INSTITUTO UNIVERSITÁRIO DE LISBOA

Ciência_Iscte

Public Profile

**Warning:** [2026-11-19 22:36] this document is a print-out of the Ciência-iul web portal and was automatically generated at the labeled date. The document has a mere informational purpose and represents the information contained on Ciência_Iscte at that date.

# Helena Maria de Sousa Lopes

**Professora Catedrática**
DINÂMIA'CET-Iscte - Centre for Socioeconomic and Territorial Studies
Department of Political Economy (ECSH)



## Contacts



| | |
|---|---|
| **E-mail** | helena.lopes@iscte-iul.pt |
| **Office** | D2.21 |
| **Telephone** | 217650334 (Ext: 220123) |
| **Post Box** | 109 |



## Research Interests

Labour economics

## Academic Qualifications

| University/Institution | Type | Degree | Period |
|---|---|---|---|
| ISCTE | Aggregation | Agregação em economia | 2002 |
| Université Panthéon-Sorbonne-Paris I | PhD | Economia | 1994 |
| Université Panthéon-Sorbonne-Paris I | M.Sc. | Economia | 1982 |

| | | | |
|---|---|---|---|
| Université Panthéon-Sorbonne-Paris I | Licenciate | Economia | 1981 |

## Teaching Activities

| Teaching Year | Sem. | Course Name | Degree(s) | Coord. |
|---|---|---|---|---|
| 2026/2027 | 1º | Political Economy of the Ecological Crisis | Institutional Degree in Escola de Ciências Sociais e Humanas; | No |
| 2025/2026 | 2º | Research Seminar and Tutorial | | Yes |
| 2025/2026 | 1º | Labour and Human Resource Economics | Bachelor Degree in Economics; | Yes |
| 2024/2025 | 2º | Development and Social Sustainability | Institutional Degree in Escola de Ciências Sociais e Humanas; | No |
| 2024/2025 | 2º | Regulation and Labour Markets | Master Degree in Human Resource Management and Organizational Consultancy; | No |
| 2024/2025 | 2º | Research Seminar and Tutorial | | Yes |
| 2024/2025 | 2º | Ecological transition, work and employment | | Yes |
| 2024/2025 | 1º | Labour and Human Resource Economics | Bachelor Degree in Economics; | Yes |
| 2024/2025 | 1º | Master Dissertation in Human Resources Development Policies | Master Degree in Human Resources Development Policies; | Yes |
| 2023/2024 | 2º | Regulation and Labour Markets | Master Degree in Human Resource Management and Organizational Consultancy; | No |
| 2023/2024 | 2º | Personnel Economics | Master Degree in Human Resources Development Policies; | Yes |
| 2023/2024 | 1º | Labour and Human Resource Economics | Bachelor Degree in Economics; | Yes |
| 2023/2024 | 1º | Master Dissertation in Human Resources Development Policies | Master Degree in Human Resources Development Policies; | Yes |
| 2022/2023 | 2º | Project in Human Resources Development Policies | | Yes |
| 2022/2023 | 2º | Regulation and Labour Markets | Master Degree in Human Resource Management and Organizational Consultancy; | No |
| 2022/2023 | 2º | Research Seminar and Tutorial | | No |

| | | | | |
|---|---|---|---|---|
| 2022/2023 | 2º | Personnel Economics | Master Degree in Human Resources Development Policies; | Yes |
| 2022/2023 | 2º | Master Dissertation in Human Resources Development Policies | Master Degree in Human Resources Development Policies; | Yes |
| 2022/2023 | 1º | Project in Human Resources Development Policies | | Yes |
| 2021/2022 | 2º | Regulation and Labour Markets | Master Degree in Human Resource Management and Organizational Consultancy; | No |
| 2021/2022 | 2º | Personnel Economics | Master Degree in Human Resources Development Policies; | Yes |
| 2021/2022 | 1º | Labour and Human Resource Economics | Bachelor Degree in Economics; | Yes |
| 2021/2022 | 1º | Research Seminar in Human Resources Development Policies | Master Degree in Human Resources Development Policies; | Yes |
| 2020/2021 | 2º | Regulation and Labour Markets | Master Degree in Human Resource Management and Organizational Consultancy; | No |
| 2020/2021 | 2º | Research Seminar and Tutorial | | Yes |
| 2020/2021 | 2º | Personnel Economics | Master Degree in Human Resources Development Policies; | Yes |
| 2020/2021 | 1º | Research Design and Academic Writing | Doctorate Degree (PhD) in Political Economy, Interdisciplinary Ph.D.; | Yes |
| 2020/2021 | 1º | Labour and Human Resource Economics | Bachelor Degree in Economics; | Yes |
| 2020/2021 | 1º | Research Seminar in Human Resources Development Policies | Master Degree in Human Resources Development Policies; | Yes |
| 2019/2020 | 2º | Regulation and Labour Markets | Master Degree in Human Resource Management and Organizational Consultancy; | No |
| 2019/2020 | 2º | Personnel Economics | Master Degree in Human Resources Development Policies; | Yes |
| 2019/2020 | 2º | Education, Training and Qualification | | Yes |
| 2019/2020 | 1º | Labour and Human Resource Economics | Bachelor Degree in Economics; | Yes |
| 2019/2020 | 1º | Research Seminar in Human Resources Development Policies | Master Degree in Human Resources Development Policies; | Yes |

## Supervisions

### • Ph.D. Thesis

**- Ongoing**

| | Student Name | Title/Topic | Language | Status | Institution |
|---|---|---|---|---|---|
| 1 | Hernâni Custódio do Carmo | Economia Política do Tempo de Trabalho | Portuguese | Developing | Iscte |

**- Concluded**

| | Student Name | Title/Topic | Language | Institution | Concluding Year |
|---|---|---|---|---|---|
| 1 | Pilar Conde | Os efeitos das perceções de instrumentalização da avaliação de desempenho nas atitudes face à organização | Portuguese | ISEG | 2016 |
| 2 | Marta Silva | Essays on Portuguese labor market: The effects of flexibility at the margin | English | Iscte | 2016 |
| 3 | Marta Alexandra da Palma Curado da Silva | Essays on the Portuguese Labour Market: The Effects of Flexibility at the Margin | -- | Iscte | 2016 |
| 4 | Gariela Moreira | Economic analysis of voluntary work | Portuguese | Iscte | 2015 |
| 5 | Gabriela Maria de Carvalho Branco Rodrigues Moreira Pereira | Análise Económica da Dimensão Relacional do Voluntariado | -- | Iscte | 2015 |
| 6 | Maria Leonor Abrantes Pires | As práticas de gestão de recursos humanos e a performance das empresas: o papel mediador do clima de serviço e da virtuosidade organizacional | Portuguese | Iscte | 2014 |
| 7 | João Pedro Pina Cordeiro | Gestão de Recursos Humanos e estratégias empresariais: Os quadros superiores das empresas do sector de componentes para automóvel | Portuguese | Iscte | 2009 |
| 8 | Fátima Suleman | A Produção e Valorização das Competências no Mercado de Trabalho. das Abordagens Neo-clássicas À Economia das Convenções | Portuguese | Iscte | 2004 |

### • M.Sc. Dissertations

**- Ongoing**

| | Student Name | Title/Topic | Language | Status | Institution |
|---|---|---|---|---|---|
| 1 | Beatriz Isabel dos Santos Aires | Government Incentives for Solar Energy: Challenges and Opportunities | English | Delivered | Iscte |

| | | | | | |
|---|---|---|---|---|---|
| 2 | Maria Inês Russo Nunes Pombo | Climate Denial and FarRight Discourse in Portugal: A Qualitative Study of Parliamentary Debates and the Green Transition | -- | Developing | Iscte |
| 3 | Mariana Moreira Coelho | Analysis of income inequalities during the pandemic in Portugal | -- | Developing | Iscte |

**- Concluded**

| | Student Name | Title/Topic | Language | Institution | Concluding Year |
|---|---|---|---|---|---|
| 1 | Érica Beatriz Almeida Mendes Godinho | The Four-Day Workweek: A Systematic Literature Review on Methodologies and Their Impact on Outcomes | Portuguese | Iscte | 2025 |
| 2 | Beatriz Filipa Machado de Campos | The impact of HRM policies on employee retention in the IT sector: turnover and career management | Portuguese | Iscte | 2025 |
| 3 | Rodrigo José Ramos Duarte | Skills gaps in the automotive repair branch | Portuguese | Iscte | 2025 |
| 4 | Luís Henrique Domingues Salgado dos Santos | Board-level employee representation in Portugal: Paths, Challenges and Opportunities. | Portuguese | Iscte | 2024 |
| 5 | Patrícia da Conceição Mendes | The managers' perception of the 4-day week. | Portuguese | Iscte | 2024 |
| 6 | Noémie Yuki Narisawa | Exploring the Role of Public Attitudes in Carbon Tax Policy Design and Implementation: A Comparative Perspective | English | Iscte | 2023 |
| 7 | Ana Sofia da Costa Silva | Comparison of the level of psychosocial well-being between supervisors and non-supervisors | Portuguese | Iscte | 2022 |
| 8 | Catarina Vintém Fonseca | The evolution of NEETs in the pandemic: the importance of the articulation between Active Labor Market Policies and the Educational System | Portuguese | Iscte | 2022 |
| 9 | João Daniel Figueira Antunes | Telework and the increase of Polarization and inequalities in Portugal | Portuguese | Iscte | 2022 |
| 10 | Marcelo Vegi da Conceição | The Impact of Job Design on Innovative Work Behavior and Work Engagement of Portuguese Public Managers | Portuguese | Iscte | 2022 |
| 11 | Carla Maria Candoso Oliveira | Commitement and Turnover. The percepcion of caregivers in social Organizacions for residental care for children and young people | Portuguese | Iscte | 2021 |

| | | | | | |
|---|---|---|---|---|---|
| 12 | Ana Sofia Ribeiro Brandão | Teleworking in the context of the Covid-19 pandemic: advantages and disadvantages from the workers' perspective. | Portuguese | Iscte | 2021 |
| 13 | André Alexandre Campos Oliveira | Burnout among portuguese nurses and physicians during COVID-19 pandemic. | Portuguese | Iscte | 2021 |
| 14 | Catarina Isabel Almeida Girão | "Leadership Styles - The Case of Private Security Leaders" | Portuguese | Iscte | 2021 |
| 15 | Maimuna Dolores Figueira Neves Bá | Work Values and professional trajectory: Case of Study: Fishmongers of Sao Tome and Principe | Portuguese | Iscte | 2021 |
| 16 | Mariana Cardoso Nunes | Susceptibility to Task Automation - Mechanisms that differentiate the Private Sector from Local Public Administration: A case study | Portuguese | Iscte | 2020 |
| 17 | Mariana Ferreira Vieira Simões de Abreu | The (mis) adjustment between the qualifications of employees and their functions: a case study in the Portuguese Army | Portuguese | Iscte | 2020 |
| 18 | Joana Patrícia Ribeiro Monteiro | Human Resources Policies related to the conciliation of professional-family-personal life: Case study in the restaurant/catering sector | Portuguese | Iscte | 2020 |
| 19 | Maria de Fátima Gonçalves Pereira Silva | The Coexistence of autonomy and authority in an organizational context: the perceptions of intermediate management | Portuguese | Iscte | 2020 |
| 20 | Roberto Musarra | Nudge management: exploring the correlation between some HR practices and the nudge theory | English | Iscte | 2019 |
| 21 | Andreia Isabel Portela Castanheira | A Downsizing analysis of consequences, origins and strategies, to determine good practices. | Portuguese | Iscte | 2019 |
| 22 | Inês Mota Lopes | Job polarization in Portugal | Portuguese | Iscte | 2019 |
| 23 | Ana Rita Duarte dos Santos | Conciliation of work and family life of university professors | Portuguese | Iscte | 2018 |
| 24 | Mariana de Figueiredo Simões de Barros | Effects of psychosocial factors on the ability to work until 60 years: Comparative analysis between Portugal and Finland | Portuguese | Iscte | 2018 |
| 25 | Rafael Duarte Freitas Gouveia | A Gestão dos recursos Humanos na Uberização | Portuguese | Iscte | 2018 |
| 26 | Sofia Alexandra Pereira Corga | Participação dos trabalhadores nas decisões das organizações: perceção dos sindicatos Portugueses | Portuguese | Iscte | 2017 |

| | | | | | |
|---|---|---|---|---|---|
| 27 | Carla Jeruisa das Neves Monteiro Sabino | Ensino Superior e Mercado de Trabalho em Cabo VerdeA Inserção no Mercado de Trabalho dos Diplomados em Ciências Sociais | Portuguese | Iscte | 2017 |
| 28 | Joana Rita Paulo Monteiro | As Políticas de Reinserção Social - Estudo Exploratório no Estabelecimento Prisional de Tires | Portuguese | Iscte | 2017 |
| 29 | Mafalda Amélia do Vale Costa Ribeiro | A perceção de insegurança do emprego em Portugal - Impacto da crise e da intervenção da Troika | Portuguese | Iscte | 2017 |
| 30 | Clarisse Marques de Carvalho | A qualidade do Trabalho em PortugalUma comparação entre Portugal, a Europa dos 15 e os 10 países do alargamento | Portuguese | Iscte | 2016 |
| 31 | Sofia Alexandra Martins Lucas Nunes Branco | Os Trabalhadores de Baixos Salários em Portugal e a sua Oferta de Trabalho | Portuguese | Iscte | 2016 |
| 32 | Fátima Marlene Jardim Rodrigues | A sustentabilidade do Sistema de Pensões Público Nacional | Portuguese | Iscte | 2016 |
| 33 | Bianca Petrina Toma | Incentivos não-pecuniários dos gestores de topo | Portuguese | Iscte | 2015 |
| 34 | Carlos Alberto de Carvalho Garcia | A existência e a promoção de mecanismos de contratação coletiva enquanto promotores da responsabilidade social | Portuguese | Iscte | 2013 |
| 35 | Inês Beatriz de Moura Sousa Henriques | Os estágios profissionais no contexto de transição da universidade para o mercado de trabalho: expectativas e realidades | Portuguese | Iscte | 2013 |
| 36 | João Paulo Ferreira Madeira | A redução da protecção do emprego: evolução recente | Portuguese | Iscte | 2013 |
| 37 | Liliana Sofia Leal Malacute dos Santos | Voluntariado Empresarial: Motivação dos Empregados em Participar nos Programas de Voluntariado Empresarial | Portuguese | Iscte | 2013 |
| 38 | Sónia Alexandra Vasco Gonçalves | Determinantes da Contratação de Trabalhadores Seniores em Portugal | Portuguese | Iscte | 2012 |
| 39 | Carla Sofia Mendes Porto | Bem-Estar Subjectivo e Seus Determinantes: A Realidade Portuguesa e de Alguns Países da União Europeia nos Anos 2000 | Portuguese | Iscte | 2012 |
| 40 | Iriana Patrícia António Mitange | A Análise do desemprego em Portugal | Portuguese | Iscte | 2012 |
| 41 | Susana Filipa Antunes Coelho | Expectativas dos Jovens Licenciados Quanto aos Estágios Profissionais | Portuguese | Iscte | 2012 |
| 42 | Edner Divan Assunção Abreu | -- | -- | Iscte | 2011 |

## • M.Sc. Final Projects

**- Concluded**

| | Student Name | Title/Topic | Language | Institution | Concluding Year |
|---|---|---|---|---|---|
| 1 | Carolina Dias Machado | Organisational Identification as a Key Strategy for Youth Retention in an IT Consulting Company - Building a Retention Plan for the Company | Portuguese | Iscte | 2019 |
| 2 | Paulo Jorge Ramos Cecília Farrajota Ralheta | -- | -- | Iscte | 2011 |

# Total Citations

| | |
|---|---|
| **Web of Science®** | 302 |
| **Scopus** | 308 |

# Publications

## • Scientific Journals

**- Scientific journal paper**

| | |
|---|---|
| 1 | Lopes, H. (2026). A empresa, objeto teórico subversivo. Análise Social, 61(259). https://doi.org/10.31447/35705 |
| 2 | Asensio, M., Pinto, A. & Lopes, H. (2026). Precarity and dualism in higher education diagnosing their consequences and assessing Portuguese and Spanish policies. Journal of Higher Education Policy and Management, 48(4), 435?453. https://doi.org/10.1080/1360080X.2025.2564911<br>- Times Cited Web of Science®: 1<br>- Times Cited Google Scholar: 2 |
| 3 | Lopes, H. (2023). The centrality of work: A foundation for political economy. Review of Political Economy, 35(2), 494?509. https://doi.org/10.1080/09538259.2021.1958540<br>- Times Cited Web of Science®: 6<br>- Times Cited Scopus: 8 |
| 4 | Lopes, H. (2022). The deontic basis of the firm – Implications for corporate governance. European Management Review, 19(4), 598?607. https://doi.org/10.1111/emre.12506<br>- Times Cited Web of Science®: 4<br>- Times Cited Scopus: 2 |

| | |
|---|---|
| 5 | Lopes, H. & Calapez, T. (2021). Job polarisation: Capturing the effects of work organisation. Economic and Labour Relations Review, 32(4), 594?613. https://doi.org/10.1177/1035304621996064<br>- Times Cited Web of Science®: 4<br>- Times Cited Scopus: 5<br>- Times Cited Google Scholar: 12 |
| 6 | Lopes, H. (2020). Taking authority seriously—institutional implications. Journal of Economic Issues, 54(3), 613?627. https://doi.org/10.1080/00213624.2020.1778397<br>- Times Cited Web of Science®: 6<br>- Times Cited Scopus: 7 |
| 7 | Lopes, H., Lagoa, S. & Santos, A. C. (2019). Work conditions and financial difficulties in post-crisis Europe: utility versus quality of working life. Economic and Labour Relations Review, 30(1), 39?58. https://doi.org/10.1177/1035304619827202<br>- Times Cited Web of Science®: 5<br>- Times Cited Scopus: 5 |
| 8 | Lopes, H. (2019). The (de)politicisation of work – an inquiry into the political function of work. Revista Crítica de Ciências Sociais,(119), 149?170. https://doi.org/10.4000/rccs.9276 |
| 9 | Lopes, H. (2018). The moral dimensions of the employment relationship: institutional implications. Journal of Institutional Economics, 14(1), 103?125. https://doi.org/10.1017/S1744137417000170<br>- Times Cited Web of Science®: 9<br>- Times Cited Scopus: 12 |
| 10 | Silva, M., Martins, L. F. & Lopes, H. (2018). Asymmetric labor market reforms: effects on wage growth and conversion probability of fixed-term contracts. Industrial and Labor Relations Review, 71(3), 760?788. https://doi.org/10.1177/0019793917737506<br>- Times Cited Web of Science®: 13<br>- Times Cited Scopus: 11<br>- Times Cited Google Scholar: 17 |
| 11 | Lopes, H., Calapez, T. & Lopes, D. (2017). The determinants of work autonomy and employee involvement: A multilevel analysis. Economic and Industrial Democracy, 38(3), 448?472. https://doi.org/10.1177/0143831X15579226<br>- Times Cited Web of Science®: 46<br>- Times Cited Scopus: 40<br>- Times Cited Google Scholar: 84 |
| 12 | Lopes, H. (2016). Agency theory and social interactions at work. Review of Social Economy, 74(4), 349?368. https://doi.org/10.1080/00346764.2016.1171381<br>- Times Cited Scopus: 6 |
| 13 | Lopes, H. (2015). The political and public dimension of work: towards the democratization of work. Journal of Australian Political Economy, 2015(76), 5?28.<br>- Times Cited Web of Science®: 5<br>- Times Cited Scopus: 4 |
| 14 | Lopes, H., Lagoa, S. & Calapez, T. (2014). Declining autonomy at work in the EU and its effect on civic behaviour. Economic and Industrial Democracy, 35(2), 341?366. https://doi.org/10.1177/0143831X13484606<br>- Times Cited Web of Science®: 31<br>- Times Cited Scopus: 29<br>- Times Cited Google Scholar: 70 |

| | |
|---|---|
| 15 | Lopes, H., Lagoa, S. & Calapez, T. (2014). Work autonomy, work pressure and job satisfaction: an analysis of EU countries. Economic and Labour Relations Review, 25(2), 306?326. https://doi.org/10.1177/1035304614533868<br>- Times Cited Web of Science®: 122<br>- Times Cited Scopus: 113 |
| 16 | Lopes, H., Calapez, T. & Carla Porto (2014). Does the macroeconomic context influence subjective well-being in Europe and Portugal? The puzzling case of the 2008 crisis. Portuguese Journal of Social Science, 13(1), 3?19. https://doi.org/10.1386/pjss.13.1.3_1<br>- Times Cited Scopus: 5<br>- Times Cited Google Scholar: 8 |
| 17 | Lopes, H. & Calapez, T. (2012). The Relational Dimension of Identity—Theoretical and Empirical Exploration. Review of Social Economy, 70(1), 81?107. https://doi.org/10.1080/00346764.2011.592279<br>- Times Cited Scopus: 17<br>- Times Cited Google Scholar: 30 |
| 18 | Lopes, H. & Calapez, T. (2011). Exploring the sources and benefits of cooperation: The role and challenges of relational and moral goods. International Journal of Social Economics, 38(7), 607?627. https://doi.org/10.1108/03068291111139249<br>- Times Cited Scopus: 3<br>- Times Cited Google Scholar: 10 |
| 19 | Lopes, H. (2011). Why do people work? Individual wants vs common goods. Journal of Economic Issues, 45(1), 57?74. https://doi.org/10.2753/JEI0021-3624450104<br>- Times Cited Web of Science®: 23<br>- Times Cited Scopus: 21 |
| 20 | Lopes, H., Santos, A. & Sampaio, N (2009). The motives for cooperation in work organizations. Journal of Institutional Economics, 5(03), 315?338. https://doi.org/10.1017/S1744137409990038<br>- Times Cited Web of Science®: 16 |
| 21 | Lopes, H. (2008). Utilité et Travail au crible de Hannah Arendt. Économies et Sociétés, XLII(5), 931?949. |
| 22 | Lopes, H. (2008). From self-interest motives to justice motives: the challenges of some experimental results. American Journal of Economics and Sociology, 67(2), 287?313. https://doi.org/10.1111/j.1536-7150.2008.00571<br>- Times Cited Web of Science®: 11<br>- Times Cited Scopus: 14 |
| 23 | Lopes, H. (2005). Utilité, normes et sentiments moraux de leur incommensurabilité. Revue du MAUSS, 25(1), 404?427. https://doi.org/10.3917/rdm.025.0404<br>- Times Cited Scopus: 4 |
| 24 | Lopes, H. (2000). Training methodologies for adults with low achievements and educational qualifications. Research in Post-Compulsory Education, 5(3), 305?316. https://doi.org/10.1080/13596740000200086 |

## • Books and Book Chapters

**- Book author**

| | |
|---|---|
| 1 | Lopes, H., Cerejeira, J., Sousa, S., Suleman, F., Marques, P. & Hugo Figueiredo (2023). Economia do Trabalho - Mercados e Instituições. Almedina.<br>- Times Cited Google Scholar: 2 |

| | |
|---|---|
| 2 | Lopes, H. & Clerc, C. (2023). Political Economy of the Firm – Authority, Governance and Economic Democracy. Routledge. |
| 3 | Lopes, H., Cerejeira, J., Sousa, S., Figueiredo, H., Suleman, F. & Marques, P. (2023). Economia do Trabalho – Mercados e Instituições. Almedina. |

**- Book chapter**

| | |
|---|---|
| 1 | Lopes, H. (2025). Autorité, coopération et codétermination. In Olivier Favereau (Ed.), Traité de codétermination (pp. 203?220). Presses de l'Université Laval. https://doi.org/10.1515/9782766307401-013 |
| 2 | Lopes, H. (2025). Le collectif, l'autorité et la démocratie. Démocraties en Action - 50 approches renouvelées de l'entreprise et du travail (pp. 1?9). Le Bord de l'Eau. |
| 3 | Lopes, H. (2024). ODS 8: Trabalho digno e crescimento económico. In Maria do Céu Baptista Ramos, Henrique Sim-Sim (Ed.), AEF - Agenda Estratégica para o Futuro (pp. 87?96). Fundação Eugénio de Almeida. |
| 4 | Lopes, H. (2020). Financialisation, work and labour relations. In Ana Cordeiro Santos, Nuno Teles (Ed.), Financialisation in the European periphery: Work and social reproduction in Portugal (pp. 0?0). Routledge. |
| 5 | Lopes, H. (2016). La spécificité morale de la relation d'emploi. In Favereau, Olivier (Ed.), Penser le travail pour penser l'entreprises (pp. 63?78). Presses des Mines. |
| 6 | Lopes, H. (2016). La place de l'éthique et de la morale dans léconomie des conventions. In Batifoulier, P. et al. (Ed.), Dictionnaire des conventions - Autour des travaux dOlivier Favereau (pp. 117?121). Septentrion - Presses Universitaires. |
| 7 | Lopes, H. & José Castro Caldas (2015). The cement of the firm: command, separation or association?. In John Davis and Wilfred Dolfsma (Ed.), The Elgar Companion to Social Economics (pp. 349?363). Egar Publishing.<br>- Times Cited Scopus: 2 |
| 8 | Simões, N. & Lopes, H. (2010). Control and Activation as Major Policy Guidelines. In Florence Lefresne (Ed.), Unemployment Benefit System in Europe and North America: Reforms and Crisis (pp. 205?218). IRES, ETUI. |

## • Conferences/Workshops and Talks

**- Publication in conference proceedings**

| | |
|---|---|
| 1 | Lopes, H., Calapez, T. & Lopes, D. (2013). The determinants of work autonomy and employee involvement in the EU  A multilevel analysis. In Hernani Veloso (Ed.), CIVE MORUM 2013 International Congress (pp. 30?35). Civeri Publishing. |
| 2 | Lopes, H., Calapez, T. & Lopes, D. (2013). The determinants of work autonomy and employee involvement in the EU – A multilevel analysis. 25th Conference of EAEPE. |
| 3 | Lopes, H., Calapez, T. & Lagoa, S. (2013). Work autonomy, work pressure and job satisfaction - a comparative analysis of 15 EU countries (1995-2010). 15th Conference of the Association for Heterodox Economics. |
| 4 | Lopes, H. (2012). Claiming publicity for work. AHE/IIPE/AFEP Joint Conference 2012 (pp. 0?0). |
| 5 | Lopes, H. (2012). Claiming publicity for work. World Congress for Social Economics (pp. 0?0). |

| | |
|---|---|
| 6 | Lopes, H., Lagoa, S. & Calapez, T. (2012). Work autonomy, work pressure an job satisfaction  A comparative analysis of 15 EU countries. In ESA-CIES (Ed.), ESA Research Network ?Work, Employment and Industrial Relations (pp. 1?25). ESA. |
| 7 | Lopes, H. (2012). About the political and public character of work. In IREC (Ed.), Annual Meeting of the Industrial Relations in Europe Conference (IREC) (pp. 1?25). IREC. |
| 8 | Lopes, H., Calapez, T. & Lagoa, S. (2011). Autonomy at work: Trends and challenges. In Society for the Advancement of Socio-Economics (Ed.), Conferência da SASE (pp. 0?0). SASE. |
| 9 | Lopes, H., Calapez, T. & Lagoa, S. (2011). Exploring the connection between work life and life in society: Is work autonomy related to civic behavior. In Comissão organizadora da Conferência (Ed.), Conferência da HEIRS/EconomEtica ?Market and Happiness (pp. 0?0). HEIRS. |

**- Talk**

| | |
|---|---|
| 1 | Lopes, H. (2025). Autoridade e democracia nas empresas. Reviving worker participation in Portugal and Europe,. |
| 2 | Lopes, H. (2025). Towards a just ecological transition – The need to reduce inequalities in the world of work. 16th International Sustainability Transitions Conference (IST'25),. |
| 3 | Lopes, H. (2025). Authority and democracy in firms. Conference "Reconceiving Business Corporations in Times of Political Contestation,. |
| 4 | Lopes, H. (2024). Présentation du livre 'Économie Politique de l'Entreprise. séminaire "Entreprise, Responsabilité et Civilisation", Écoles des Mines,. |
| 5 | Lopes, H. (2024). A teoria da empresa baseada na autoridade. Seminários Colabor,. |
| 6 | Lopes, H. (2024). L'autorité comme source de démocratisation du travail. Séminaire "Travail et Démocratie",. |
| 7 | Lopes, H. (2024). Théorie de l'entreprise basée sur l'autorité – Fondements anthropologiques et exigence démocratique. Séminaire "Participation des travailleurs",. |
| 8 | Lopes, H. & Pinto, A. (2024). The perils of contingent employment in academia – Lessons from the Portuguese and Spanish cases. 7º Encontro Anual de Economia Política,. |
| 9 | Marques, P., Rui Branco, Lopes, H. & Carmo, R. M. (2022). The politics of labour market solidarity: A theoretical framework to study de-segmentation policies in Portugal and Spain. 28th International Conference of Europeanists,. |
| 10 | Marques, P., Rui Branco, Lopes, H. & Carmo, R. M. (2022). A política da solidariedade: Diferentes conceções, diferentes coligações. 5º Encontro Anual de Economia Política,. |
| 11 | Lopes, H. & Calapez, T. (2020). Job polarization viewed from a work organization standpoint. V Workshop "Dinâmicas Socioeconómicas e Territoriais Contemporâneas", DINAMIA'CET-IUL,. |
| 12 | Lopes, H. & Calapez, T. (2020). Job polarization viewed from a work organization standpoint. 3º Encontro Anual de Economia Política,. |

| | |
|---|---|
| 13 | Lopes, H. (2020). The institutional ontological nature of the firm. 3º Encontro Anual de Economia Política,. |
| 14 | Lopes, H. (2019). Agency theory and the ethical dimension of work and the firm. 5th Symposium on Ethics and Social Responsibility Research,. |
| 15 | Lopes, H. (2019). O futuro do trabalho: Lutar contra a horizontalização do mundo do trabalho. Economia e sociedade – Pensar o futuro,. |
| 16 | Lopes, H. (2019). The (de)politicization of work – An inquiry into the political function of work. 2º Encontro Anual de Economia Política, 1-2 de Fevereiro,. |
| 17 | Lopes, H. (2019). O futuro do trabalho: combater a horizontalização e a atomização do trabalho. Conferência [sobre] economia e sociedade: pensar o futuro,. |
| 18 | Lopes, H. (2019). The (De)politicization of work: An inquiry into the the political function of work. Conférence de l'Association Française d'Économia Politique - AFEPFEP,. |
| 19 | Lopes, H. (2018). Financialisation and work. IV Workshop "Dinâmicas Socioeconómicas e Territoriais Contemporâneas", DINAMIA'CET-IUL,. |
| 20 | Lopes, H., Lagoa, S. & Santos, A. (2018). The effects of depressed working conditions and tightened financial strain on eudaimonic and hedonic well-being. HEIRS (Happiness Economics and Interpersonal Relations) Conference,. |
| 21 | Lopes, H. (2018). L'autorité comme justification de la co-détermination. Colloque "Gouvernement, participation et mission de l'entreprise",. |
| 22 | Lopes, H. (2018). A substantive Conception of work and of the firm – Institutional implications. 1º Encontro Annual de Economia Política, "A Economia substantiva enquanto realidade económica",. |
| 23 | Lopes, H. (2017). "Taking authority seriously – Institutional challenges". "Taking authority seriously – InstitutionWorkshop "Dinâmicas Socioeconómicas e Territoriais Contemporâneas III", DINAMIA'CET-IUL, 18-19 Dezembro,. |
| 24 | Lopes, H. (2017). "An authority-based theory of the firm – Implications for organizational democracy". International ISA Conference (RC10) on Democracy and Participation in the 21st century, ISEG, 12-15 July,,. |
| 25 | Lopes, H. (2017). Le 'collectif dans le travail' dans la théorie économique mainstream du travail et de l'entreprise. Séminaire LISE-CNRS, UMR 3320, 15 Junho, Paris.,. |
| 26 | Lopes, H. (2017). Comentário sobre "Livro Verde sobre as Relações Laborais". Comentário sobre "Livro Verde sobre as Relações Laborais", Faculdade Direito da Universidade de Lisboa, 26 Abril, Lisboa,. |
| 27 | Lopes, H. (2017). Les Entretiens France-BIT- Mutations et diversité des entreprises – Quelles consequences pour l'emploi et le travail dans le monde?. Les Entretiens France-BIT- Mutations et diversité des entreprises – Quelles consequences pour l'emploi et le travail dans le monde? Actes du Colloque du 21 Octobre 2016, Paris, OIT,. |
| 28 | Lopes, H. (2016). Comment l'entreprise valorise-t-elle le travail?. Entretiens France – BIT: Mutations et diversité des entreprises: Quelles conséquences pour l'emploi et le travail dans le monde,. |
| 29 | Lopes, H., Lagoa, S. & Ana C. Santos (2016). How has the crisis affected well-being? Comparing the effects of depressed work conditions with those of financial difficulties. 7th Conference in Political Economy,. |

| | |
|---|---|
| 30 | Lopes, H. (2016). The moral dimensions of the employment relationship. 3rd International Conference Economic Philosophy,. |
| 31 | Lopes, H. (2016). The moral dimensions of the employment relationship. Workshop “Dinâmicas Socioeconómicas e Territoriais Contemporâneas II”,. |
| 32 | Lopes, H. (2016). The moral dimensions of the employment relationship. Workshop “Vulnerability and gift in economics and business”,. |
| 33 | Lopes, H. (2016). Contributos da Economia comportamental (experimental) para a Economia do trabalho. Seminário “Economia Comportamental – Os limites da racionalidade”,. |
| 34 | Lopes, H. (2015). The specificity of the employment relationship – Exploring the micro-foundations of the theory of the firm. INFER Workshop, 17-18 de Abril, Coimbra.,. |
| 35 | Lopes, H. (2015). The specificity of the employment relationship - exploring the micro-foundations of the firm. Conferência da AFEP – Association Française d’Économie Politique, 1-3 Julho, Lyon.,. |
| 36 | Lopes, H. & Olivier Favereau (2014). L’entreprise et le travail: Deux impensés de la discipline économique?. Conferência “L’entreprise et les nouveaux enjeux du politique",. |
| 37 | Lopes, H. (2014). Agency theory and the paradoxes of contemporary work. 4º Congrès de l’Asoociation Française d'Économie Politique,. |
| 38 | Lopes, H. (2014). The role of the agency theory of the firm in the evolution of work. A transformação das Relações Laborais e o Memorandum de Entendimento,. |
| 39 | Lopes, H., Calapez, T. & Lopes, D. (2013). The determinants of work autonomy and employee involvement in the EU – A multilevel analysis. 25ª Conference of the European Association of Evolutionary Political Economy,. |
| 40 | Lopes, H., Calapez, T. & Lopes, D. (2013). The determinants of work autonomy and employee involvement in the EU – A multilevel analysis. comunicação no CIVE MORUM 2013 International Congress,,. |
| 41 | Lopes, H., Calapez, T. & Lopes, D. (2013). The determinants of work autonomy and employee involvement in the EU  A multilevel analysis. 15th Conference of the Association for Heterodox Economics,. |
| 42 | Lopes, H., Calapez, T. & Porto, C. (2013). Bem-estar subjectivo e seus determinantes em Portugal e na EU nos anos 2000. IV Conferência Investigação e Inovação em Recursos Humanos,. |
| 43 | Lopes, H., Calapez, T. & Lagoa, S. (2013). Work autonomy, work pressure and job satisfaction - a comparative analysis of 15 EU countries (1995-2010). Cive Morum 2013 International Congress,. |
| 44 | Lopes, H. (2012). Claiming publicity for work. AHE/IIPE/AFEP Joint Conference 2012,. |
| 45 | Lopes, H. (2012). Claiming publicity for work. World Congress for Social Ecnomics,. |
| 46 | Lopes, H., Calapez, T. & Lagoa, S. (2012). Work autonomy, work pressure and job satisfaction - A comparative analysis of 15 EU countries (1995-2010). VII Simpósio sobre comportamento organizacional,. |
| 47 | Lopes, H., Lagoa, S. & Calapez, T. (2012). Work autonomy, work pressure an job satisfaction  A comparative analysis of 15 EU countries. IREC - ESA/RN 17 Joint Conference,. |

| | |
|---|---|
| 48 | Lopes, H. (2012). About the political and public character of work. Annual Meeting of the Industrial Relations in Europe Conference (IREC),. |
| 49 | Lopes, H., Calapez, T. & Sérgio Miguel Chilra Lagoa (2011). Autonomy at work: Trends and challenges. annual meeting of the SASE Annual Conference, Autonomous University of Madrid,. |
| 50 | Lopes, H., Calapez, T. & Lagoa, S. (2011). Autonomy at work and civic behavior. Congresso Internacional sobre Condições de Trabalho,. |
| 51 | Lopes, H., Calapez, T. & Sérgio Miguel Chilra Lagoa (2011). Exploring the connection between work life and life in society: Is work autonomy related to civic behavior?. conference HEIRS/EconomEtica ?Market and Happiness. Do Economic Interactions Crowd Out Civic Virtues and Human Capabilities?,. |
| 52 | Lopes, H. & Calapez, T. (2010). The relational dimension of identity  Theoretical and empirical exploration. 13th World Congress of Social Economics,. |
| 53 | Lopes, H., Veloso, L. & Calapez, T. (2009). Relational goods at work, identity and capabilities. HEIRS, Happiness and Relational Goods: Well-Being and Interpersonal Relations in the Economic Sphere,. |
| 54 | Lopes, H. & Calapez, T. (2009). Coordination or cooperation: the role and challenges of relational and moral goods. 4th RIODD: ?La Responsibilité Sociale et Environnementale des Entreprises: une nouvelle regulation du capitalisme??,. |

**- Conference paper not in proceedings**

| | |
|---|---|
| 1 | Lopes, H. (2017). Commentaire à l'intervention de Richard Freeman. Les Entretiens France-BIT 2016: mutations et diversité des entreprises : quelles conséquences pour l'emploi et le travail dans le monde?,, 52?53. |

## • Other Publications

**- Working Papers**

| | |
|---|---|
| 1 | Lopes, H. (2020). The effects on work of firm-level financialization. The effects on work of firm-level financialization,. |
| 2 | Lopes, H. (2020). The institutional and political ontology of the firm. The institutional and political ontology of the firm,. |
| 3 | Lopes, H. (2018). A substantive conception of work and of the firm – institutional implications. Dinâmia'CET-IUL Working Paper Nº 2018/01,. https://doi.org/10.15847/dinamiacet-iul.wp.2018.01. |
| 4 | Lopes, H. (2015). The specificity of the employment relationship – Exploring the micro-foundations of the firm. Working-Paper nº 2015-09, DINAMIA'CET,, 1?24. https://doi.org/10.15847/dinamiacet-iul.wp.2015.09 |
| 5 | Lopes, H. (2014). Individuals, persons and agency theory – Contrasted views on interactions at work. Working-Paper nº 2014-04, DINAMIA'CET,, 1?27. |
| 6 | Lopes, H., Calapez, T. & Lagoa, S. (2012). Work autonomy, work pressure and job satisfaction  A comparative analysis of 15 EU countries (1995  2010). DinamiaCet Working Paper n.º 2012/11,, 1?38. |

| | |
|---|---|
| 7 | Lopes, H. (2012). Claiming publicness for work. WP nº 2012/04,, 1?23. |
| 8 | Lopes, H., Calapez, T. & Lagoa, S. (2011). Exploring the connection between work life and life in society: Autonomy at work and civic behavior. WP Dinamia?CET-IUL n. 2011/11,, 1?36. |
| 9 | Lopes, H., Caldas, J.M., Costa, A., Rodrigues, J., Rodrigues, João, Rodrigues, J....Santos, A. (2004). Public good provision - why people do (not) contribute? An experimental exploration - DINÂMIA Working Paper. 36. |
| 10 | Carvalho, L., Costa, A., Lopes, H., Leão, J., Caldas, J., Rodrigues, J....Santos, A. (2004). Public good Provision – Why people do (not) contribute? An Experimental Exploration. DINAMIA WP,.<br>- Times Cited Google Scholar: 3 |

**- Non-peer-reviewed papers**

| | |
|---|---|
| 1 | Lopes, H., Vale, S. & Nunes, Ana Catarina (2021). Inquérito aos docentes e investigadores do Iscte acerca do impacto da pandemia na sua atividade. Ensino Superior – Revista do Snesup,(72-73), 20?33. https://doi.org/10.26329/2021.72/73.5 |
| 2 | Lopes, H. (2012). A satisfação no trabalho, fonte de informação ou de ilusão?. Dirigir, 117, 12?14. |

## Research Projects

| Project Title | Role in Project | Partners | Period |
|---|---|---|---|
| Rebuilding solidarity in an age of job dualisation | Co-Principal Researcher | DINAMIA'CET-Iscte (IL) - Leader, CIES-Iscte | 2021 - 2025 |
| Youth Employment Observatory | Researcher | DINAMIA'CET-Iscte (IL) - Leader | Since 2020 |
| Financialisation, economy, society and sustainable development | Researcher | DINAMIA'CET-Iscte (GEC), . - (Italy), SOAS - (United Kingdom), FNSP - (France), PS - (Belgium), PUE - (Poland), TUT - (Estonia), BSEL - (Germany), CES-UC - (Portugal), UPV - (Hungary), NKUA - (Greece), METU - (Turkey), LU - (Sweden), UW - (South Africa), UBC - (Spain) | 2011 - 2016 |
| Dynamics of Institutions and Markets in Europe | Local Coordinator | DINAMIA'CET-Iscte (IL), UNU-MERIT - (Netherlands), BETA-US - (France) | 2005 - 2010 |
| The Normative Dimentions of Action and Order | Global Coordinator | DINAMIA'CET-Iscte (IL) - Leader, FORUM - (France), UT - (Italy) | 2001 - 2004 |

## Academic Management Positions

Membro (2025 - 2027)
Unit/Area: Ethics Committee

Membro (Docente) (2024 - 2026)
Unit/Area: Comissão Pedagógica

Director (2024 - 2025)
Unit/Area: Doctorate Degree (PhD) in Economics

Membro (2023 - 2025)
Unit/Area: Ethics Committee

Membro (Docente) (2022 - 2025)
Unit/Area: Comissão Científica

Director (2021 - 2023)
Unit/Area: Doctorate Degree (PhD) in Economics

Coordenador do 1º Ano (2021 - 2022)
Unit/Area: Master Degree in Human Resources Development Policies

Coordenador do 2º Ano (2021 - 2022)
Unit/Area: Master Degree in Human Resources Development Policies

Director (2021 - 2022)
Unit/Area: Master Degree in Human Resources Development Policies

Coordenador do 1º Ano (2020 - 2021)
Unit/Area: Master Degree in Human Resources Development Policies

Membro (2019 - 2022)
Unit/Area: Comissão Científica

Membro (Docente) (2019 - 2022)
Unit/Area: Plenário da Comissão Científica

Membro (Docente) (2019 - 2021)
Unit/Area: Comissão Permanente do Conselho Científico

Membro (Docente) (2019 - 2021)
Unit/Area: Plenário do Conselho Científico

Director (2019 - 2021)
Unit/Area: Master Degree in Human Resources Development Policies

Director (2017 - 2019)
Unit/Area: Master Degree in Human Resources Development Policies

Membro (2016 - 2018)
Unit/Area: Comissão Científica

Director (2015 - 2017)
Unit/Area: Master Degree in Human Resources Development Policies

Director (2013 - 2015)
Unit/Area: [B72] Social and Solidary Economics

Director (2010 - 2011)
Unit/Area: Doctorate Degree (PhD) in Economics

Presidente (2009 - 2010)
Unit/Area: Department of Economics

## Awards

| |
|---|
| “Prix du Meilleur Ouvrage sur le travail", discerné para la Ministre du Travail de France (2017) |
| The colective ook coordinated by Olivier Favereau "Penser le travail pour penser l'entreprise", where I have a chapter on "The moral specificity of the employment relationship", edited by la Presse des Mines, obtained the Award of " The best book on the world of work" , attributed by the French Ministry of Labor (1917) |