

## **As zonas cinzentas no contexto das relações laborais: o caso dos trabalhadores do sector da saúde em Portugal**

**Berta de Sousa,<sup>1</sup> Jurista e Socióloga**

### **Abstract**

Through the impact of the markets globalization, incorporation of digital technologies, artificial intelligence and the principles of rationalization, a great part of OECD countries implemented a set of measures that pursue a better performance of the public organizations. These measures imply new management models, with clearly effects on the relationships and processes of work and employment. Based on an interdisciplinary approach, particularly between Labour Law and Sociology, this article aims to reflect on new configurations of the labour relation, especially in the Health Sector in Portugal, which will be studied in depth, in the context of an ongoing doctoral project, in Instituto de Ciências Sociais in Minho University.

## **Acidentes em teletrabalho**

**Cláudia Madaleno,<sup>2</sup> Professora Auxiliar da Faculdade de Direito da Universidade de Lisboa**

### **Abstract**

This text analyses the work accidents legal regime applicable to teleworkers, in particular the changes resulting from Law No. 83/2021, of December 6<sup>th</sup>, and Law No. 13/2023, of April 3<sup>rd</sup>. It starts by determining the scope of application, particularly regarding to situations of economic dependence.

With regard to the concept of accident itself, the text delimits it in relation to disease situations. The concepts of workplace and working hours and their specificities in the field of telework are also object of this study. Particular attention is given to so-called domestic accidents. Route accidents are also taken into account within the scope of work accident concept's extension.

## **Nótula sobre o trabalho suplementar na Lei Geral do Trabalho em Funções Públicas**

**João Zenha Martins, Professor Associado da NOVA School of Law**

### **Abstract**

This paper looks at the exceptional nature of overtime work and its relationship with other forms of flexible working time. This is an issue in which aspects of labour law and administrative law intersect, in a scenario in which, by comparison, public sector workers are worse off than private sector workers. As there are many aspects that are still in the Labour Code, overtime work requires regular monitoring by the competent bodies to ensure that the legal rules in force are scrupulously applied.

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## **A Administração Pública na atual sociedade em mudança**

**José F. F. Tavares,<sup>3</sup> Presidente do Tribunal de Contas**

### **Abstract**

Society is not static but rather in constant change, requiring developments and advances, also in Public Administration, which has long, seized to be centered or based on a bureaucratic model. It became focused on those who are recipients of its action (citizens and companies), later seen as users and now considered clients, seeking to meet their expectations and needs beyond those arising from traditional social policies. Mitigating the bureaucracy that has permeated its organization and operation for decades, the Public Administration has started to act in a more simplified, open, and transparent way, also intending to strengthen citizens' trust in it and increase the quality of its services in which *value for money* must increasingly be taken into account, i.e., quality-price ratio, an aspect that is not normally associated with the private sector.

## **Liderança para a igualdade na administração pública**

**Sandra Ribeiro, Presidente da Comissão para a Cidadania e a Igualdade de Género (CIG)**

### **Abstract**

It is becoming increasingly evident that public administration needs to attract new talents with high qualifications and retain those who already hold public functions. To achieve this, it is necessary to recognize the advantages and value of transformative leaders, give them room for maneuver, and, preferably, promote the formation of new leaders with this profile. Leadership must be cultivated in Public Administration as a priority in the initial and ongoing training of managers as well as to workers in public functions, and it must have a gender perspective. It is necessary to lead towards equality and diversity to really achieve inclusion, ensuring not only that public administration services incorporate these objectives across the board in their actions but also their human resources are trained to incorporate these principles.

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