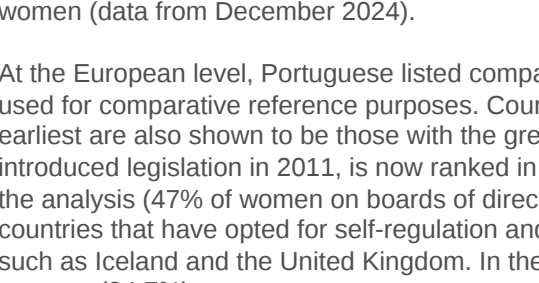




In this issue of the newsletter, we highlight:

- Editorial: WoBómetro 2024: What changes have there been in the eight years since the Quotas Law was published?
- Merit Scholarship for PhD students in Economic and Social History (2026/2027)
- Opening hours for new dining area in Quelhas extended until 21.00
- The Future of Work: Digitalisation and AI conference
- ESG financing: what do banks ask for and how does the SIBS ESG platform simplify it?
- Highlights from the latest issue of the *European Journal of Management Studies*
- Ignite Mentoring 2025/26 application period opens
- Opening of the 2025/26 Academic Year
- Registration is now open for Unite! Widening Staff Week



Gender, Work and Power Observatory Board

Sara Falcão Casaca, Maria João Guedes,
Ricardo Alcobia Rodrigues and Susana
Ramalho Marques

WoBómetro 2024: What changes have there been in the eight years since the Quotas Law was published?

"Countries that adopted regulatory frameworks earliest are also shown to be those with the greatest gender balance."

The objective of the Gender, Work and Power Observatory, created in late 2024 as part of ISEG Research's Policy Lab, is to **bring the scientific knowledge produced at ISEG closer to society in general**. It seeks to contribute to an informed public debate on the evolution of gender equality at work and in the professions, on the sharing of economic and business power, and in the sphere of care. In this context, the Observatory has already published three barometers and a datasheet (in Portuguese and English), which may be consulted here. The most recent publication is the **Barometer of Gender Balance in Company Management Bodies (WoBómetro)**, which builds on an initiative developed between 2019 and 2021 as part of the **Women on Boards** project, which has had a major impact on various stakeholders.

This diagnosis is particularly relevant as it marks the eighth anniversary of the publication of Law No. 62/2017, of 1 August (known as the Quotas Law), which **defines the regime of balanced representation between women and men in management and supervisory bodies of the public business sector (SPE)**, including the state business sector (SEE) and the local business sector (SEL), as well as listed companies.

The data shows that the law has driven significant progress. In the SEE, for example, the minimum parity threshold (40%) has been reached in management bodies (regardless of the type of position) and in supervisory bodies, thereby exceeding the legal minimum requirement of 33% for executive and non-executive positions. In publicly listed companies, where the legal requirement is different, setting the threshold at 33% for all board positions, there is notable asymmetry: **only 15% of women in executive roles, compared to 46% in non-executive positions**. However, in supervisory bodies, 43% are women (data from December 2024).

At the European level, Portuguese listed companies – although very small – have been used for comparative reference purposes. Countries that adopted regulatory frameworks earliest are also shown to be those with the greatest gender balance. France, which introduced legislation in 2011, is now ranked in first place among the countries included in the analysis (47% of women on boards of directors). It should also be noted that there are countries that have opted for self-regulation and have been successful in this approach, such as Iceland and the United Kingdom. In the ranking, Portugal is in line with the EU average (34.7%).

Finally, we were pleased to announce that the next Barometer will be published in October, to mark International Care and Support Day, proclaimed by the United Nations in 2023.

What's Up @ ISEG

Merit Scholarship for PhD students in Economic and Social History (2026/2027)

Merit Scholarships

Full 1st year tuition covered!

for 2 students of the PhD in Economic and Social History (2026/2027)

The PhD in Economic and Social History (PDHES) will award two merit scholarships in the 2026/2027 academic year, covering the total cost of first year tuition fees, to admitted and enrolled students who meet the requirements set out in the regulations.

★ Regulations may be consulted [here](#)

Opening hours for new dining area in Quelhas extended until 21.00

A new space to eat, meet & recharge!

ISEG's new dining area is now open at the Quelhas Building.

The opening hours of the new dining area in Quelhas have been extended; **from Monday, 22 September, it will be open Monday to Friday, from 07.30 to 21.00.**

There are two distinct areas in the new infrastructure: Lisboa Emotions, a buffet service, and Bio Emotions, which is a cafeteria and 'grab & go', offering quick and practical solutions for day-to-day needs.

Conference | The Future of Work: Digitalisation and AI

23 setembro 2025

DIGITALIZAÇÃO e IA
O FUTURO DO TRABALHO

Audifólio Caixa Geral de Depósitos

10.00 Almoço com mesas de discussão

11.00 Encerramento e Take Away

The 'The Future of Work' conference will be held on **23 September**, organised in partnership by SHL Portugal and ISEG's HR Ahead Project platform.

The conference will be take place in ISEG's CGD Auditorium and will begin at **09.10**, on a morning specially dedicated to Human Resources Managers and Directors, where a new skills model designed to support Portuguese organisations in responding to current and future challenges will be presented and discussed.

- Among the important topics that will be:
- The demands of reskilling and upskilling
- The role of leaders in change management
- The interventions that are possible and necessary in organisations
- The strategic relevance of HR in this new scenario

The conference will feature the participation of ISEG professors **Paulo Lopes Henriques, Helena Jerónimo, Jorge Gomes and Pilar Mosquera**.

Admission is free, subject to pre-registration [here](#).

★ Further information [here](#)

ESG financing: what do banks ask for and how does the SIBS ESG platform simplify it?

ESG no financiamento: o que pedem os bancos e como a plataforma SIBS ESG o simplifica?

Iniciativa Convergência Sustentáveis

Oradores: Filipe Gonçalves – Cálculo Crédito Agrícola, Rui Figueiredo – SCVRP ESG, Paulo Franco – Ordem dos Contabilistas Certificados, Ana Gouveia – SIBS ESG

Moderação: Victor Barros – ISEG

25 SET 9h30 >19h30

Palácio dos Condes, Guimarães, Lisboa

This meeting will take place at **09.30 on 25 September** at the **Palácio Galveias Library**, and will focus on the role of ESG (Environment, Social and Governance) in the financial sector, the main demands placed on banks and how the SIBS ESG platform can simplify the collection, management and reporting of information – strengthening the link between sustainability, transparency and access to finance.

This conference is being organised by **Lisbon City Council**, with the support of ISEG, and will be moderated by Professor **Victor Barros** (ISEG).

★ Further information [here](#)

Also at ISEG:

Atelier de Pintura no ISEG

25 Setembro 18h00

Venue: ISEG

★ Further information [here](#)

Antena 2 Concert | 'In Search of Youkali'

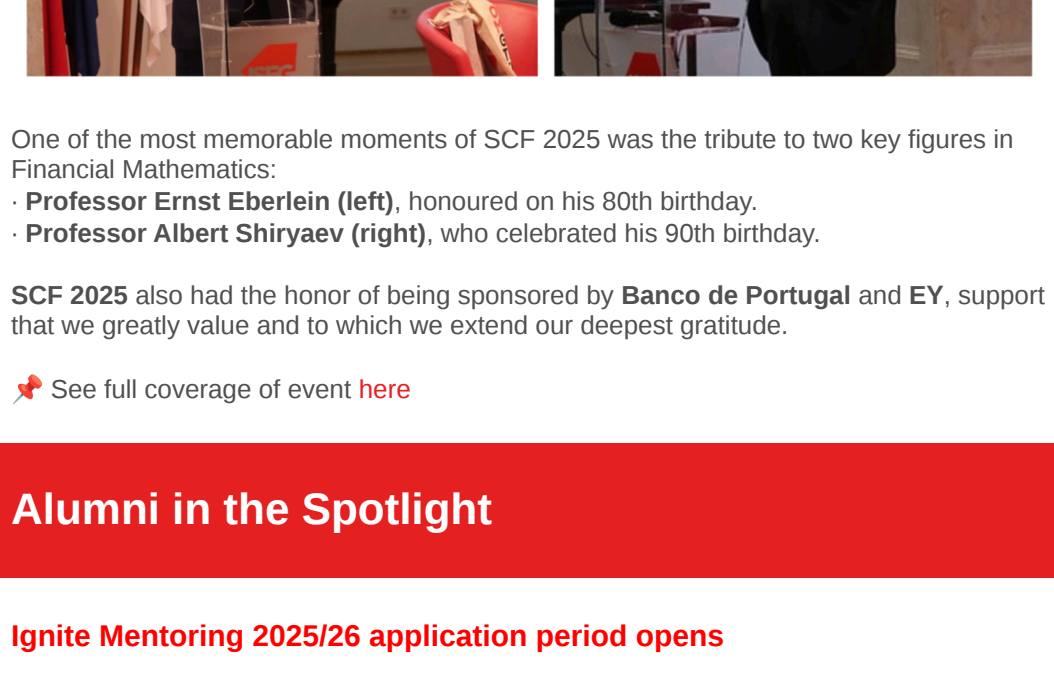
25 Setembro 19h00

Venue: CGD Auditorium, ISEG

★ Further information [here](#)

Free Admission.

ISEG nos Media



- >> **Paulo Trigo Pereira** comments on the Elevador da Glória tragedy, considering that "the significant increase in tourist traffic requires a rethink of procedures, in particular regular and independent audits of those responsible for maintenance" (**Observador**)
- >> **Bernardo T. Chagas** analyses the use of artificial intelligence in customer service, exploring whether there is still an opportunity or whether it is a failed promise (**Distribuição Online**)
- >> **João Duque** appeared on the programme 'As Três da Manhã' to discuss the situation at Carris, emphasising that the available figures are not sufficient to show whether or not there has been greater investment in the safety and maintenance of the equipment (**Renascença**)
- >> **António Garcia Pereira** writes about the 'Draft Bill for the reform of labour legislation', stating that it is a proposal for employers to destroy what remains of workers' fundamental rights (**Notícias Online**)
- >> **Joana Santos Silva** explains that the goal of executive education at ISEG "is to ensure that learning does not end with the programme, but continues throughout one's career, as well as from a lifelong learning perspective" (**Jornal de Negócios**)
- >> **Helena Gonçalves** states that "There is no doubt that a digital presence on social media plays an important role in positioning the CEO's brand among employees, investors, partners and clients, which can translate into greater profitability and growth, but it does carry reputational risks." (**Expresso**)
- >> **Joana Santos Silva** emphasises that the future of training will not only be technical, but focused on the ability to lead in contexts of uncertainty, with critical thinking and strategic vision (**Jornal de Negócios**)

ISEG Executive Education

Finance for Decision Making | Programme for Non-Financial Professionals

Finanças para Tomada de Decisão

Programa para Não Financeiros

Programa Executivo

BLENDED LEARNING

ISEG EXECUTIVE EDUCATION OPEN MINDS. GRAB THE FUTURE.

Another edition will begin, on **1 October**, of a programme specially designed for those who have no training in management or finance but want to be able to make strategic decisions in their businesses, taking into consideration the financial impacts. To this end, face-to-face and online sessions on topics such as financial statements and financial reporting, financial management and investment project evaluation will be essential.

★ Further information and registration [here](#)

THRIVE: HR Strategic Program

THRIVE: HR Strategic Program

Programa Executivo

Em parceria com APO

ISEG EXECUTIVE EDUCATION

This course, which begins on **7 October**, takes place at a time when people management is understood to be essential for business sustainability. Human resources professionals need a holistic view of the major areas and trends in order that they are better able to attract, retain and empower people in organisations. This executive programme will cover areas such as strategy, employer branding, people development and people analytics, amongst others, and includes a final challenge which will draw upon all the skills acquired.

★ Further information and registration [here](#)

News from ISEG Research

Highlights from the latest issue of the *European Journal of Management Studies*

European Journal of Management Studies

Editor in Chief: Tiago Cardoso-Pereira

Volume 28 Issue 00000

Emerald Publishing Services

These are the featured articles in the latest issue of the publication created by ISEG:

- *Advancing management scholarship internationally through theoretical emancipation*
- *Airports are the backbone of the UK tourism sector and AI will be a key component of marketing initiatives*
- *Influence of opinion leadership and consumer feedback on consumer trust*
- *Ambidextrous networking capability for innovation: an empirical validation in knowledge-intensive R&D organizations across India and Japan*

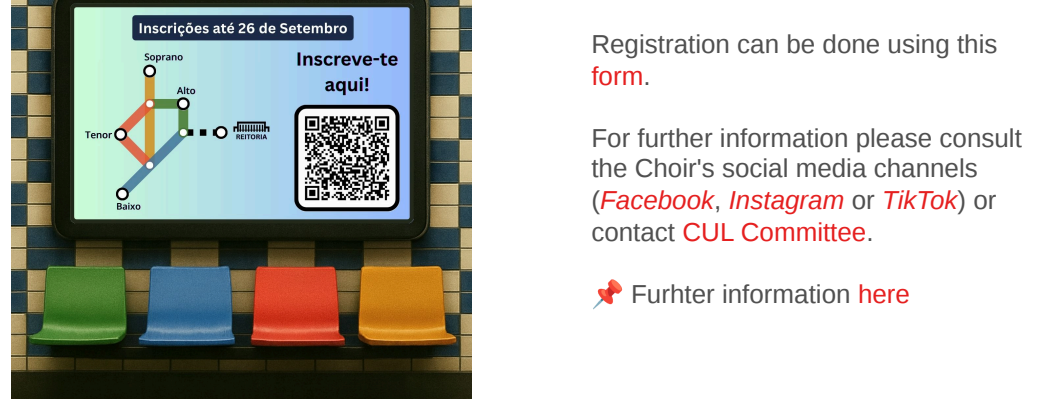
★ Read the latest issue [here](#)

Stochastics & Computational Finance 2025 International Conference



ISEG hosted the **Stochastics & Computational Finance International Conference – New Trends from Academia to Real-World Applications (SCF 2025)** from 2 to 5 September, organised under the auspices of CEMAPRE.

The event brought together **95 participants** in Portugal – internationally renowned experts in Computational Finance, from both academia and the financial sector, coming from all corners of the world. The purpose of the meeting was to promote excellence in training and research, encourage interaction between established researchers and young talent, and strengthen the bridges between the academic and business worlds, in a logic of recognised mutual benefit.



One of the most memorable moments of SCF 2025 was the tribute to two key figures in Financial Mathematics:

- **Professor Ernst Eberlein** (left), honoured on his 80th birthday.
- **Professor Albert Shiryaev** (right), who celebrated his 90th birthday.

SCF 2025 also had the honor of being sponsored by **Banco de Portugal** and **EY**, support that we greatly value and to which we extend our deepest gratitude.

★ See full coverage of event [here](#)

Alumni in the Spotlight

Ignite Mentoring 2025/26 application period opens

Alumni Mentoring

Ignite Programme

25 SET 26

The **ISEG Alumni Económicas – ISEG Alumni Association** is continuing its Mentoring Programme. The objective of this initiative is to support final-year students and recent graduates in their transition to the job market.

The programme gives each participant the opportunity to be accompanied by a mentor – a former ISEG student who graduated more than five years ago – who can share his or her professional experience and provide close, personalised support.

The deadline for applications for mentees is **30 September**, using [this form](#).

★ Further information [here](#)

Application period opens for the ISEG Alumni solidarity programme

Ninguém fica para trás.

Candidaturas abertas

Every year, ISEG Alumni Económicas – the ISEG Alumni Association promotes the Alumni Económicas Solidarity Programme, a financial support programme for students with economic difficulties. The aim is to ensure that **no student with merit is prevented from studying at ISEG due to lack of means**.

The programme is funded through donations from alumni and companies and covers expenses such as accommodation, transport, school supplies and meals.

★ See the regulations [here](#) and please send the application form to aaa@iseg.ulisboa.pt.

Agenda: Student Dinner & Charity Gala

JANTAR DO ANTIGO ALUNO & gala solidária 2025

23 DE OUTUBRO ÀS 19H45 | PÁTIO DAS FRANCESINHAS

INSCRIÇÕES ATÉ 26 DE SETEMBRO

In 2025, Alumni Económicas – ISEG Alumni Association is once again organising the **Alumni Day Dinner in conjunction with the Charity Gala**.

Registration is mandatory. Please register before **26 September** [here](#).

Date: 23 October | From 19.45 to 23.00

Venue: ISEG, Pátio das Francesinhas

★ Further information [here](#)

Student News

Opinion piece by PhD student in Management | Líder Magazine

Bruno Moleiro, a PhD student in Management at ISEG, has published his article "Will AI really replace teachers?" in Líder Magazine

His reflection focuses on the automation of technical tasks in teaching, increasing efficiency and personalisation, and a future where trained teachers take on the role of learning leaders and trainers of critical and empathetic citizens.

★ Read the full article [here](#)

Universidade de Lisboa

Opening of the 2025/26 Academic Year

BEM VINDO À LISBOA '25

On **25 September**, **Universidade de Lisboa (ULisboa)** will celebrate the start of the 2025/26 Academic Year with a diverse programme that includes the **Rector's Inauguration Ceremony** and the **Solemn Opening Session of the Academic Year**, the delivery of welcome kits to first-year Bachelor's and Master's students, sports activities and a **Sunset Party**.

★ Further information on the programme [here](#)

Registration is now open for Unite! Widening Staff Week

The deadline for registration for the first **Unite! Widening Staff Week** is **21 September**. The event will take place at the **Politecnico di Torino (Italy)** from **24 to 28 November 2025**.

This event is organised as part of the **Unite!WIDENING** project, funded by the Horizon Europe programme, the objective of which is to strengthen the capacity of universities in expanding countries (such as Poland and Portugal) as centres of excellence in open science and innovation through knowledge sharing, training and collaboration.

- It is an excellent opportunity to:
- explore tools and solutions for managing research and innovation projects
- visit the campus and laboratories of the Politecnico di Torino
- participate in social and networking activities with colleagues from across the Unite! alliance.

★ Further information [here](#)

Auditions for Universidade de Lisboa Choir 2025

AUDIÇÕES 2025

Coro da Universidade de Lisboa

Inscrições até 26 de Setembro

Inscribe-te aqui

Auditions will take place until **7 October** and are open to female and male voices with or without choral experience and/or connection to Universidade de Lisboa.

Registration can be done using [this form](#).

For further information please consult the Choir's social media channels (**Facebook**, **Instagram** or **TikTok**) or contact **CUL Committee**.

★ Further information [here](#)

European Researchers' Night 2025 at ULisboa

On **26 September**, from **17.00 to midnight**, take part in the **European Researchers' Night**, with activities for free, for the whole family, and wander around the Natural History and Science Museum, the Lisbon Botanical Garden and the Príncipe Real Garden.

'Science for Global Challenges' is the motto for this edition of the European Researchers' Night, with research and scientific knowledge activities that seek to respond to the major environmental sustainability, economic and social challenges we face in Europe and globally.

★ Further information [here](#)

OPEN MINDS. GRAB THE FUTURE!

