, idade, religião, incapacidade ou orientação sexual). No entanto, acho importante garantir que se fomenta a igualdade. Tal é particularmente importante se os resultados apurados com este inquérito indicarem que existe tratamento desigual. Se tal acontecer acho que devem pedir ajuda à Comissão para a Cidadania e Igualdade de Género (https://www.cig.gov.pt/).
O IT deve seguir as recomendações dos organismos competentes sobre igualdade.
External Partnerships: Collaborate with organizations or consultants specializing in diversity and inclusion to gain insights and best practices. Community Engagement: Engage with community groups and nonprofits that advocate for equality and diversity.
Existem várias entidades nacionais, a trabalhar sobre o assunto, contactar essas entidades, e pedir apoio na elaboração dos vários procedimentos.
Promovendo a igualdade do upstream (i.e., na universidade que forma os recursos humanos a contratar)

No actions needed

Several respondents indicated no actions were needed to promote equality at IT. Statements are transcribed as they were provided, with minimal spelling corrections.

No actions needed
A meu ver, o ambiente no IT é muito inclusivo, onde a igualdade é respeitada.
Acho bem, como em qualquer situação em que a mesma seja promovida
Acho que está salvaguardada neste momento
Acho que há igualdade em TI
Do meu ponto de vista e posição, acho que não existe desigualdade no IT. Por isso diria que continuar o que estão a fazer.
É bom
Eu sinto que já é um ambiente com bastante igualdade
I think it is fine
It is in good condition.
Não acho que exista desigualdade no IT.
Não acho que seja necessário promover a igualdade de género. Não me parece que seja um problema do IT.
Não detetei desigualdade de tratamento por quaisquer dos fatores acima referidos (raça, género, idade, religião, incapacidade ou orientação sexual). Pode existir, mas não conheço. Existe a notória fraca percentagem do género feminino no IT, mas no contexto europeu até tem das melhores participações de investigadores e doutorandos do sexo feminino. Estive há poucos anos em sabática num centro em wireless communications na Escandinávia em que eram cerca de 200 homens e umas 10 mulheres em todo o centro. São números péssimos, mas em Portugal é menos mau. A mudança tem de acontecer nos 1ºs anos das faculdades, sendo que em 2023 continua a ter 95% rapazes nas aulas no 1º ano.
Não é preciso fazer nada
Não me apercebi de nenhuma situação em que a igualdade tenha sido posta em causa no IT.
Não me parece haver falta de igualdade.
Não sei, é um assunto que no meu entender já não deveria ser discutido, as mulheres se quiserem ocupam o seu lugar.
Não sinto que este seja um problema no IT.
Não sinto que haja qualquer discriminação de género no IT.

Não tenho testemunhado casos de desigualdade a não ser provocados pela normal discrepância de género nas pessoas formadas nos cursos com maior impacto no IT, mas sendo os métodos de seleção baseados no mérito, acho justo.
Neste momento não sinto que haja algo importante e com impacto a fazer.
No idea! All is satisfactory for the time being
No IT nunca assisti a qualquer caso de discriminação, e por esta razão creio que não existe qualquer tipo de desigualdade.
Nunca presenciei qualquer tipo de discriminação no IT, penso que a instituição e os seus membros recebem de forma igual qualquer pessoa independentemente da raça, género ou orientações.
O IT é uma instituição que promove a igualdade e desenvolve as suas operações, independente da natureza contratual dos seus recursos humanos, de forma igualitária.
Penso que não há discriminação, pelo que, não há necessidade de fazer nada
Penso que o IT não diferencia as pessoas, o que não invalida que existam trabalhadores do IT que não respeitem a igualdade
Prosseguindo com as práticas habituais. Ou seja, a tratar toda a gente de forma igual e não implementar medidas discriminatórias, sejam elas positivas ou negativas, contra qualquer tipo de grupo.

3. Conclusion

After the implementation and analysis of this survey, we would like to highlight a few conclusions:

- this initiative was very well received by the participants, which demonstrates that **this type of initiative (active listening) promotes a sense of belonging**;
- we can emphasize keywords like **merit, equality, teambuilding, salary/contractual conditions, career plan and progress, flexible working period, better communication, fringe benefits**, as the **main issues for which actions are expected**;
- in fact, some of these topics appear as suggestions both for possible work-life balance promotion measures as well as for measures to promote equality within IT, thus highlighting how **relevant they are for the respondents**;
- we strongly believe that this survey could be **a tool to promote corrective and pre-emptive measures** that align with the expectations of the staff and organization;
- given some **sensitive issues** identified in the survey, we strongly believe that a **dedicated channel** – such as a *Complaint Portal / Portal de Denúncia* – should be implemented to address these matters;
- although some answers indicate/suggest positive discrimination as a way to fight gender inequalities, we should highlight that under Portuguese law **no such discrimination (positive or negative) is allowed** as stated in article 13 of *Constituição da República Portuguesa*;
- also, it became clear that some answers/suggestions demonstrate **a lack of knowledge of national Laws and Regulations as well as of IT organization** (including a lack of knowledge of IT Bylaws, Regulations and Directives) thus **requiring clear mechanisms of communication and exchange of information within IT**.

Annex I – Questionnaire

English version

Language: English Change the language

Questionnaire - Instituto de Telecomunicações

This survey is an instrument for assessing **employee satisfaction with the working conditions** provided by IT. This study seeks to collect information on: **working conditions**, **work-life balance**, and **gender equality** within the institution. It aims to provide information to the management requirements of the **Gender Equality Plan (GEP)** of IT and to aspects of HR management, namely the requirements of the HST (Hygiene and Safety at Work).

The survey takes approximately **8 minutes** to complete. All collected data is **strictly confidential**. Your **opinion is very important** and, as such, we ask that you answer all questions as **candidly** as possible.

There are no right or wrong answers.

If you have any questions, please contact Marcelino Pousa (mpousa@av.it.pt).

Next

Consent

Your participation in this survey is anonymous and completely voluntary. All information collected will be treated as confidential. The answers will be anonymized, no information about the IP address will be collected and the source URL will not be recorded. The data will be stored on secure institutional servers. All data collected will be treated in accordance with Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016, effective from 25 May 2018 (GDPR).

★Do you agree to participate in this study?

✓
Yes

⊘
No

Previous

Next

Sociodemographic Characteristics

★Gender

📌 Choose one of the following answers

☐ Male

☐ Female

☐ Non-binary

***Age**

Select the interval that contains your birth year.

Choose one of the following answers

- ☐ ... - 1946
- ☐ 1946 - 1964
- ☐ 1965 - 1980
- ☐ 1981 - 1995
- ☐ 1996 - ...

***Position held in IT**

Choose one of the following answers

- ☐ Student (unremunerated)
- ☐ Scholarship Holder
- ☐ Researcher - Contracted
- ☐ Researcher - External to IT
- ☐ Professor
- ☐ Administrative/Technical Staff - Contracted

***Experience in IT**

For how long have you been working at IT?

Choose one of the following answers

- ☐ 0 - 2 years
- ☐ 3 - 10 years
- ☐ 11 - 15 years
- ☐ more than 16 years

Work conditions and work environment***How do you characterize the following (physical) working conditions?**

	Bad	Regular	Good	Not Applicable
Area of your workstation	☐	☐	☐	☐
Office / Laboratory Furniture	☐	☐	☐	☐
Computer equipment	☐	☐	☐	☐
Communication equipment	☐	☐	☐	☐
Lab equipment or other equipments fundamental for your job	☐	☐	☐	☐
Workstation ergonomics (chair, table, etc.)	☐	☐	☐	☐
Temperature	☐	☐	☐	☐
Lighting	☐	☐	☐	☐
Air quality	☐	☐	☐	☐
Noise	☐	☐	☐	☐
Cleanliness	☐	☐	☐	☐
Safety at work (e.g. when working with hazardous materials)	☐	☐	☐	☐

*Please indicate your level of agreement with the following statements.

	Fully disagree	Disagree	Neither agree nor disagree	Agree	Fully agree	Not applicable
I consider my remuneration adequate for the work I perform.	☐	☐	☐	☐	☐	☐
I consider that the tasks I perform are adequate to my qualifications.	☐	☐	☐	☐	☐	☐
Training actions are made available to support professional development.	☐	☐	☐	☐	☐	☐
I am satisfied with my career progression within IT.	☐	☐	☐	☐	☐	☐
I am aware of which objectives I need to achieve in order to progress in my career.	☐	☐	☐	☐	☐	☐

*Please indicate your level of agreement with the following statements regarding your activities at IT.

	Fully disagree	Disagree	Neither agree nor disagree	Agree	Fully agree	Not applicable
I find my work meaningful/stimulating.	☐	☐	☐	☐	☐	☐
I have the right working conditions to carry out my tasks.	☐	☐	☐	☐	☐	☐
My responsibilities and tasks contribute to my professional growth	☐	☐	☐	☐	☐	☐
Overall, I am satisfied to work in IT.	☐	☐	☐	☐	☐	☐

Work - Life balance

*How many hours do you work on average per week?

Only numbers may be entered in this field.

*How long does your commute from home to work usually take?

Choose one of the following answers

- ☐ 1-15 minutes
☐ 16-30 minutes
☐ 31-45 minutes
☐ 46-60 minutes
☐ more than one hour

*How often do the following situations occur?

	Never	Rarely	Sometimes	Often	Always
take work home	☐	☐	☐	☐	☐
work on the weekends	☐	☐	☐	☐	☐
work on the holidays	☐	☐	☐	☐	☐
check my emails after leaving work	☐	☐	☐	☐	☐
think or worry about work (when I'm neither in the workplace nor travelling for work purposes)	☐	☐	☐	☐	☐
missing personal events due to work	☐	☐	☐	☐	☐

*Do you consider that IT takes initiatives to improve the work - life balance?



*How satisfied are you with your current work-life balance?

📌 Choose one of the following answers

- ☐ Very dissatisfied
- ☐ Dissatisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Satisfied
- ☐ Very satisfied

*How can IT contribute to improve the work - life balance?

*Since you're at IT have you ever considered changing:

📌 Check all that apply

- ☐ job
- ☐ employer
- ☐ workplace (mobility between IT poles/delegations)
- ☐ research group (mobility within an IT pole/delegation)
- ☐ none of the above

*If you have selected any of the listed changes, this was due to:

📌 Check all that apply

- ☐ salary conditions
- ☐ lack of recognition
- ☐ environmental work conditions
- ☐ bad work environment (bad relationship with colleagues / line managers)
- ☐ balance between personal and professional lives
- ☐ inflexible working hours
- ☐ Other:

Equality

Discrimination is the practice of treating people differently based on distinctions made without regards to individual merit. Examples of categories where discrimination occurs include race and ethnicity, religion, sex/gender, weight, disability, height, employment conditions, sexual orientation and age.

*Have you ever been a victim or witness of discrimination in your workplace, due to race, gender, age, religion, disability or sexual orientation?



*IT intends to implement a procedure/channel to denounce cases of discrimination. In your opinion, what is the best way to do this?

*Did you report what happened to someone from IT (HR, line manager, ...)?



*If you didn't report it, why?

📌 Check all that apply

☐ I didn't feel comfortable to do it.

☐ I'm not aware of the procedure to report such a situation.

☐ Other:

*Can you please describe what kind of discrimination you witnessed or suffered?

*How do you think equality can be promoted in IT?

Portuguese version

Idioma Português Alterar o idioma

Questionário - Instituto de Telecomunicações

O presente inquérito é um instrumento de **análise da satisfação dos colaboradores** com as condições de trabalho proporcionadas pelo IT. Este estudo pretende recolher informação sobre: as **condições de trabalho**, o **balanço entre vida profissional e pessoal**, e **aspectos de igualdade de género** dentro da instituição. Visa dar resposta aos requisitos de gestão do **Plano de Igualdade de Género (Gender Equality Plan - GEP)** do Instituto de Telecomunicações e à gestão dos RH nomeadamente aos requisitos do HST (Higiene e Segurança no Trabalho).

O inquérito demora cerca de **8 minutos** a responder.

Todos os dados recolhidos são estritamente confidenciais.

A sua **opinião é muito importante** e, como tal, pedimos que responda a todas as questões com o máximo de **sinceridade**.

Não há respostas certas ou erradas.

Se tiver dúvidas, pode entrar em contato com Marcelino Pousa (mpousa@av.it.pt).

[Seguinte](#)

Consentimento

A sua participação neste questionário é anónima e totalmente voluntária. Toda a informação recolhida será tratada como confidencial. As respostas serão anonimizadas, não será recolhida informação sobre o endereço IP nem gravado o URL de origem. Os dados serão armazenados em servidores institucionais seguros. Toda a informação recolhida será tratada em conformidade com o Regulamento (UE) 2016/679 do Parlamento Europeu e do Conselho, de 27 de abril de 2016, efetivos a partir de 25 de maio de 2018 (Regime Geral de Proteção de Dados).

*Consente a participação neste estudo?



Sim



Não

Caracterização Sociodemográfica

*Género

📌 Escolher uma das seguintes respostas

- ☐ Masculino
- ☐ Feminino
- ☐ Não-binário

*Idade

Selecione o intervalo de datas que contém o seu ano de nascimento.

📌 Escolher uma das seguintes respostas

- ☐ ... - 1946
- ☐ 1946 - 1964
- ☐ 1965 - 1980
- ☐ 1981 - 1995
- ☐ 1996 - ...

***Posição que ocupa no IT**

Escolher uma das seguintes respostas

- ☐ Estudante (não remunerado)
- ☐ Bolseiro
- ☐ Investigador Contratado
- ☐ Investigador Externo
- ☐ Professor
- ☐ Contratado Administrativo / Técnico

***Experiência no IT**

Há quantos anos trabalha no IT?

Escolher uma das seguintes respostas

- ☐ 0 - 2 anos
- ☐ 3 - 10 anos
- ☐ 11 - 15 anos
- ☐ Mais de 16 anos

Condições de trabalho e ambiente laboral***Como caracteriza as seguintes condições (físicas) de trabalho?**

	Mau	Regular	Bom	Não Aplicável
Área do posto de trabalho	☐	☐	☐	☐
Mobiliário de escritório / laboratório	☐	☐	☐	☐
Equipamento informático	☐	☐	☐	☐
Equipamento de comunicação	☐	☐	☐	☐
Equipamento de laboratório ou outros fundamentais ao exercício da função	☐	☐	☐	☐
Ergonomia do posto de trabalho (cadeira, mesa...)	☐	☐	☐	☐
Temperatura	☐	☐	☐	☐
Iluminação	☐	☐	☐	☐
Qualidade do ar	☐	☐	☐	☐
Ruído	☐	☐	☐	☐
Limpeza	☐	☐	☐	☐
Segurança no trabalho (ex: no trabalho com materiais perigosos)	☐	☐	☐	☐

✳Por favor indique qual o seu grau de concordância com as seguintes afirmações.

	Discordo total- mente	Discordo	Não concordo nem discordo	Concordo	Concordo total- mente	Não aplicável
Considero a minha remuneração adequada ao trabalho que realizo.	☐	☐	☐	☐	☐	☐
Considero que as funções que executo são adequadas às minhas qualificações.	☐	☐	☐	☐	☐	☐
São disponibilizadas ações de formação com vista à valorização profissional.	☐	☐	☐	☐	☐	☐
Estou satisfeito com a minha progressão na carreira dentro do IT.	☐	☐	☐	☐	☐	☐
Sei que objetivos tenho de atingir para progredir na carreira.	☐	☐	☐	☐	☐	☐

✳Por favor indique qual o seu grau de concordância com as seguintes afirmações, em relação às suas atividades no IT.

	Discordo total- mente	Discordo	Não concordo nem discordo	Concordo	Concordo total- mente	Não aplicável
Considero o meu trabalho significativo/estimulante.	☐	☐	☐	☐	☐	☐
Tenho as condições de trabalho adequadas à realização das minhas tarefas.	☐	☐	☐	☐	☐	☐
As responsabilidades e tarefas que me são associadas proporcionam o meu crescimento profissional	☐	☐	☐	☐	☐	☐
Sinto-me globalmente satisfeito/a por trabalhar no IT.	☐	☐	☐	☐	☐	☐

Equilíbrio vida profissional / vida pessoal

✳Quantas horas trabalha em média por semana?

📌 Neste campo só é possível introduzir números.

✳Quanto tempo demora normalmente no seu trajeto casa - trabalho?

📌 Escolher uma das seguintes respostas

- ☐ 1-15 minutos
- ☐ 16-30 minutos
- ☐ 31-45 minutos
- ☐ 46-60 minutos
- ☐ mais de uma hora

✳Com que frequência ocorrem as seguintes situações?

	Nunca	Raramente	Por vezes	Frequentemente	Sempre
levar trabalho para casa	☐	☐	☐	☐	☐
trabalhar ao fim de semana	☐	☐	☐	☐	☐
trabalhar nas férias	☐	☐	☐	☐	☐
ver os emails depois de sair do trabalho	☐	☐	☐	☐	☐
pensar sobre ou preocupar-se com o trabalho (quando não está no local de trabalho ou a viajar em serviço)	☐	☐	☐	☐	☐
perder eventos pessoais por causa do trabalho	☐	☐	☐	☐	☐

*Considera que o IT toma iniciativas para melhorar o equilíbrio vida profissional / vida pessoal?



*Quão satisfeito está com seu atual equilíbrio entre vida profissional e vida pessoal?

📌 Escolher uma das seguintes respostas

- ☐ Muito insatisfeito
- ☐ Insatisfeito
- ☐ Nem satisfeito nem insatisfeito
- ☐ Satisfeito
- ☐ Muito satisfeito

*Como pode o IT contribuir para melhorar o equilíbrio entre vida profissional e pessoal?

*Desde que está no IT já considerou mudar de:

📌 Selecione todas as opções que se apliquem

- ☐ profissão
- ☐ entidade empregadora
- ☐ local de trabalho (mobilidade entre pólos/delegações)
- ☐ grupo de investigação (mobilidade dentro do pólo/delegação)
- ☐ nenhum dos indicados acima

*Caso tenha selecionado alguma das mudanças listadas, foi devido a:

📌 Selecione todas as opções que se apliquem

- ☐ condições salariais
- ☐ falta de reconhecimento
- ☐ condições laborais ambientais
- ☐ mau ambiente de trabalho (mau relacionamento com colegas / superiores)
- ☐ conciliação vida pessoal / profissional
- ☐ horário de trabalho pouco flexível
- ☐ Outro:

Igualdade

Discriminação é a prática de tratar as pessoas de maneira diferente com base em distinções feitas sem levar em conta o mérito individual. Exemplos de categorias em que a discriminação ocorre incluem raça e etnia, religião, sexo/gênero, peso, deficiência, estatura, condições de emprego, orientação sexual e idade.

★ Já foi vítima ou testemunha de discriminação no seu local de trabalho, devido a raça, gênero, idade, religião, incapacidade ou orientação sexual?



★ Reportou o sucedido a alguém do IT (RH, superior, ...)?



★ Se não reportou, porquê?

📌 Selecione todas as opções que se apliquem

☐

Não me senti à vontade

☐

Não tenho conhecimento do procedimento para reportar a situação

☐

Outro:

★ Pode descrever, por favor, que tipo de discriminação presenciou ou sentiu?

★ O IT pretende implementar um procedimento/canal para denunciar casos de discriminação. No seu entender, qual a melhor forma de o fazer?

★ Como acha que se pode promover a igualdade no IT?

Aveiro, 15th November 2023

Gender Equality Working Group

Editor: Cláudia Barbosa

Authors: Cláudia Barbosa, Sara Correia, Ana Luísa Ribeiro, Daniel Pôças (survey design, analysis and reporting)

