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From Sea to Shelves: Territory, Work and Technology Dynamics in the Portuguese Canning Industry

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FROM SEA TO SHELVES: TERRITORY, WORK AND TECHNOLOGY DYNAMICS IN THE PORTUGUESE CANNING INDUSTRY

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Abstract

This study examines the dynamic relationship between labour, territory, and technology within the context of the Portuguese canning industry. Drawing on the Francophone perspective of territory as *espace vécu* (lived space) and on the ergological approach to work, territory is understood as a dynamic construct continuously shaped by labour activity, technology, and collective heritage.

Methodologically, a qualitative case study was conducted at Pinhais & Cia, one of the four remaining active canneries in Matosinhos. Data collection combined observation of production routines with semi-structured interviews with workers and management. Thematic analysis was then used to explore how participants construct this territory through embodied practices and technological appropriation, linking these dynamics to their broader historical and social context.

Findings highlight the central role of know-how, sensory engagement, and intergenerational knowledge transmission as key factors sustaining the traditional production model, in which manual methods prevail over automation. Testimonies reveal the interplay between tradition and mechanisation, the unpredictability of raw materials, and the gendered division of labour, while also showing how adaptive and cooperative practices have ensured productive resilience and territorial continuity.

The study demonstrates that debates on territorial development, viewed through the lens of work activity and the selective introduction of technology, are complementary dimensions for characterizing the Portuguese canning industry. It underscores the historical-industrial heritage formed over time and characterises territory as a living, dynamic construct that integrates space and provides it with meaning.

Keywords: work, territory, territorialisation, technology, Matosinhos, canning industry, know-how, identity.

Resumo

Este estudo analisa a relação dinâmica entre trabalho, território e tecnologia no contexto da indústria conserveira portuguesa. A partir da perspectiva francófona do território como espaço vivido (espace-vécu) e da abordagem da ergologia do trabalho, o território é abordado como um constructo dinâmico continuamente produzido pela atividade laboral, pela tecnologia e pelo património coletivo.

Metodologicamente, realizou-se um estudo de caso qualitativo na Pinhais & Cia., uma das quatro conserveiras ainda ativas em Matosinhos. A recolha de dados combinou observação das rotinas produtivas com entrevistas semiestruturadas a trabalhadores e à gestão, seguida de análise temática para compreender como os participantes constroem este território através de práticas incorporadas e da apropriação tecnológica, articulando estas dinâmicas com o seu contexto histórico-social.

Os resultados destacam a centralidade do saber-fazer, do envolvimento sensorial e da transmissão intergeracional de conhecimentos como fatores essenciais para sustentar o modelo de produção tradicional, em que os métodos manuais predominam sobre os automatizados. Os testemunhos evidenciam a relação entre tradição e mecanização, a imprevisibilidade da matéria-prima e a divisão de género no trabalho, revelando também como práticas de adaptação e cooperação asseguraram a resiliência produtiva e a continuidade territorial.

O estudo demonstra que os debates sobre o desenvolvimento territorial, à luz da atividade de trabalho e da introdução seletiva de tecnologia, são dimensões complementares na caracterização da indústria conserveira portuguesa, evidenciando o património histórico-industrial formado ao longo do tempo e caracterizando o território como um construto vivo e dinâmico que integra o espaço e lhe confere significado.

Palavras-chave: trabalho, território, territorialização, tecnologia, Matosinhos, indústria conserveira, saber-fazer, identidade.

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1. Introduction

Work and territory are deeply interwoven concepts, configuring both economic structures and also social and cultural identities. In this sense, territory becomes the construct of work activity and an operative dispositive for and through action (Cunha & Lacomblez, 2021). In industrial contexts, these dynamics are especially visible, as production processes and labour relations leave both material and symbolic imprints on the places where they unfold, in a reciprocal meaning making relation.

Globally, questions of work, territory, and technology are increasingly relevant. Processes of automation, industrial decline, and heritage recovery show that industries are not only productive systems but also cultural artefacts that carry memory and meaning (Fonseca, 2013; Silva et al., 2015). Studying these processes is therefore essential to understand how societies preserve traditions, adapt to change, and negotiate between global pressures and local legacies.

In Portugal, one of the most emblematic examples of this interplay is the centenary canning industry, which historically appropriated its territory through the sea, land, work, and technology. Beyond its economic importance, the sector shaped coastal communities and contributed to the construction of a diffuse national identity (Silva et al., 2015), where each canned product embodies not only material resources but also the stories and practices of its workers, representing, on the shelves, the end of a process that began in the sea. Today, after successive reconfigurations, the industry endures as both an important economic activity and a cultural heritage, marked by the industrial landscape and the lived experiences of its workers.

This study seeks to analyse the canning industry through the lens of the territorial processes generated by work activity. Grounded in the francophone perspective on territorial production and building on the ergological approach developed by Schwartz (1992; 2000), it considers territory not as a neutral backdrop for production but as a dynamic construct continually produced by embodied labour practices, technological appropriations, and collective memory. This perspective allows us to see how the lived experience of workers surpasses the industry's innate constraints and how their incorporated techniques contribute to sustain economies, anchor communities, negotiate technological innovation and preserve heritage that inform present and future developments.

Methodologically, the study combines documentary analysis, coming from fieldwork in a traditional cannery company in the industrial cluster of Matosinhos, as well as data retrieval

and analysis of workers practices and narratives. By doing so, it aims to bridge theoretical reflection with situated empirical inquiry. The structure of the study reflects this orientation: first, the theoretical framework outlines the main concepts for identifying, understanding and analysing territorial, work, and technological relations; second, the methodology details the case study approach, situating and highlighting the specific conditions and methods of the traditional industrial canning process; third, the results present both the empirical material and its interpretation; finally, the conclusion discusses the broader implications of work, territory and technology for understanding industrial heritage and territorial identify creation.

2. Theoretical framework

2.1 Work as an agent of territorial signification

The idea of territory is considered a key element in the social sciences, though its meaning remains dynamic and fluid, shaped by historical, geographical, and social contexts (Antonsich, 2017). Contemporary definitions of territory have bifurcated into two dominant perspectives: anglophone and francophone. The anglophone tradition conceptualises territory through a politico-institutional lens, often as a delimited space over which sovereign political authority is exercised (Elden, 2010; Antonsich, 2017), a framing historically reinforced by the cartographic representation of space, that here serves as a visual way to legitimize sovereignty. Within this view, territory is not only a form of spatial property tied to political-economic relations, but also a medium through which strategic power is exercised and maintained, ultimately serving as a political tool that enables the quantification, categorization, and governance of space by its actors (Elden, 2010). Building on this perspective, and grounding it in Latour's (2005) actor-network theory and subsequent developments by Cunha and Lacomblez (2024), territory is further understood as a "matter of fact," approached deductively through statistical indicators and mapping resources that often present it detached from human work activity itself. While this methodological orientation can be useful to provide a broader, overarching perspective on the matter, it risks overlooking the unique, situated details and particular issues that characterize specific territories.

In contrast, the francophone approach emphasises the social and semiotic dimensions of the territory, treating it as a lived and culturally rooted spatial entity (*espace vécu*). This perspective spotlights the role of individuals and communities in producing meaning through the territory, framing it as a living environment imbued with geographic symbols, memories,

and identity, forming the lived environment, also defined as *milieu de vie* (Antonsich, 2017). By taking the territorial specificities in consideration, this perspective treats territory as a "matter-of-concern" (Latour, 2005), emphasizing the role of the territorial actors contained within it. In their turn, these actors interact with the social, environmental, economic, political, and cultural dimensions of a particular environment and actively work to construct it through time. In this sense, rather than simply being discovered and charted, territory becomes the product of human engagement with it (Dallabrida, 2021). This relationship is inherently dual: territorial conditions shape and constrain human practices, that in their turn, continuously transform, generate and reproduce territory.

Coming from that perspective, human activity, particularly work, lies at the core of the conception of territory. This conceptualization process is inherently semiotic, as material and social dynamics inscribe meaning into space, often mediated by systems of signs shaped by cultural and historical contexts. These sign systems ultimately are what provide communities with interpretive frameworks to process environmental information (Lotman, 1985). Consequently, distinct techniques, social processes, and technological adaptations emerge, that later enable better informed and context-specific territorial practices and developments (Saquet, 2019; Michaels, 2020).

As Reis (2016) argues, this increased network of interactions fosters the needs for a comprehensive epistemology of territory, capable of interpreting and understanding its complex internal organisation. This came into play through the contributions of authors such as Cunha, et al. (2018), Cunha & Lacomblez (2021), and Di Ruzza & Schwartz (2022). Deeply rooted in ergology, the proposed framework establishes a rationale for integrating the various theoretical perspectives on territory by epistemological levels, that when combined provide a deep and thorough understanding of territorial dynamics.

The first level concerns the material world, using concepts such as mathematical, physical, and biological laws, which allow territory to be studied with quantitative tools like indicators and maps. The second level focuses on social organisation, grouping together legal frameworks and economic metrics that regulate human activities and give meaning to space. The third level draws from social sciences to explain human practices and propose ways to influence them, but it can be problematic when developed in detachment from the activities themselves, as it risks oversimplifying complex behaviours. Finally, derived from the third, the last level seeks to bridge the gaps left by the detachment of the previous ones. At this stage, the perspective of work activity becomes central, bringing forward the lived experience of the actors involved in the territorialisation process. These complex dimensions are often

overlooked in macro-level analyses, yet their inclusion allows for a more holistic understanding of territorialisation processes. In this sense, territory is epistemologically understood as a lived and interactive space that shows how people appropriate places, create meanings, and build collective identities in everyday life. In sum, it then becomes clear that territory cannot be understood solely as a fixed space or a political abstraction, as it is inseparable from human activity. Through work, social practices, and cultural engagement, people actively produce, transform, and imbue space with meaning, and because of that, recognising the centrality of work in this process allows for a more nuanced, dynamic understanding of the territory. In this effect, it serves as a way to bridge macro-level analyses with the situated, lived experiences that later will guide best informed interventions on its development.

2.2 Technology and situated territorialisation processes

Having human activity as a precedent for territorial production (Cunha & Lacomblez, 2024), it is important to contextualise what other structures support it, especially in deeply specific environments. In industrial settings, these are often translated in tools, methods, practices and routines by which territorial actors interact with on a daily basis.

Within this environment, actors operate with access to both embodied and materialised forms of work, as well as technologies of varying complexity that are placed at their service. Technology thus emerges not as a neutral support tool but as an active enabler of territorial development, particularly in the global economy, where it frequently drives the automation and geographical fragmentation of production processes (Audretsch et al., 2014).

By amplifying regional advantages such as accumulated knowledge and resource availability, technology reinforces specialized forms of territorialisation and supports the segmentation of markets (Audretsch et al., 2014). Yet, its role is neither universal nor constant, as its definition and application are inherently situational and shaped by context-specific values (Choi, 2009). For technology to exert its effects, it must be embedded in the social milieu structured by cultural norms, work practices, and economic conditions, meaning that its design and use are largely determined by the territorial circumstances in which it is deployed and appropriated.

This contextual embeddedness has long been recognised in literature. As Wisner (1985, 1992) argues, there's not a universal technical solution for work, since any product generated by human activity carries the imprint of the territory in which it was developed. Social

constructs, processes, systems, and techniques are ultimately cultural artifacts and therefore inseparable from the territorial contexts that shaped them. In that sense, as technologies mature, elements of tacit and uncodified knowledge are retained and transmitted by actors across organisational hierarchies, progressively becoming available for future application (Teece, 1977).

The interaction between technology and situated work practices thus contributes to the material inscriptions of territorialisation processes, ranging from physical artifacts such as machinery and tools to the tacit know-how and organisational values incorporated by workers (Cardoso, 2012; Bozeman, 2000; Reddy & Zhao, 1990). This material and cognitive relationship resonates with the ergological approach of work, particularly with the concept of "alternative reserves" mobilized by territorial actors. Developed by Schwartz (2000), these reserves represent the creative capacity to overcome work obstacles, even when doing so requires deviation from prescribed norms. In this sense, in a context marked by selective automation and general technological acceleration, it becomes crucial to recognise the relation of technology and the embodied consciousness of workers towards it as a central mechanism in the construction of situated meaning (Cunha et al., 2021).

2.3 The Portuguese canning industry and northern Portugal

2.3.1 Sea, industry, and opportunity

The modern canning industry, using tinplate containers and semi or fully automatic production processes began in Portugal in the last quarter of the 19th century., being firstly established by French industrialists seeking more favourable fishing conditions and lower labour costs, after hardships in the French industrial poles of Brittany (Lage & Sequeira, 2023).

In its early development, the Portuguese canning industry experienced rapid growth, driven by diverse favourable circumstances. Although this expansion led to challenges, including fluctuating market conditions and unstable production (Pita et al., 2024), the industry succeeded in consolidating itself by the first half of the 20th century. This consolidation was largely facilitated by regulatory initiatives, notably the establishment of the Portuguese Consortium of Canned Fish, which aimed to standardize production and enhance quality control. Such interventions represented a significant effort to stabilize and reorganise the sector in response to market volatility and industrial disorganisation (Lage, n.d.; Madsen & Chkoniya, 2023; Gonçalves et al., 2004).

Apart from those initiatives, the sector's great expansion was also largely due to international demand, a process strongly accelerated by the two world wars, when restrictions on exports from competing nations created favourable conditions for Portuguese producers (Barbosa, 1941). This expansion was so pronounced that by 1925 Portugal had become the world's leading producer of canned goods, hosting nearly 400 factories concentrated in the major industrial coastal clusters of Matosinhos, Setúbal, Portimão, Olhão, and Vila Real de Santo António (Pita et al., 2024). The investment in foreign markets was so important that by 1944, canned fish represented 31.54% of Portugal's national exports (Madsen & Chkoniya, 2023). Such high production volume is understood by the industry's reliance on abundant raw material, low manufacture cost, durability and the possibility to scale the production massively (Lage, n.d.; Pita et al., 2024; Pereira, 2013; Gonçalves et al., 2004).

However, the industry experienced successive crises in the second half of the 20th century that precipitated its decline. This downturn was driven primarily by the growing self-sufficiency of external markets and the imposition of trade restrictions by major importers such as France and the United Kingdom (Amorim, 2007). Simultaneously, the emergence of competing canning industries in north African and Asian countries intensified competitiveness, as these producers also benefited from abundant marine resources, but significantly lower labour costs (Monteiro, 2014; Gonçalves et al., 2004). The sector was further weakened by unforeseen challenges, including rising raw material costs and a consumer shift towards increasingly available frozen fish products (Lage & Sequeira, 2023). In the decades that followed, other structural constraints such as the unpredictability of fish stocks, the impacts of national and supranational fisheries regulations, escalating production costs, and delayed or insufficient technological modernisation within factories collectively reinforced the long-term contraction of the industry (Gonçalves et al., 2004; Mendonça et al., 1992).

Nonetheless, despite this significant contraction in the latter half of the 20th century, the Portuguese canning industry continues to hold an important place in the country's economic setting (Lage & Sequeira, 2023). As of 2020, approximately only 20 factories remained active in Portugal (Pita et al., 2024), but although this decreased number of companies in operation, the production value has increased, and modern production now surpasses that of the wartime peak, both in volume and sales (I. Tato, personal communication, 2020). This can be seen within the broader seafood processing sector, where the category of preparations and conserves accounts for 22% of the total national production of fish and aquaculture products (Instituto Nacional de Estatística, 2023). The industry continues to focus primarily on sardine, tuna, and mackerel, with most factories specialising exclusively in sardine products (Pita et al., 2024;

Lage, n.d.). Moreover, Portugal still remains one of the leading exporters of canned fish both within the European Union and beyond. Over 50% of national production is directed toward more than 50 international markets, with exports absorbing approximately three-quarters of the total output (Lage & Sequeira, 2023). That characteristic made the sector uniquely resilient, and allowed the canning industry to consistently maintain a positive trade balance, while contributing to the establishment of a common Portuguese identity internationally (Silva et al., 2015).

2.3.2 The particular case Matosinhos

While early modern canning activities were initially concentrated in southern Portugal, particularly in the industrial centres of Vila Real de Santo António, Olhão, Portimão, and Lagos, as well as in central coastal areas such as Setúbal, Peniche, Lisbon, Sines, and Nazaré, the northern part of the country soon followed and also emerged as a key industrial hub (Monteiro, 2014). Due to its strategic location, which provided access to abundant fish stocks and international markets through the nearby Leixões port, Matosinhos became the principal centre of the Portuguese canning industry (Lage, n.d.; Monteiro, 2014). By 1953, it had grown to become the world's largest canning hub (Lage & Sequeira, 2023). Much of that development was due to the fact that Matosinhos was the first canning industrial cluster in Portugal to successfully transfer the technology of the revolutionary Massó system, a mechanised process developed in Vigo, Spain (Amorim, 2007). This system introduced automated stages for evisceration, cleaning, and product transport, as well as air-heated continuous cooking to replace traditional steam methods. More than that, it significantly reduced labour costs by up to 15% and salt usage by up to 40% (Amorim, 2007).

However, the Matosinhos hub did not escape the effects of the industrial decline of the second half of the 20th century. In response to growing challenges, including fluctuating markets and increased competition, the Matosinhos Cannery Industrialist Guild was established in the 1950s to promote centralised sales and coordinated action. Due to its efforts, the industry managed to remedy the first signs of decline by introducing market strategies and innovations to the production. While these initiatives from the Guild managed to relieve the industry from some of its constraints, the period of crisis deepened due to severe sardine shortages. In this sense, the Guild took an important role to coordinate the industry with damage control initiatives, such as a voluntary extinction programme that led to the closure of 14 factories in the 1970s (Lage, n.d.; Pita et al., 2024)

Years of successive crises and structural challenges gradually presented its toll in the canning industry of Matosinhos. The decline left a visible mark on the urban landscape, as many industrial buildings were abandoned, demolished, or repurposed for real estate development, reflecting a significant shift in the city's investment priorities. By 1984, only seven canneries remained in operation, highlighting the considerable contraction of the industry during this period (Lage & Sequeira, 2023). However, with Portugal's accession to the European Community (EC) in 1986, the industry experienced a partial revitalisation. This integration facilitated new investments in the sector, often supported by community funding, and enabled the removal of customs duties on canned fish exports. These efforts, along with improvements in factory working conditions and wages, contributed to the reinforcement of Portuguese canneries' position in international markets, and configurated most of present-day industrial dynamics (Mendonça et al., 1992).

The contemporary canning industry in Matosinhos is characterized by a blend of balance, tradition, innovation, and a still standing focus on exports. Although the industrial cluster now contains only four active factories, far fewer than the 54 operating during its golden age (Monteiro, 2014), these remaining units collectively produce more than the peak factory quantity ever did (Couto, 2012). The cluster retains strategic significance as it encompasses Portugal's main sardine landing port and processing centre (Commission Européenne, 2017). Current production encompasses a blend of traditional methods that emphasise product quality, rooted mainly in the use of fresh fish and high-quality standards and mechanised steps in production lines. While some companies intentionally choose to preserve artisanal authenticity by not fully adopting automated processes, the sector as a whole has selectively integrated modern technologies to enhance efficiency and maintain competitiveness (Lage & Sequeira, 2023). This rich productive scenario has been recognised internationally for their adherence to rigorous exigencies of hygiene, food safety, and taste, supported by globally recognised certifications and awards (Lage & Sequeira, 2023).

In parallel, the industry has successfully reoriented itself toward high-value market segments, particularly through the development of gourmet products and the diversification of traditional recipes that span beyond the classic species of sardines, tuna, and mackerel (Silva et al., 2015). A key strategy in this market repositioning has been the emphasis on strong branding and targeted marketing, designed to communicate product authenticity as to create distinct competitive advantages in a highly disputed global market (Lage & Sequeira, 2023). In terms of international trade, while the industry continues to serve traditionally loyal markets such as France and the United Kingdom, it also actively pursues expansion in alternative

markets in Asia and the Americas to ensure long-term financial sustainability (Silva et al., 2015).

2.3.3 Labour dynamics

The legacy that the Portuguese canning industry imprints is deeply intertwined with the transition between sea and land, that shapes the socio-economic relations of coastal communities and plays a central role in the country's industrial history. The early establishment of modern canning factories near fishing ports attracted large numbers of workers, many in search of more stable employment in regions with limited labour opportunities and low schooling levels (Pita et al., 2024). With that industrialization process happening, other areas of territorial development were tackled. For example, housing facilities were often located near the production plants due to inaccessible and unaffordable transportation (Pereira, 2013).

Moreover, being a historically heavy manual production process, its continuity was largely supported by its social work dynamics. In this sense, it is important to highlight the essential and often underacknowledged role of women in Portuguese canneries. While early industrial surveys and censuses from the early decades of factories largely neglected the female workforce and focused instead on male labour, women in fact formed the core of factory labour. Occupying important roles in the production line, they have traditionally undertaken precise and careful tasks, such as selecting cleaning, and arranging fish, quality control, and packaging (Monteiro, 2014; Pereira, 2013). Meanwhile, men usually took part in indirect roles, such as machinery operation and maintenance, soldering and can manufacture.

However, even with such prominence in the industry, women often faced systemic problems and precarious working conditions. These were closely tied to the unpredictable availability of fish and the seasonal rhythms of the sea. As the main actors of the production line, in the past women sometimes had to work multiple times a day during random periods, including evenings, to fulfil production needs and achieve full financial compensation (Prata, 2013). They were typically paid less, often around half or slightly more than their male counterparts for equal work, with employers justifying the disparity through presumed lower productivity on the notion that women's earnings were supplementary to a family income (Samara, 2013). This "family wage" concept was widely used by industrialists to reduce costs and limit political, union, and social rights (Pereira, 2013). Because of that, despite participating in important strikes, women were often hindered from the broader labour movement, reinforcing gendered hierarchies (Samara, 2013).

Nonetheless, the 1974 Portuguese social revolution introduced significant reforms to the industry, leading to new labour debates that challenged its reliance on low-paid, precarious work (Lage & Sequeira, 2023). The revolution's aftermath helped regulate labour dynamics through the establishment of permanent contracts and fixed working hours, improving conditions for all workers (Gonçalves et al., 2004).

In the present day, the labour-intensive character of the industry is still visible. As of 2023, the fish processing and aquaculture sector, which includes canning, comprises 137 companies and employs 7,686 individuals (Instituto Nacional de Estatística, 2023). Of these, the canning industry accounts for approximately 3,500 direct jobs and an estimated 1,500 indirect positions in related sectors such as can manufacturing, sauce production, transportation, lithography, and typography (Silva et al., 2015). Women continue to constitute between 90% and 95% of the workforce, underscoring both the persistence of gendered work dynamics and the prominence of female labour for this industry (Castro e Melo, 2015 personal communication; Pita et al., 2024).

In sum, the Portuguese canning industry represents a complex and enduring legacy that is inseparable from the socio-economic status of its coastal territories. Rooted in the middle ground between land and sea, its development not only shaped local economies but also redefined labour structures, and territorial development discussions. The spatial organisation of work, the technological selectivity, the gendered division of labour, and such distinct employment dynamics collectively moulded this specific industrial culture, consisting in the cultural heritage of this territory. Moreover, through its product, it helped construct the personal trajectory of its actors, and also a common national identity that asserts the values of what it means to successfully integrate tradition, technological innovation, cultural heritage and specialized labour.

2.4 Theoretical synthesis

The theoretical framework of this study rests on the dynamic interplay between territory and labour, framed through an ergological approach that focus on situated practices and the complexity of human activity. Rather than treating these dimensions in isolation, the aim here is to explore how they construct one another within the specific socio-historical configurations of the Portuguese canning industry, especially in the industrial cluster of Matosinhos.

Epistemologically, two conceptual poles emerge: one anchored in treating territory as a tool and an object of analysis with its end on itself; the other understands it as a reciprocal

production of collectively lived experiences. These conceptualizations are not mutually exclusive, but rather intersect each other in many instances. While understanding it detached from its context, as a close bounded object of analysis can provide important resources, indicators, and data for its development, considering territory as a complex processual and relational construct, supported by the active role of human work activity in its production also provide vital data for its specialised development.

Territory is therefore not simply the space where work occurs or technology is implemented; it is actively built by the actors within it, often guided by the knowledge that this mutual relation provides them. Within this context, the material substrate offered by work psychology, ergonomics and work ergology becomes central, offering a lens that allows territory to be seen as both a product and a condition of human activity. In this sense labour is understood not only in economic terms but as a normative, expressive and symbolic practice, inscribing itself on space while simultaneously drawing meaning from it and orienting its developments. This recursive relationship produces what Raffestin & Butler (2012) and Raffestin (2019) defines as a semantic system of territory, where the projection of labour becomes the means by which territorial actors influence the configuration of the territory itself.

In its turn, technology enters this dynamic not as a linear transmission of tools or knowledge but as a site of translation, negotiation, and even sometimes conflict in the territorialisation process. It is not the technology per se that transforms territory but rather its situated appropriation and the work activities through which it is reconfigured. In this context, the reception of technology is never neutral, it activates inherited knowledge, ethical debates, and institutional memories that shape its local implementation. Through these processes, and with time, a *projet-héritage* is consolidated. It materialises itself through the heritage of accumulated knowledge and shared memory of actors of a specific context. Alongside institutional documents and incorporated practices, these components are what ultimately informs and legitimises future-oriented projects by selectively drawing on the past for reference (Cunha et al,. 2021).

Such heritage and its dynamic processes destabilise conventional accounts of technological modernisation by revealing particular selective appropriations and strategic decisions that mark specific successful industrial paths. The case of the Portuguese canning sector, illustrates how technological implementation may serve as a productive improvement, enabling the preservation of traditional knowledge while still engaging high productive volume and global markets.

Particularly in the Matosinhos industrial cluster, the convergence of these theoretical dimensions of analysis is most evident. There they meet in a common point where territory, work, and technology converge in a historically specific situated configuration. In this case the pursued path of a hybrid system that privileged traditional know-how and embedded labour routines showcases the richness of the territorialisation process it underwent. It represents the result of territorialised strategies of resilience, grounded in the availability of skilled labour, dense local knowledge, and selective technological appropriation.

3. Methodology

A qualitative case study was conducted using thematic data analysis of material gathered in two distinct phases: an observation period and conducted interviews with factory workers. Part of the demographic and production data presented in this study was obtained directly from the company through internal company records and correspondence (*Pinhais Cannery & Co.*, personal communication, August 2025). The objective of the study is to understand how work activity contributes to processes of territorialisation and how workers evoke them in their daily routines. Furthermore, it seeks to examine how the company's particular selective approach to technological appropriation sets its productive process apart in the Matosinhos industrial canning cluster.

3.1 Pinhais Cannery & Co. and the traditional way of making conserves

The case study here presented is the company Pinhais Cannery & Co. One of the four remaining active canning factories in the Matosinhos industrial canning hub. Founded in 1920 by descendants of fishermen from Espinho, the company soon capitalised on the industrial canning boom of Matosinhos, shifting its initial production of salted fish preserves to modern canning practices in 1926 (Lage & Sequeira, 2023). Also in that year, leveraging its quick influence and market success, it became a founding member of the Union of Canneries of Matosinhos, which aimed to coordinate external market strategies and regulate competition (Amorim, 2007). Interestingly, even after joining forces with other canning industrialists, unlike many of them, the company famously chose not to adopt the Massó system, choosing instead to retain a mainly manual process (Amorim, 2007).

The company's production model focused on its workers is not only a strategic decision but also a reflection of deeply embedded social values and organisational culture. Historically

a family-owned business until its acquisition by long time client Austrian group Glatz in 2016, the company retained its traditional working methods as a way to reinforce quality standards. Nevertheless, technological advancements eventually came in the form of investments in innovation, especially in branding and market repositioning that aimed to elevate its products to the premium and gourmet segment while preserving and communicating its manual production identity (Lage, n.d.; Monteiro, 2014). Nowadays, Pinhais production still follows its traditional sequence: manual cleaning and gutting of fish, brining, cooking in autoclaves, spicing, oiling, hermetic sealing, cleaning of cans, waxing, and packaging; all actively performed mostly manually.

The demographic and production data of the company reveal interesting trends that reflect both continuity and transformation within its tradition. According to data provided by Pinhais Cannery & Co. (personal communication, August 2025), today, it operates with a workforce of approximately 130 employees, 71% of whom are directly involved in production and 83% of whom are women, underscoring the labour-intensive nature of the industry and the enduring role of female labour. Moreover, the company continues to exert a strong influence on the local territory, with 93% of employees being Portuguese and many originating from Matosinhos and its surroundings. Nevertheless 7% of the workforce is now composed of foreign nationals, signalling growing diversity in what has traditionally been a locally rooted sector. Other than that, although the largest age cohort falls between 36 and 50 years old, nearly half of all workers have joined the company in the past five years, marking a shift from the formerly common pattern of long-term employment (only 16% have been in the company from 10 to 25 years) especially due to retiring senior workers and hardships in workforce renewal. In terms of output, the company now produces approximately 5.5 million cans per year, a remarkable increase achieved without excessive automation, relying instead on process optimisation through technology within a mostly manual production model.

In addition to its historical resilience, the company positions itself in the market as a heritage brand, merging traditional know-how with strategic internationalisation. As of 2023, it exports approximately 90% of its output, managing a portfolio of 10 brands (Lage & Sequeira, 2023). Key markets include Austria, the United States, Italy, and the Benelux countries, while more recent expansions have added Canada, Australia, and Sweden to the portfolio of clients (Lage & Sequeira, 2023). The company has also leveraged its historical infrastructure and social capital to build cultural value. In 2019, its building was classified as a Heritage of Municipal Interest, followed by recognition in 2020 as Industrial Heritage of Matosinhos (Lage & Sequeira, 2023). These distinctions inspired the creation of a new

industrial tourism business model, which now welcomes visitors through guided tours of the production facilities, offering insights into the traditional production process and packaging operations.

3.2 Ethical considerations

Before any instruments were developed and any data was gathered, contact with the company was established to assess the possibility of a collaboration for this academic purpose. After that, the data collection project was developed and submitted to approval by the company. Having approved the collaboration plan and also the data gathering instruments, the case study investigation properly started. All participants signed a term of informed consent (See attachment 1) before taking part in the conducted data collection, and all the data gathered was treated anonymously.

3.3 Data gathering and sample scope

A methodological plan was elaborated in two phases: the first was an observation period of work activity itself. This was translated in a period of observation of approximately 10 hours following a common work day in the factory, with the goal of accompanying different steps of the production process and also gathering multiple insights from a diverse range of perspectives on the work. The decision of accompanying a full day of work was based on the possibility to gather material and closely understand the territorial impacts of the activity in a real setting, with its many daily variables.

After the first experience on the field, the second phase of data gathering was formulated. It consisted of interviews conducted with different factory workers. This phase comprised around 10 hours of work. Two versions of a semi-structured interview script were formulated: One for the workers and another one for the production manager. This table presents the interviewed workers and how they are situated within the company:

Table 1

Sample Characterization

Worker Identification	Age	Gender	Background	Seniority
W1	41	Male	Autoclave and sterilizer operator	5 years

W2	68	Female	Manual can packer	37 years
W3	59	Female	Production coordinator	42 years
W4	30	Female	Most recent employee	2 months
M1	32	Male	Production manager	1 year and 8 months

Here the objective was to better understand the intricacies of the work activity, and gather first-hand impressions on how the activity was visualized by different actors of that unique environment that composes the case study. In this sense, the questions of the workers script were divided in different categories to better streamline its analysis.

The interview questions of the category “professional career and work experience” examined how daily work practices evolve and how territorial conditions influence these transformations. This section aimed to elicit narratives of the interaction between the territorialisation process and work activity. The category “territoriality of activity” examined how local conditions shape and are shaped by the organisation of work. Using Latour’s (2005) "matter-of-concern" approach, the script aimed to explore how the unpredictability of fish availability directly affects work dynamics, including role reallocation and practice adjustments, while also investigating how workers continuously integrate this knowledge into their routines. The category “relationship with technology” had per objective to retrieve how workers navigate and adapt to technological changes within the limits and capacities of their territorial context. In the case of Pinhais & Co., where technology has traditionally played a limited role, the questions aimed to highlight how workers appropriate and negotiate the implementation of automated processes. Finally, the category “work meaning and values” addressed the symbolic dimensions of work, examining how daily practices contribute to the appropriation of space and transform it into a place imbued with shared values and emotional attachments, whether through the work itself or through the relationships it contains.

Meanwhile, the manager's script was organised into six thematic categories: organisational structure, work organisation, technology and technical decisions, territoriality, development indicators, and innovation and future prospects. Within “organisational structure”, the questions explored the methods and practices guiding the company’s market positioning in the contemporary canning industry. The category “work organisation” addressed production from a managerial perspective, eliciting information not only about the production line but also about related aspects such as team organisation and workforce management. The category “technology and technical decisions” examined the role of technology in the

company, with particular attention to how management balances innovation and tradition in both processing techniques and automation. In its turn the category on “territoriality”, similarly to the worker-oriented script, sought to capture managerial perceptions of unpredictability in production and the influence of regulatory standards on operational routines. “Development indicators” investigated the metrics used to evaluate production, identifying both the actors responsible for their definition and the criteria underpinning them. Finally, the category of “innovation and future prospects” focused on how the company anticipates market trends and constraints, considering both established practices and emerging initiatives designed to sustain competitiveness.

3.4 Data Analysis

To analyse the collected data, a contextually set thematic analysis was used, based on the advancements of Braun and Clarke (2006, 2022). This method enables a layered interpretation of the material by allowing the exploration of the production of meaning in its diversity of circumstances. This analysis strength lies in capturing how individuals construct meaning from their experiences while recognising how those meanings are shaped by broader socio-cultural, historical, and material contexts. In the case study presented, it proves itself useful as it allows a deeper perception of dimensions such as organisational culture, the legacy of manual production, and local labour dynamics. This deeper analysis helps explain why certain preferences are articulated, how tacit knowledge is cultivated and passed on, what are the ways workers adapt to unpredictability, and how these elements collectively shape the factory’s distinct "milieu de vie” of interconnected relations of territory, work and technology.

The first phase of analysis consisted of selecting statements, a process based on the main axis of: territorial perception, relationship with technology, skills and work activity, sociocultural dynamics, personal values and meaning-making processes. From this selection, the primary codes identified were: technique preservation, territorial embeddedness, intergenerational knowledge transfer, technological positioning, workplace integration, seasonal work rhythms, quality and tradition, collective problem-solving, embodied skills, and territorial identity. Together, these codes, in conjunction with the empirical findings are what guided the identification of the major themes and subthemes discussed in the following section.

4. Results and discussion

This section presents the results of the material gathered during the initial observation phase, as well as the findings of the thematic analysis based on the second-phase interviews with factory employees. The words of the workers are given great importance, with a focus on their personal accounts during interviews, as they are the protagonists to not only their own experiences but also active participants in shaping the territorialisation processes in this particular setting.

4.1 Phase one: Fieldwork observation

From the first contact accompanying the workers in their daily activities, it was possible to formulate the following visual representations of the factory and its production line:

Figure 1

Spatial diagram of the factory

Source: Author

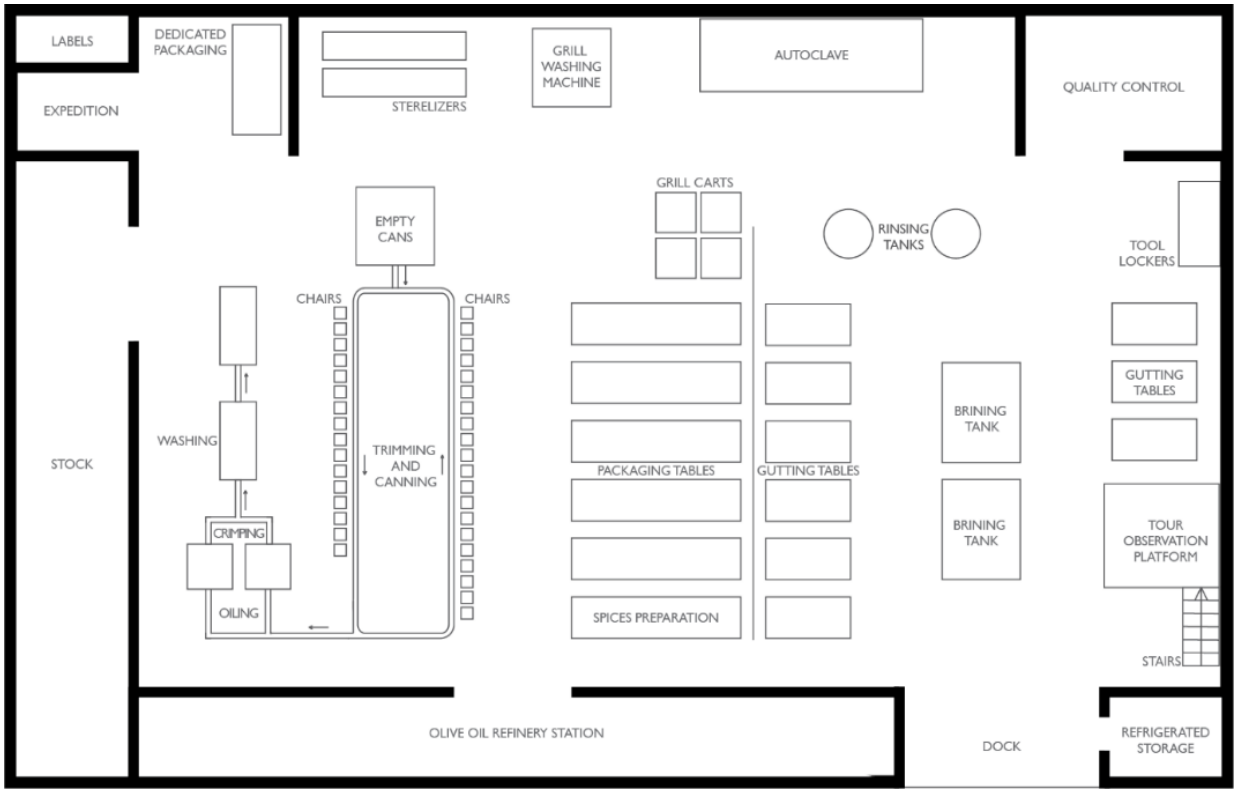
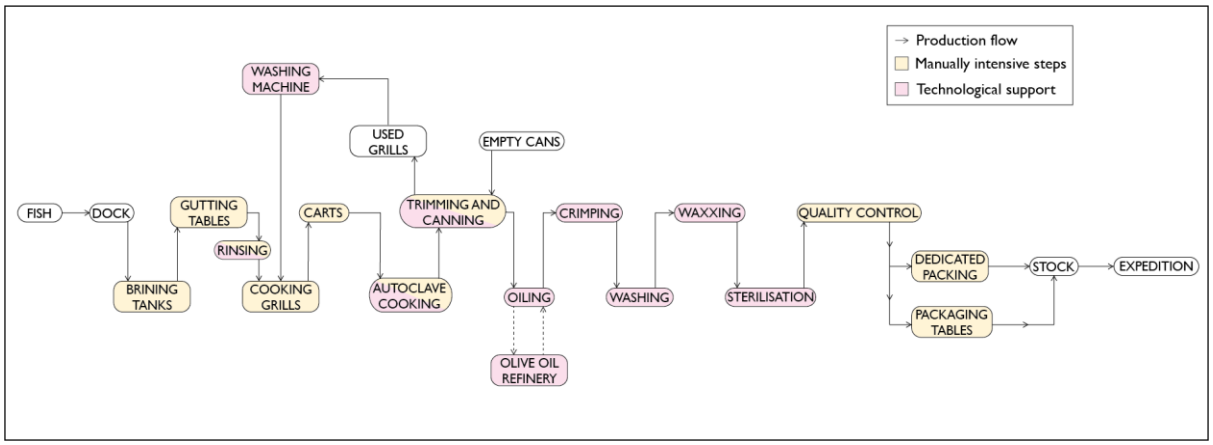


Figure 2

Production line diagram

Source: Author



These two complementary perspectives on the productive process provide a clearer understanding of each workstation and the processes involved in the manufacturing. As shown in Figure 1, the factory comprises a vast area with few internal divisions or walled delimitations. The figure also highlights the spatial organisation through which work is materialised and incorporated in space. In Figure 2, the productive process can be followed from raw material to the finished and expedited product. The figure also emphasises the most important support processes that enable this dynamic and identifies the most intensive manufacturing stages, both in terms of manual labour and the presence of technological support in the production line.

These visual representations are particularly useful for situating the work accounts derived from the interviews conducted in the following phase, as many of them reference specific spatial dynamics within distinct steps of production or make broader references to the overall process.

4.2 Phase two: Interviews

The interview data analysis identified the main themes and subthemes allowed the perception of the dynamic interaction between territorialisation processes and the work activities that shape them in the production. Some of these themes also reveal the influence of secondary determinants of work, factors that are often overlooked in broader macro-level analyses. The results are presented and discussed in the tables below:

Table 2

Accounts on territorial context and career identity

Theme	Subtheme	Illustrative Excerpts
Lived territorial experience	Industrial heritage	"We stand out from the others because of our handmade process... it allows us to have a 'living museum'... 99% of our product is classified as FAO 27, Portuguese Atlantic Sea Waters... we've tried to make everything Portuguese." (M1, male, 1 year and 8 months in the company)
		"Here in Matosinhos, it was the industrial area; there were only canning factories here. It's nothing like it used to be. It all changed so much. Where the supermarket now is, was a famous canning factory." - (W2, female, 37 years in the company)
		"I moved to Matosinhos and here there are many canning factories…" - (W4, female, 2 months in the company)
	Personal trajectories	"I started in canning when I was 14... then that one went bust. Then I went to another one that I also ended up leaving... a friend of mine, worked at Pinhais and she recommended me. That's how I started working here." - (W2, female, 37 years in the company)
		"By living in Matosinhos the opportunity came naturally… I really liked the work schedule as I could fit it in with dropping off and picking up my kids from school... I spent a year trying to get in because the first time I tried, they weren't hiring." - (W4, female, 2 months in the company)
		"I came to work here when I was 17. I started on the tins, but I've already done pretty much everything here. Then I became a supervisor. I've been in this position for 16 years." - (W3, female, 42 years in the company)

Here the workers accounts reinforce the impact of the industrial legacy of the centenary presence of canning industries in Matosinhos, and how it influenced their personal careers since its beginning. As many of the accounts regarding early ventures in the industry come from workers with more seniority, they also allow interesting insights on the transformation of the industry and the change in the local landscape through time, showcasing the inscription of work activity as heritage developed through time in this specific context. Moreover, it showcases the creativity on valuing and showcasing the enduring traditional production methods as a way to surpass industrial and market instabilities.

Table 3

Accounts on mechanisation and innovation

Theme	Subtheme	Illustrative Excerpts
Relationship with technology	Automation role	"We installed a new computer software system…This alongside the sanitisation machine for the grills was a huge evolution... Oh, and the autoclaves: we went from manual charts to a computer system connected to sensors." - (M1, male, 1 year and 8 months in the company) "When I came to work here, the sterilisation part used to be manual... Now we just turn on the machine and it does everything. However, even though this mechanism exists now, we always have to be on top of things." - (W1, male, 5 years in the company) "Oh, if they mechanise too much, a lot of people would leave, because our work is almost 100% manual... Going down the automation route would take away a lot of our jobs." - (W4, female, 2 months in the company) "If it's traditional, it has to be traditional. Having basic machines is fine, but we can't have too many of them... if so, they'll ruin the product." - (W3, female, 42 years in the company)
	Tradition and innovation	"Pinhais's greatest innovation is not to innovate in the core process. But we do innovate in the support structures and in the product... For example, we recently launched canned sardines in stew: the recipe is traditional, but the way it's made available is innovative." - (M1, male, 1 year and 8 months in the company) “We innovate by letting visitors visit the hard work that goes into making each can of conserves. By the museum we showcase our process, making the traditional manual process the protagonist of our product. - (M1, male, 1 year and 8 months in the company)

Through these excerpts it’s possible to see how the selection of technological advancements take place in the strategic decisions of the factory. Here two perspectives emerge: one that recognises the evolution of technological implementation as a way to aid manual work processes and explore different business dimensions through innovative initiatives, and another that focuses on the importance and appreciation of manual labour dynamics still necessary for production, in detriment of fully mechanised processes. The accounts highlight that in the company, technology strategic choices are territorialized, shaped by local employment needs, quality traditions, and competitive market positioning.

Table 4

Accounts on knowledge development and incorporated practices

Theme	Subtheme	Illustrative Excerpts
Embodied skill knowledge	Sensorial significance	"At work, you need a lot of touch and a lot of the eye. The machines help with the controls, but you need to know what to expect from certain conditions." - (W1, male, 5 years in the company) Fitting the fish in the can is what requires most attention. We have to make sure that we arrange them well for the clients. After all, the visual experience also counts when eating" - (W3, female, 42 years in the company)
	Learning by doing	"It was like this; I was very young... And I liked it, I really appreciated people working and I liked to learn what I most enjoyed seeing being done... I was inspired by a colleague... It wasn't her who taught me. I was the one who watched and learned. I absorbed it." - (W2, female, 37 years in the company) "To take on the position, I was thrown in the dark. I had to learn as I went along." - (W3, female, 42 years in the company) "I developed a technique to paper both sides of the can at once... I was inspired by a colleague who hasn't worked for many years. She didn't teach me. I watched and learned." - (W2, female, 37 years in the company)

In this section the workers accounts demonstrate the relevance of sensorial awareness in work practices, as well as the embodied expertise of practices through time. By the heavily manual nature of work, the accounts resonate with Mauss's (1973, 2006) concept of the techniques of the body, where bodily action serves as the primary medium through which individuals engage with in their territorialised and set work activities. Moreover, they highlight the relevance of practical experience to internalize techniques and learn the work activity itself even when facing constraints. By learning on the go, the workers have to actively tap into their "alternative reserves" (Cunha et al., 2021), having to search ways to solve situations often times through their incorporated knowledge, developed through trial and error through time. The accounts showcase how this knowledge is embodied through time as a territorial resource transmitted through social networks and incorporated through repeated practice and adaptative improvements.

Table 5

Accounts on the availability of raw material and its impacts in production

Theme	Subtheme	Illustrative Excerpts
Unpredictable temporal rhythms	The “school of fish” work schedule and its constraints	"The most difficult aspect is working with an unpredictable natural raw material that needs to be treated rightway because its fresh. It's very difficult to manage teams with unpredictability because there's no routine and because of that we can lose time and labour." - (M1, male, 1 year and 8 months in the company)
		"It's a daily surprise. Today there might be fish, or there might not be; it's unpredictable. With frozen fish, we can plan better, but with fresh fish, we depend on the catch, the size, and the fat content." - (M1, male, 1 year and 8 months in the company)
		"The fish, because if there's fish, everyone focuses on the fish... The latest the fish comes is 1:30 p.m., after lunch... - all the raw fish has to be processed, so we work overtime." - (W4, female, 2 months in the company)
		“Our work many times looks like a “school of fish”. We assume our positions and take on our tasks collectively, depending on the availability of fish, and urgency of tasks.” - (W3, female, 42 years in the company)
	Environmental influence	"We don't know if we’ll have fish. Since it could be windy at night, we don't know if the boats will bring anything." - (W3, female, 42 years in the company)
		“Some years ago, there was a huge problem with overfishing. In the year prior the fishing quotas weren’t reached and because of that a surplus was allowed in the next year. For that the fish couldn’t fully recover and prices rose. It was way harder to manage production at that time…” - (M1, male, 1 year and 8 months in the company)

The innate unpredictability of raw material presents a constant and significant constraint for workers. The accounts point to some of the main factors that influence fish availability or scarcity. As work activity fundamentally depends on marine resources, they also reveal the role of both natural constraints and regulatory initiatives, which are not foolproof. These uncertainties are so deeply intertwined with real work activity that daily variability becomes the standard in factory routines. In this sense as Prata (2013) develops, the constraints generated by diverse temporal rhythms such as marine ecological cycles, climate change impacts, seasonal variations and the trading intricacies of the fishing industry are often what define the organisation of work. Here the excerpts highlight how this certain degree of randomness condition work and how workers are compelled to adapt to in this dynamic industrial context.

Table 6

Accounts on the particular demographics of the company

Theme	Subtheme	Illustrative Excerpts
Social territorial dynamics	Workforce integration	"When you start, there's always someone who's already there who will teach you, and then you take what the person has, their way of thinking, and you adapt it to your own way." - (W4, female, 2 months in the company)
		"The welcome is very well done; for example, last week I was washing the trolleys with just soap and water, and then a colleague went downstairs and got some cleaning detergent with soda... and showed me it would get softer and be easier to clean." - (W4, female, 2 months in the company)
		"We have an integration calendar: it starts with support functions... The master and the older women mentor the new ones, like mentors." - (M1, male, 1 year and 8 months in the company)
	Multicultural diversification	"We have an ageing demographic, a lot of people over 40 and 50... The young people who come often do so because of family tradition... We've been getting a lot of Brazilians and people of other nationalities, younger and resilient... " - (M1, male, 1 year and 8 months in the company)
		"We even have various backgrounds. Before we were only Portuguese. Now we have Brazilians, Angolans and Argentinians. They are very welcome" - (W3, female, 42 years in the company)

This section allows insights in the specific demographics of the company. Here the accounts refer to the ongoing shift of the traditional nature of local senior workers to a more diverse environment, both in terms of origins and also generations. Moreover, it is showcased the important process of accumulated knowledge transfer and the integration of practices through personal adaptation techniques by new workers. In this sense, it is possible to understand how the company keeps the continuity of its traditions through the accumulated knowledge of its employees. The accounts further highlight how the industrial heritage connections and thorough worker integration allows the continuity of territorialisation processes in a growing multicultural workplace.

5. Conclusion

The aim of this study was to explore how work activity, technology and territorial production processes are interwoven in the Portuguese canning industry, using the case of the company Pinhais & Co. as an empirical reference. Drawing on the ergological approach, the research sought to understand how embodied practices, situated technologies, and collective memory contribute to the ongoing production of territory and its heritage. In this perspective, territory was approached not as a pre-given container where relations are set, but as the continuous product of work, as a dynamic outcome of workers' "use of oneself" (Schwartz, 2000) technological negotiation, and collective memory, that is constantly reconfigured and reinterpreted by its actors.

The findings show territory as a living construct, constantly in the making through the dynamics between work activity and technological appropriation by the people that interact with them. Manual and embodied practices, transmitted through intergenerational learning and inscribed in techniques and practices, emerged as essential in maintaining product quality and reinforcing the company's market identity. These practices exemplify what Schwartz (2000) describes in the ergological approach as "debate of norms", where workers representing the territorial actors of this context continuously arbitrate between prescribed procedures and the real demands of activity, mobilising tacit knowledge to deal with the industry's innate constraints. In Pinhais & Co. this centrality of human work activity constitutes not only the foundation of production but also a vital element of territorial identity creation, ensuring continuity across generations, and symbolizing its heritage.

At the same time, the study revealed that in the case presented, technology is neither deterministic nor neutral. Instead of fully replacing labour, technological advancements are selectively introduced in ways that support productivity while preserving traditional know how. This process of integration reflects a situated negotiation between economic efficiency, market positioning, and the valorisation of embodied skills. Building on this dynamic, through the conscious management of past resources in order to project themselves into the future, the case study presented configures itself as a living example of the concept of "projet-héritage," as developed by Cunha et al., (2021). Ultimately, technology becomes part of a hybrid model where heritage and innovation coexist, and where the meaning of territory is renegotiated through each technological appropriation.

Another dimension that shapes the territorialisation process in this context relates to natural and institutional rhythms, with high focus in the irregular availability of fish and the

ecological and regulatory constraints of the sector. These unpredictable conditions highlight the enduring structural limitations within which canneries operate. Yet, they also underline the adaptive and resilient capacity of workers to surpass obstacles, mobilising their incorporated knowledge and collective creativity in order to secure work continuity. Thus, territory also emerges as an outcome of conditioning external factors that influence its social dimensions.

Despite these contributions, the study has limitations. The empirical scope with limited observation time and a small sample constrains the depth of broader analysis. These limitations, however, open fertile avenues for further research. Comparative studies across different Portuguese clusters, and even internationally, could clarify whether the dynamics observed are unique or widely shared in traditional industries. Longitudinal analyses would allow the examination of how technological appropriation, recruitment patterns and shifting demographics reshape embodied practices and territorial identity over time. In addition, focused attention on gender dynamics and the recognition of tacit skills could help showcase specific work configurations and its impact in the local community.

As a final reflection, this study demonstrates that industrialisation does not necessarily entail the erasure of heritage and embodied knowledge. Sometimes, as the case of Pinhais & Co. illustrates, territory, conceived as the outcome of labour, technology appropriation, and collective memory can become a strategic resource for production resilience and market differentiation. By valuing situated work while carefully selecting technologies, canneries can safeguard both their historical identity and their competitive future, reinforcing their role in the local community while amplifying their impact beyond it. More broadly, it becomes clear that heritage industries are not mere relics of the past but living laboratories of territorial production. In this sense, it poses itself as an important reference for other heritage-based industries navigating the challenges of innate unpredictability and the pressures of an ever-growing competitive global market.

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7. Attachments

Attachment 1 - Informed consent term

U.PORTO
FACULDADE DE PSICOLOGIA
E DE CIÊNCIAS DA EDUCAÇÃO
UNIVERSIDADE DO PORTO

CONSENTIMENTO INFORMADO, ESCLARECIDO E LIVRE

PARA PARTICIPAÇÃO EM INVESTIGAÇÃO CIENTÍFICA

Por favor, leia atentamente as informações a seguir. Caso identifique alguma incorreção ou falta de clareza, sinta-se à vontade para solicitar esclarecimentos adicionais. Se estiver de acordo com a proposta apresentada, por favor, assine este documento.

Título do estudo/projeto: From Sea to Shelves: Territory, Work and Technology dynamics in the Portuguese canning industry. [Do mar às prateleiras: Relações de território, trabalho e tecnologia na indústria conserveira Portuguesa]

Informação ao/à participante:

O presente estudo está a ser desenvolvido no âmbito de uma dissertação de mestrado a decorrer na **Faculdade de Psicologia e de Ciências de Educação da Universidade do Porto**.

O estudo tem por objetivo perceber como os processos de territorialização influenciam a atividade real do trabalho na indústria conserveira tradicional portuguesa.

O procedimento será feito num único momento e a sua participação no estudo consiste em uma entrevista semi-estruturada. Será feita a gravação da mesma para facilitar o processo do registo da informação, e os dados recolhidos versarão sobre o ponto de vista dos trabalhadores em relação ao seu próprio trabalho, e sobre os fatores determinantes da organisação do trabalho e dos seus modos de exercer a atividade. Todos os procedimentos utilizados são seguros, não existindo riscos expectáveis associados à participação no estudo. A sua participação não contempla nenhuma contrapartida financeira ou de outra natureza e não implica quaisquer custos para si.

A sua participação no estudo é estritamente **voluntária**: pode escolher livremente participar ou não participar. Se optar por participar, pode interromper a participação e retirar o consentimento para o tratamento dos seus dados pessoais em qualquer momento, sem ter de prestar qualquer justificação e sem qualquer tipo de penalização. A retirada de consentimento não afeta a legalidade dos tratamentos anteriormente efetuados com base no consentimento prestado.

Além de voluntária, a participação é também **confidencial**. Os seus dados pessoais serão tratados exclusivamente pelo autor do estudo, vinculado ao dever de sigilo e confidencialidade.

O estudo tem como investigador responsável **Felipe Miquelanti *(up202001023@fpce.up.pt)***, que poderá contactar caso pretenda esclarecer dúvidas, partilhar algum comentário, ou exercer os seus direitos relativos ao tratamento dos seus dados pessoais. Poderá utilizar o contacto indicado para solicitar o acesso, a retificação, a eliminação ou a limitação do tratamento dos seus dados pessoais.

Manifesto o meu agradecimento pela sua participação neste estudo e reitero a minha disponibilidade para quaisquer esclarecimentos adicionais.

Investigador responsável:

Felipe Miquelanti, (email: up202001023@fpce.up.pt)

Mestrado em Psicologia das Organizações, Social e do Trabalho

Faculdade de Psicologia e Ciências da Educação

Universidade do Porto

_____ (local), ____ /____ /_____ (data)

Assinatura do investigador responsável:

_____

Consentimento do/a participante:

Declaro ter compreendido os objetivos de quanto me foi proposto e explicado pelo/a investigador/a, ter-me sido dada oportunidade de fazer todas as perguntas sobre o presente estudo e para todas elas ter obtido resposta esclarecedora. **Aceito** participar no estudo e consinto que os meus dados pessoais sejam utilizados de acordo com as informações que me foram disponibilizadas.

Sim Não

_____ (local), ____ /____ /_____ (data)

Nome completo: _____

FACULDADE DE **PSICOLOGIA E DE CIÊNCIAS DA EDUCAÇÃO**