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Decent work, positivity, and the satisfaction with life of Portuguese lawyers: An empirical study

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Abstract: The present study aimed to investigate the associations between Decent Work (DW) and the Positivity and Life Satisfaction of Portuguese lawyers (*N* = 84). The Decent Work Questionnaire, the Positivity Scale and the Satisfaction With Life Scale were applied. The multiple regression linear analysis showed that: Fulfilling and productive work was an important antecedent of the Positivity, and that Fulfilling and productive work, Meaningful remuneration for the exercise of citizenship and Opportunities were antecedents of Satisfaction With Life. Then, the analysis of canonical correlations showed that six DW dimensions (exception for Social protection) were significant and positively related to Positivity and Satisfaction With Life. The perception of Decent Work is relevant to promoting Positivity and Satisfaction With Life for Portuguese lawyers. Limitations, practical implications, and future development prospects are presented in the final section.

Keywords: *Decent Work; positivity; satisfaction with life; well-being; health.*

Remarkable economic growth and exchange of information and knowledge reflect the positive side of globalization. Globalization and the increase in cultural diversity in the workplace have contributed to the growing experience of an interconnected and interdependent world. This set of facts could promote dialogue, peace, and a more humane world (Méle & Sánchez-Runde, 2013).

On the other hand, the demand for labor flexibility threatens workers' feelings of security while offering less protection of labor rights (Lee et al., 2018). Furthermore, new work trends have grown: part-time work, work acquired through temporary work agencies, indicated as favorable to employers, are risk factors for the health of employees, due to insecurity arising from the new way of working that leads to stress and consequently impact on well-being (Hogstedt et al., 2007; Kalleberg & Vallas, 2018; Standing, 2020; Torp & Reiersen, 2020). Lucchini and London (2014) have referred to the exposure to new forms of hazards. For them, many multinational corporations consider globalization "more as an opportunity to take advantage of free-trade liberalization, low-wage labor, and removal of protective regulations for workers' health and the environment, rather than a contribution to improving the health and wealth of the less developed parts of the globe" (p. 252). According to Somavía (2006), globalization brings opportunities and uncertainty. He considered that the occupational and sectoral structure changes of employment were altering the pattern of work hazards. Other hazards were emerging. Such stress and violence at work were also becoming significant hazards to safety and health. This duality could also be observed, for example, in the increase of workplace electronic surveillance and monitoring, which may contribute to workers' health and safety, but also be used to reduce privacy and lead to the possibility of discrimination in the case of an illness.

From a positive perspective, the multilateralist model adopted by the International Labor Organization (ILO) seeks to establish a multilateral regulation of labor standards and thereby ensure fundamental worker rights (Kuruvilla, 2020). Other voluntary initiatives that ensure basic workers' rights are the corporate codes of conduct created by the organizations themselves and inspired by the Global Sullivan Principles used to fight against apartheid (Kuruvilla, 2020).

The internationalization of services has expanded all markets: products, services, and labor markets, but also intensified the competitiveness that has become one of its predominant characteristics. This competitiveness forces many workers to accept working conditions that include excessive working hours and unfavorable employment contracts, leading them to a certain lifestyle that makes it challenging to work-life balance and other personal needs (Hogstedt et al., 2007; Somavía, 2006). Standing (2011, 2014) and Johannessen (2019) have referred to the emergence of the precariat, the new workers' class that

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coexists with these difficulties. Their work experience is associated with having fewer and fewer guaranteed rights. They live with intense flexibilization of labor relations, increased insecurity in the employment relationship, and are increasingly responsible for developing their own careers (Ferraro et al., 2016). This scenario seems to affect even the most skilled workers (Armano & Murgia, 2013).

Although most professions are affected by the described changes, one in particular has been highly impacted: the careers associated with the Law. They are indispensable professions in the constant restructuring of global functioning, as they influence all aspects of society in general (Caetano, 2003a, 2003b, 2003c; Monahan & Swanson, 2019). Forstenlechner and Lettice (2008), for example, describe the current lawyer's work context as facing challenges due to the unpredictability that continuous changes in the world and job market bring to them: undermining stability at work. Lawyers must update and acquire skills and knowledge to face this constantly changing reality. Monahan and Swanson (2019) state that most lawyers, especially those who have been in the profession for a long time, do not react well to changes and usually resist them (American Bar Association, ABA, 2002; Caetano, 2003a, 2003b, 2003c). This current study is the result of looking at the lawyers' professional context. It was based on these professionals' perception of the dignity of their work. We consider the positivity experienced and the resulting satisfaction with life. Our study aimed to understand better lawyers' perception of their work and the appreciation of this work as dignified. We then went on to verify the interactions between the perception of Decent Work and Portuguese lawyers' positivity and life satisfaction. This research makes up for the lack of studies that give voice to the evaluation of Portuguese lawyers about their work. To this end, we briefly present an overview of the lawyer's profession. First, information from the United States of America (USA) is presented, as it is more recent. This is followed by research in Portugal. These data refer to 2003 (Caetano, 2003a, 2003b, 2003c). This time interval helps us understand a more recent characterization lag, adding value to the present study. The concept of Decent Work, Positivity, and Satisfaction with life is then introduced, with their interactions and those that we hope to find and are expressed in the guiding research questions.

The lawyers' profession and its working environment

In 2016, the ABA Commission on Lawyer Assistance Programs published two American studies at a national level that confirm the worrying reality regarding the well-being and health of lawyers. In the first study, with a sample of 13 000 active lawyers, Krill et al. (2016) concluded that between 21-36% of the participants suffered from alcohol problems, approximately 28% from depression, 19% from anxiety, and 23% suffered from stress. In the second study, 3 300 law students participated. It was found that 17% of students face depression or depressive states, 14% experience severe anxiety, 23% medium or moderate anxiety level, and 6% reported having suicidal thoughts (Organ et al., 2016). Even more, 43% reported consuming alcohol, and a quarter pointed to the risk of alcoholism (Organ et al., 2016).

Considering this evaluation, in 2017, the ABA created a Task Force intending to encourage employers to invest in the health and well-being of employees (Brafford, 2018). They proposed tackling different risks posed by professional exercise and its respective conditions: (a) physical risks (physical inactivity, long hours management, sleep deprivation, ageing); (b) psychological and emotional risks (adversities at work, which are part of the nature of this profession, professional obligations, indirect traumas and the management of other people's problems, the duty of confidentiality, educational debt, need to show confidence by hiding vulnerability); (c) adaptation risks (change in legal paradigms, lack of diversity in the profession, external pressures on independence); (d) risk of lack of self-actualization (loss of control over professional destiny, conflict of values between the values of the professional with the values either of the client or the company itself, and the gap between the expectations of legal practice and reality; Botsford, 2019; Bryant & Powell, 2019). These risks are causing high levels of stress and mental health problems, besides motivating the excessive consumption of alcohol and other substances (Buchanan & Coyle, 2017). Daicoff (2008) concluded that the dissatisfaction and stress of lawyers at work are related, i.e., their general well-being is linked to their satisfaction or not with work due to the conditions experienced in it.

In Portugal, a study by Caetano (2003a, 2003b, 2003c), in partnership with the Portuguese Bar Association (PBA, *Ordem dos Advogados,* in Portuguese), proposed characterizing the Law profession in research with 9 168 participants. Furthermore, it presented professional aspects, such as the identification of lawyers, their values, attitudes, and opinions concerning various aspects of the profession (Caetano, 2003b). From 2003 to 2019, an increase of 16 064 lawyers were registered in the PBA (Direção-Geral da Política de Justiça, DGPJ, 2019), which Júdice (cited in Caetano, 2003c, p. 350, 356, 365-366) considers an excessive amount, especially compared to other countries. This volume of new professionals was not accompanied by modernization and presented deficient remuneration levels.

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We highlight three essential factors in this study: workload, remuneration, and identification and satisfaction with the profession. Regarding the workload, only a third of Portuguese lawyers worked 7 to 8 hours a day, with the rest working more than 8 hours daily (Caetano, 2003b). In the USA, regarding working hours, the ABA (2002) refers to the excessive workload related to the "billable hours" strategy, which means all the overtime that lawyers work and that can be charged to clients (ABA, 2002). The ''billable hours'' is an illusory strategy because, despite being the only way for lawyers to earn more, it negatively impacts the balance between the amount of working time and the quality of work, with the second being impaired.

As it appears, remuneration was one of the most problematic issues in Portugal. This was the very opposite of the stereotypes created by society regarding the financial situation of these professionals (Caetano, 2003a). Only 21.1% were satisfied with their remuneration; 33.6% considered their remuneration fair, and the majority were dissatisfied (52.2%, Caetano, 2003b). Specifically: 20.1% received less than 500 euros; 22.4% received between 501-1 000 euros; and 66.5% earned less than 2 000 euros monthly. Income inequality led to conflicts within the profession, with this being the primary factor negatively impacting the identification and satisfaction with the profession (Caetano, 2003c). Thus, less than half were satisfied with the working conditions (43.9%); with 42% satisfied with the exercise of the profession: the opinion about the professional category was thus predominantly unfavorable. Lawyers perceive their external professional image as also negative, due to a lack of credibility and trust from society. Despite the dissatisfaction with the conditions, 73% were satisfied with the choice of profession, and 74% stated that they had a vocation for advocacy (Caetano, 2003b, 2003c).

The study refers to the rejuvenation of professionals in this area, with 34.9% under 35 years old and 54% under 45 years old (Caetano, 2003a, 2003c). The beginning of the career is presented as having the most significant problems, as we have already seen, specifically with the economic difficulties identified by the younger professionals being an aspect that negatively impacts satisfaction and identification with the profession (Caetano, 2003b, 2003c). The development of new conditions for their practice proved to be essential for the lawyers' satisfaction with the profession (Caetano, 2003b, 2003c). Workers who feel satisfied with their work will tend to feel satisfied with their life.

The tensions arising from the rejuvenation of professionals were explained by having a conservative class, which is safe and comfortable with the conditions in general and has good economic prospects. In contrast, the younger lawyers encounter obstacles in developing strategies for improving advocacy practice and accompanying the current globalization framework (Caetano, 2003c). Concerning different generations' perceptions regarding advocacy in Portugal, the study reveals that the older lawyers have more confidence in the judicial and administrative systems, while the younger are banking more on changes in the system. The older lawyers are more satisfied with the profession and identify with it more closely than the younger ones, who are more critical given their dissatisfaction with the system's functioning. The older generations also present greater satisfaction with remuneration and the ability to select clients, to the detriment of their younger colleagues (Caetano, 2003a, 2003c).

The predominance of conservatism is reflected in the delay in monitoring the globalization process that requires development and adaptation to the new reality, which has not happened in Portugal's exercise of the legal profession. The conservatism is also expressed in the delay in acquiring new management techniques contrasting with the demands and responsibilities corresponding to the more developed countries. At the same time, inadequate initial training compared to the other countries and the lack of continuous training and updating do not meet the requirements of the current socio-economic conditions (Caetano, 2003a, 2003b, 2003c). Younger professionals arrive at the job market full of dreams, expectations, and hope to promote justice in society, starting with their profession. The activity of these professionals is and will continue to be fundamental for promoting Decent Work. Identifying the different facets that can guarantee/lead to Decent Work in the legal profession can test this coherence. Therefore, we set out to measure Decent Work from the perspective of these professionals in the field of Law.

Decent Work

The proposition of the Decent Work (DW) concept is associated with the speech of the Director-General of the International Labor Organization (ILO), Juan Somavía, at the 1999 International Labor Conference (ILO, 1999). This concept reflects a perspective of personal/professional development and social integration, giving people the right to participate in decisions that affect their lives at work and due to work, based on respect for human rights. It is related to the possibilities of having a job and dignified conditions. The DW concept must be understood as the opportunity for men and women to obtain productive work in dignified conditions, considering freedom, equity, security, and human dignity (ILO, 1999). To achieve this, the ILO sought to translate this concept into objectives that guide its own performance as an institution focused on international relations. These were the promotion and respect for human rights in the workplace, for all

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workers; promoting opportunities in the workplace, to promote personal skills and create more opportunities; ensure DW, i.e., the importance of creating job opportunities in both quantity and quality; protection against vulnerabilities (e.g., illness or unemployment); promoting social dialogue, and the implementation of effective policies (ILO, 1999).

The DW concept has evolved due to its characteristics, considering the international development in the scope of the ILO's mandate (Ferraro et al., 2016). This evolution has followed both the institutions and social development. The continuous transformations in the labor market have contributed to the concept being studied from different points of view, not only at an economic or legal level but also sociologically and psychologically. The ILO thus proposed indicators for DW at the macroanalysis level, which are translated into 11 descriptive issues, also called 11 substantive elements that make up the Decent Work Agenda (ILO, 1999, 2008, 2013). We should stress that these indicators were proposed for a macro-level of interventions. They were not created for other perspectives, mainly thinking of individual or microanalytical points of view, such as Psychology.

Ferraro et al. (2018b), focusing on the workers' perspective, their professional context, and their perception of it, developed a psychometric instrument for measuring DW, the Decent Work Questionnaire (DWQ). DWQ was used in this research and was developed from the Work, Organizational, and Personnel Psychology (WOPP) perspective. This evaluation based on the WOPP considers the individual level of analysis from the workers' viewpoint. It allows us to assess how they perceive their own work. The evaluation of work according to the questionnaire's multiple dimensions may indicate the aspects in which work is more dignified or, contrarily, if there are DW deficits.

The work characteristics, conditions and qualities are known to impact subjective well-being. Understanding 'subjective well-being', such as the way people evaluate their own lives, can be equated with Satisfaction With Life in general or more specific aspects (Štreimikienė & Grundey, 2009). This impact is attributed to work's importance in our lives, since it is part of our identity as human beings (Ferraro et al., 2017). Many people find meaning in their lives when they identify with the work that makes them feel fulfilled (Allan, 2017). Ferraro et al. (2017 and 2018c) found a positive relationship between the fulfilling and productive work DW dimension and intrinsic motivation. When work is perceived as meaningful and fulfilling, this motivates people to give themselves up to it, leading to a good performance, people feeling satisfied with work and with life in general, relating better to colleagues, besides having reduced anxiety, stress, and depression (Allan, 2017; Hu & Hirsh, 2017). In the current research, we study two aspects of subjective well-being: Positivity and Satisfaction With Life.

Positivity

Seligman & Csikszentmihalyi (2000) published an article on Positive Psychology in defense of Psychology as a science of strengths and resilience. These authors intended to show that the science of positive subjective experiences, positive individual traits, and positive institutions promises to improve the quality of life and prevent pathologies, both in society and the work environment. The Positive Psychology movement did not start in 2000, but we can consider the article referred to as a milestone in the development of this proposal (Bohart, & Greening, 2001; Jorgensen, & Nafstad, 2004; Walsh, 2001). They point out that, in Psychology, there has been an emphasis on the studies of pathology and dysfunction, which resulted in the conception of a model of human being that lacks positive attributes and makes life worse, neglecting the fullness of individuals and the thriving of communities. Positive Psychology proposes to rescue the optimal aspects of human functioning (Joseph & Linley, 2004). These ideas can be applied in any life context, including work (Avey et al., 2011; Luthans, 2002a, 2002b Luthans & Avolio, 2009; Luthans et al., 2004).

According to Fredrickson (2009), "Among our birthrights as humans is the experience of the subtle and fleeting pleasant feelings of Positivity. It comes in many forms" (p. 40). In the present study, we will use the Positivity definition presented by Caprara et al. (2012). They define *Positivity* as a general disposition that determines subjective well-being or the propensity to evaluate aspects of life in general as good, or even as an essential disposition that predisposes that people assess their experiences and life in general with a positive perspective. Here the concept of Positivity is identified as a potential predictor of positive affectivity, quality of relationships, health, optimism, and life satisfaction (Alessandri et al., 2012; Caprara et al., 2010).

In turn, Diener et al. (2000) state that Positivity does not depend exclusively on people's personalities but also on cultural factors and values. The authors found differences in the level of Positivity in several countries (Diener et al., 2000), explaining this difference by saying that some countries give more value to positive aspects and ''a positive view of life'' (Diener et al., 2000, p. 161). Diener et al. (2000) identified Positivity as a predictor of subjective well-being and Satisfaction With Life. As far as we can verify, the literature does not yet present studies on the interaction between DW and Positivity. However,

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there is evidence that working conditions impact subjective well-being, including Positivity. In contrast, a job perceived as poor in DW (e.g., excessive hours, insecurity because of types of contracts, among other aspects) potentially is directly and positively related to depression, burnout, stress, and other mental health problems (Brafford & Rebelle, 2019; Diener et al., 2000; Drobnič et al., 2010; Štreimikienė & Grundey, 2009; Tenney et al., 2016). Intuitively, we believe that the experience of Decent Work can increase well-being at work, and, as previously mentioned, this interaction has been tested (Ferraro et al., 2018b, 2020 used the burnout in this test). More well-being at work should contribute to greater life satisfaction.

Satisfaction With Life

Life satisfaction is considered the cognitive component of well-being, since it corresponds to the assessment of life aspects, in general, according to established criteria and influences the attitude towards different situations, depending on their self-perception and opportunities presented (Diener et al., 1985).

Drobnič et al. (2010) state that working conditions, such as opportunities, autonomy, security, fulfilling work, and work-life balance positively impact job satisfaction, increasing satisfaction with life. These characteristics mentioned above and understood as a job perceived as decent are positively related to intrinsic motivation, since people feel fulfilled by having a meaningful work-life (Ferraro et al., 2018c). Work that does not provide the feeling of satisfaction has a negative impact on subjective well-being. Job satisfaction must be understood as one of the main components of general Satisfaction With Life. Previously, Cipriani et al. (2021) demonstrated that when work is perceived as Decent Work, this contributes to more satisfaction with work and life in their sample of managers. We consider it relevant to test the interactions between Decent Work and Satisfaction With Life in our sample of lawyers.

Decent work, Positivity and Satisfaction With Life

Štreimikienė and Grundey (2009) argued that financial and social issues, work conditions, and characteristics are essential components for Satisfaction With Life. Despite the importance of lawyers for our society, as far as we know, in Portugal, in-depth studies on this issue are scarce, with very little research having been done on this subject. Exceptions to this are the study by Caetano (2003a, 2003b, 2003c), in terms of deepening and reflecting the aspirations of lawyers; and the research by Ferraro et al. (2017) on the relationship between some variables in this study. We consider it pertinent to look at the impact of the perceived DW in the way lawyers understand and evaluate their life. Because of that, our guiding questions are: could DW be related to the Positivity and Satisfaction with Life of Portuguese lawyers? How does a job perceived as worthy interact with Positivity and life satisfaction for Portuguese lawyers? Trying to answer these questions, we applied the Decent Work Questionnaire (Ferraro et al., 2018b), Positivity Scale (Caprara et al., 2012) and Satisfaction With Life Scale (Diener et al., 1985). The present study aims to investigate the associations between Decent Work (DW) and Positivity and Satisfaction With Life in Portuguese lawyers. In this study, multiple regressions and canonical correlations were used as statistical analysis techniques. Subsequently, the results of the statistical analysis between the variables, the respective discussion and conclusion will be presented.

METHOD

The current study is exploratory research with a cross-sectional measure. We applied the canonical correlation technique as a statistical resource. For this reason, we work with research guiding questions and not research hypotheses.

Sample

Data were collected between June and October 2019. We collected a sample of 95 participants, which subsequently had to be reduced to 84 due to eliminating multivariate outliers (described below). The sample therefore consists of 84 Portuguese lawyers who work professionally in their field of training, with different specialties. Regarding gender, the sample is comprised of 59.5% women. We have 40.5% of participants in the youngest age group between 21 and 25 years old, with the average age of the sample around 41 years (SD = 12.0): the youngest participant was 24 years old and the oldest 73 years old. As for education, 64.3% of participants had master's or graduate degrees, as shown in Table 1 (below).

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Table 1. Sociodemographic characteristics of the sample (*N* = 84)

Characteristics	*n*	%
Genre		
Men	34	40.5
Women	50	59.5
Age (in years)		
From 21-35	34	40.5
From 36-50	32	38.1
From 51-65	16	19.0
From 66-80	2	2.4
Highest Educational level		
College degree (or equivalent)	28	33.3
Master's degree and/or post-graduation (or equivalent)	54	64.3
Ph.D/Post-Ph.D	2	2.4
Marital status		
Single	27	32.1
Married / Stable Union	48	57.1
Separated / Divorced	6	7.1
Widowed	3	3.6
Tenure (professional experience in years)		
From 6 months-10 years	42	50.0
From 11-20	24	28.6
From 21-30	12	14.3
From 31-40	5	6.0
More than 40	1	1.2

Regarding tenure (it means professional experience in years), 50% of the participants were in the group with six months up to 10 years.

Procedure

The sample's composition was planned to access lawyers of different specialties with the aim of, even within the same profession, trying to capture the perspective of lawyers who work in different Law areas. Regarding the strategy to gather the sample, professionals registered in the Portuguese BA (PBA) and lawyers who work in law firms were contacted directly. The contacts were obtained through the website of the PBA (public consultation) and the websites of the law firms. Then, a direct approach to the professionals was made through the professional emails available on the referred institutional sites. To participate, the following conditions had to be met: a degree in Law, at least six months of professional experience, exercise the function having a remunerated link.

The University's Ethical Committee evaluated the protocol and approved the research. Data was collected through an online protocol comprising the Decent Work Questionnaire (DWQ), the Positivity Scale (PS), the Satisfaction With Life Scale (SWLS), and demographic questions. Participants were required to read the informed consent form before responding to the survey. The consent form assured the participants that responses were anonymous and confidential, and used only for research purposes. The researchers' email addresses were provided for any questions from respondents. Participation was entirely voluntary, and they could give up at any time. The complete task took around 15 minutes.

Instruments

Three psychometric instruments were used for data collection: The Decent Work Questionnaire (DWQ), the Positivity Scale (PS), and the Satisfaction With Life Scale (SWLS). Table 3 (below) shows the means, standard deviations, and Cronbach's alpha coefficients of the Global DW and its dimensions, Positivity and Satisfaction With Life for the total sample (*N* = 84).

Decent Work Questionnaire (DWQ). DWQ was developed by Ferraro et al. (2018b) to measure the workers' perception of their own work in the different DW aspects. It consists of 31 items, arranged in seven dimensions: (1) Fundamental principles and values at work (DW1): related to the feeling of being respected, treated fairly and with dignity, acceptance in the workplace (without discrimination), and the freedom to participate in decisions related to their own work. Example of an item of this dimension, "I am free to think and express my opinions about my work"; (2) Adequate working time and workload (DW2): refers to adequate time management, and other aspects of the worker's life, i.e., work and time available for family/personal life. Example, "I consider the average number of hours that I work per day as

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adequate/appropriate"; (3) Fulfilling and productive work (DW3): the perception of work as a mean of personal and professional fulfillment, work that creates value for several stakeholders and contributes to the sustainability of future generations. Example, "I consider the work I do as decent"; (4) Meaningful remuneration for the exercise of citizenship (DW4): represents the items relating to a life that can be lived with dignity and autonomy in function of the earnings that are received from work; earnings that allow a dignified and autonomous life and offer well-being for the professional him/herself and those who depend on him/her. Example: "My financial earnings from my work are fair"; (5) Social protection (DW5): reflect the perception of being protected in the event of job loss or illness, also refers to the protection that extends to the worker's family and represents the expectations that the worker has as to how society recognizes the efforts (s)he makes at work. Example: "I feel that I am protected if I become unemployed (unemployment insurance, government/social benefits, social programs, etc.)"; (6) Opportunities (DW6): related to the possibilities of building a better future through work, (e.g., employability, entrepreneurship), also expressing the expectation of receiving promotions, better salaries or benefits. Example, "currently, I think there are work/job opportunities for an individual like me"; (7) Health and Safety (DW7): related to the workplace conditions that ensure safety and physical integrity. Example, "I have all the resources and support I need to work safely" (Ferraro et al., 2018b). Each item is answered on a 5-point Likert scale, ranging from 1 = "I do not agree" to 5 = "I completely agree".

Positivity Scale (PS). PS was developed by Caprara et al. (2012) to measure Positivity (POS, concept previously described). The current study used an adapted Portuguese version (description later) of the Brazilian version validated by Borsa et al. (2015). The unidimensional scale consists of eight items and has one dimension. An example of an item is "I look forward to the future with hope and enthusiasm". Five response options are offered on a 5-point Likert scale ranging from 1 (= strongly disagree) to 5 (= strongly agree).

Procedures for adapting the Positivity Scale (PS). The present study required adapting the Portuguese version of the Positivity Scale. This procedure started with the technical procedures for revising the Brazilian version scale, which means that it was necessary to review the translation and evaluate fine-tuning changes. The revision of Brazilian Portuguese and adaptation to Portuguese of Portugal was carried out based on a pre-test with 40 voluntary university students and professors (a sample with 62.5% of women, of which 55% are slightly older than 24 years old). Initially, they were asked to review the instructions and then the eight items on the scale. This procedure resulted in the modifications and adjustments shown in Table 2 below. In the current study, the PS was applied according to the Portuguese adaptation described in the third column of Table 2.

Table 2. Adaptation of the Positivity Scale

	Versão brasileira	**Versão portuguesa**
Instruções	As sentenças de 1 a 8 descrevem afirmações com as quais você pode ou não concordar. Marque o quanto você concorda com cada uma das informações a seguir, em uma escala de 1 (Discordo fortemente) a 5 (Concordo fortemente), colocando um X sobre o número correspondente à sua opinião. Leia atentamente as informações e procure responder com a máxima espontaneidade. Não existem respostas certas ou erradas.	As ***frases*** de 1 a 8 descrevem afirmações com as quais pode ou não concordar. Marque o quanto ***concorda*** com cada uma das informações a seguir, ***numa*** escala de 1 (Discordo totalmente) a 5 (Concordo totalmente), colocando um X sobre o número correspondente à sua opinião. Leia atentamente às informações e procure responder com a máxima espontaneidade. Não existem respostas certas ou erradas. ***Utilize a seguinte escala de respostas***:
Opções de resposta	1 = Discordo fortemente 2 = Discordo 3 = Nem concordo, nem discordo 4 = Concordo 5 = Concordo fortemente	1 = Discordo ***totalmente*** 2 = Discordo 3 = Nem concordo, nem discordo 4 = Concordo 5 = Concordo ***totalmente***
Itens	1. Eu tenho muita confiança no futuro 2. Posso contar com outras pessoas quando preciso delas 3. Eu estou satisfeito(a) com a minha vida 4. Algumas vezes, o futuro parece incerto para mim 5. Eu geralmente sinto confiança em mim mesmo(a) 6. Eu vejo o futuro com esperança e entusiasmo 7. Eu sinto que tenho muitas coisas das quais me orgulhar 8. No geral, eu estou satisfeito(a) comigo mesmo(a)	1. Eu tenho muita confiança no futuro 2. Posso contar com outras pessoas quando preciso delas 3. Eu estou satisfeito(a) com a minha vida 4. Algumas vezes, o futuro ***parece-me*** incerto 5. ***Geralmente***, sinto confiança em mim mesmo(a) 6. Eu vejo o futuro com esperança e entusiasmo 7. Eu sinto que tenho muitas coisas das quais me ***orgulho*** 8. No geral, estou satisfeito(a) comigo mesmo(a)

Note: Changes from the Brazilian version to the Portuguese version in **bold** and italics.

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Satisfaction With Life Scale (SWLS). SWLS is a measure developed by Diener et al. (1985) to assess how satisfied people are with their lives. The current study used the Portuguese version adapted and validated by Laranjeira (2009). The instrument consists of five items gathered in a unidimensional way (example: "In most ways my life is close to my ideal"). It offers a 7-point Likert scale that varies from 1 (= strongly disagree) to 7 (= strongly agree).

Missing values

We have no missing values in the data collected with the instruments in the present study.

Data analysis

Statistical analysis was performed using the IBM SPSS Statistical package software for the Windows operating system (version 22.0, International Business Machines, IBM, 2013). We checked the measures of central tendency (mean, median, mode, and standard deviation) and spread (skewness and kurtosis) to evaluate the psychometric sensitivity of the items. We analyzed the outliers using the Mahalanobis distance (Meyers et al., 2013), having found 11 outliers removed from the data. To examine reliability, the internal consistencies of the scales were verified by calculating the Cronbach's alpha coefficient. Subsequently, the interaction between the variables under study was assessed by calculating zero-order correlations between the DW dimensions, the PS, and Satisfaction With Life. Following this, linear regressions between DW and PS and DW and Satisfaction With Life were realized. Lastly, there was an analysis of canonical correlations between the DW dimensions and PS and Satisfaction With Life to examine the underlying mechanisms between these variables.

RESULTS

We present the results in three main parts. First, there are the results of zero-order correlations between the DW, PS, and Satisfaction With Life, which can be seen in Table 3 (below). Second, we show the results of the multiple regression analysis between DW and PS and DW and Satisfaction With Life. And finally, the analysis of canonical correlations between the factors of DW and PS and Satisfaction With Life.

Zero-order correlations

Table 3 shows the zero-order correlations of the Global DW and its factors with Positivity and Satisfaction With Life for the total sample (N = 84).

Table 3. Descriptive statistics and bivariate zero-order correlations between Decent Work, Positivity and Satisfaction With Life (N = 84)

Measure	*M*	*SD*	α	1	2	3	4	5	6	7	8	9	10
1. Global-DW	105.12	19.65	.94	1.00									
2. Fundamental principles and values at work	23.26	4.25	.81	**.86****	1.00								
3. Adequate working time and workload	12.79	3.79	.85	**.80****	**.71****	1.00							
4. Fulfilling and productive work	20.23	3.54	.86	**.89****	**.79****	**.66****	1.00						
5. Meaningful remuneration for the exercise of citizenship	11.90	4.29	.91	**.69****	**.42****	**.34****	**.53****	1.00					
6. Social protection	7.37	3.10	.85	**.59****	**.34****	**.44****	**.38****	**.44****	1.00				
7. Opportunities	15.05	3.21	.78	**.78****	**.63****	**.57****	**.78****	**.47****	**.29****	1.00			
8. Health and safety	14.52	3.09	.81	**.82****	**.73****	**.60****	**.72****	**.49****	**.40****	**.55****	1.00		
9. Positivity	30.51	5.10	.83	***.65****	**.61****	**.47****	***.71****	**.42****	***.24****	**.58****	**.49****	1.00	
10. Satisfaction With Life	23.89	6.14	.87	**.54****	**.48****	**.33****	***.55****	**.49****	***.24****	**.32****	**.48****	**.58****	1.00

Note: Significant correlations are in **bold**. Extreme values stand out *italicized* and underlined (the correlations with lower and higher values). ** Correlation is significant at the 0.01 level (1 tail). * Correlation is significant at the 0.05 level (1 tail).

All correlations were statistically significant at the 0.01 level and positive from: (a) Global DW and its dimensions; (b) between each pair of DW dimensions; (c) between the Global DW and Positivity (PS) and Satisfaction With Life. The highest correlation between the different variables occurred between the Fulfilling and productive work (DW 3) and the PS with .71, then the correlation between the Global DW

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and the PS: .65. There is also a correlation of .55 between Fulfilling and productive work (DW 3) and Satisfaction With Life. Correlations less intense were presented between Social protection (DW5) and Positivity .24 and between the same DW5 and Satisfaction With Life: .24.

Multiple linear regression analysis

The 7 DW factors were used in a multiple linear regression analysis (Meyers et al., 2013) to test the prediction of these factors on PS and Satisfaction With Life.

Applying the multiple linear regression technique, the DW proved to be a predictor of Positivity. The prediction model was statistically significant, $F(7, 76) = 11{,}768$, $\rho < .001$, and accounted for approximately 48% of the variance of the Positivity ($R^2 = .520$, $R^2_{adj} = .476$). Positivity was predicted by a high level of Fulfilling and productive work (DW3), which received the greatest weight in the model ($\beta = .58$, $\rho < .01$). This can be seen below in Table 4.

Table 4. Results of multiple regression analysis between DW factors and Positivity ($N = 84$)

Variables	Positivity			
	B	***SE_B***	***β***	***R²***
				.48* **
DW1_ Fundamental principles and values at work	.24	.18	.20	
DW2_ Adequate working time and workload	-.04	.17	-.03	
DW3_ Fulfilling and productive work	.83	.25	**.58*** **	
DW4_ Meaningful remuneration for the exercise of citizenship	.11	.12	.09	
DW5_Social protection	-.06	.16	-.04	
DW6_Opportunities	.08	.21	.05	
DW7_Health and Safety	-.19	.21	-.11	

Note: * $\rho < .05$; ** $\rho < .01$; *** $\rho < .001$. B = non-standardized regression coefficient; SE_B = Standard error of B; β = standardized regression coefficient; R^2 = explained variance (Adjusted R^2 value). Significant coefficients are indicated in **bold.**

Then, DW factors and Satisfaction With Life interactions were studied. The prediction model was statistically significant, $F(7, 76) = 7{,}690$, $\rho < .001$, and accounted for approximately 36% of the variance of the Satisfaction With Life ($R^2 = .415$, $R^2_{adj} = .361$). Satisfaction With Life was primarily predicted by a high level of Fulfilling and productive work (DW3), that received the greatest weight in the model ($\beta = .56$, $\rho < .01$), followed by the Meaningful remuneration for the exercise of citizenship (DW4) with $\beta = .30$, $\rho < .01$); and to a lesser extent for Opportunities (DW6; with $\beta = -.33$, $\rho < .05$). See this information in Table 5 below.

Table 5. Results of multiple regression analysis between TD factors and Satisfaction With Life ($N = 84$)

Variables	Positivity			
	B	***SE_B***	***β***	***R²***
				.36* **
DW1_ Fundamental principles and values at work	.21	.24	.15	
DW2_ Adequate working time and workload	-.12	.22	-.07	
DW3_ Fulfilling and productive work	.97	.33	**.56** **	
DW4_ Meaningful remuneration for the exercise of citizenship	.43	.16	**.30** **	
DW5_Social protection	-.10	.21	-.05	
DW6_Opportunities	-.62	.28	**-.33***	
DW7_Health and Safety	.13	.28	.07	

Note: * $\rho < .05$; ** $\rho < .01$; *** $\rho < .001$. B = non-standardized regression coefficient; SE_B = Standard error of B; β = standardized regression coefficient; R^2 = explained variance (Adjusted R^2 value). Significant coefficients are indicated in **bold.**

Canonical Correlation Analysis (CCA)

CCA can be understood as an extension of multiple regression analysis (Meyers et al., 2013). In multiple regression, we use a set of independent variables to predict the value of a single dependent variable. When we apply the CCA, we use a set of independent variables to provide a set of dependent variables. CCA can also be referred to as a multivariate multiple regression (Meyers et al., 2013). According to Hair et al. (2005), "the canonical correlation is taken as the general model on which many other multivariate techniques are based, as it can use both metric data and non-metric for dependent or independent variables" (p. 361).

CCA was conducted to examine the underlying interactions between DW factors (independent variable or predictors) and the second group of dependent variables in which we put together Positivity and Satisfaction With Life. The analysis was also performed with *IBM SPSS22*, with an extension package called *STATS CANCORR* (IBM, 2016). To interpret canonical functions, we use the canonical loadings

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approach, examining the magnitude of structure canonical coefficients (also known as canonical loadings, Hair et al., 2005) for each interaction in canonical variables (Dattalo, 2014; Hair et al., 2005; Meyers et al., 2013). The results are summarized in Tables 6 and 7.

Table 6. Results of the analysis of the canonical correlations of the interactions between DW factors and Positivity and Satisfaction With Life

Canonical function	Eigenvalue	Percent variance explained	R_c	R_c^2	Wilks's Lambda	*F*
1	1.29	88.96	.75	.56	.38	6.74 ***
2	.16	11.04	.37	.14	.86	2.02

Note: * $\rho < .05$; ** $\rho < .01$; *** $\rho < .001$. R_c = canonical correlation value; R_c^2 = value of the canonical correlation squared (expressed the shared variance between the sets of variables).

Table 7. Canonical interpretable function (*N* = 84)

Variables	Structure coefficients
	First canonical function
Group 1: DW factors	
Fundamental principles and values at work	**-.84**
Adequate working time and workload	**-.62**
Fulfilling and productive work	**-.97**
Meaningful remuneration for the exercise of citizenship	**-.66**
Social Protection	-.36
Opportunities	**-.73**
Health and safety	**-.72**
Group 2: Positivity and Satisfaction With Life	
Positivity	**-.95**
Satisfaction With Life	**-.81**

Note: Significant coefficients are shown in **bold.**

The relationship between the sets of variables showed only a statistically significant function (see Table 6; Pituch & Stevens, 2016). Another statistical indicator that shows the relevance of our canonical function is the Wilks' Lambda (λ) that "represents an inexplicable variation by the model and, therefore, 1 - produces the total size of the model's effect" (Sherry & Henson, 2005). Wilks $\lambda = .38$ indicates that the complete model explains 62% of the variation shared between the two sets of variables. The percentage of shared variance attributed to the first canonical function explains approximately 88.96% of the total variance explained (values established in the eigenvalues, Meyers et al., 2013). For each set of variables, the DW factors explained 56% of the variance of set 2 (which includes Positivity and Satisfaction With Life; see Table 6, these values are listed in R_c^2, Meyers et al., 2013).

The results suggest that the interaction between the DW dimensions and Positivity and Satisfaction With Life are explained mainly by a mechanism whose interpretation of the canonical function helps to clarify. In general, the canonical function showed the same pattern of association observed in zero-order correlations, with almost all factors of DW associated with all other variables, except for Social protection (DW5). What is observed is a first substantial canonical function. The interpretation is based on the highest values of the canonical loadings. To establish the cutoff point, we used a more conservative value (equal to or greater than 0.45, as in Joo & Nimon, 2014, p. 579).

The canonical function shows that six factors of the DW (except for Social protection, whose value was .36 and thus below the established cutoff point) are strongly correlated and in the same line as Positivity and Satisfaction With Life. This relationship suggests that the work contexts in which workers perceive DW promote Positivity and Satisfaction With Life. Among the dimensions of DW, Fulfilling and productive work (DW3) was the outstanding dimension in this canonical function (.97). Or, to put it another way, the lack of DW factors seems to diminish Positivity and Satisfaction With Life. These interpretations are reinforced by zero-order correlation analysis (previously mentioned).

To sum up, the main conclusion of this results' section is that, for the lawyers in our sample, the themes of DW (represented in this analysis by its seven dimensions) are significant in promoting Positivity and Satisfaction With Life. The six DW dimensions played a prominent role in the observed effect, influencing both Positivity and overall Satisfaction With Life. Only the Social protection dimension (DW5) was left out of the only one statistically significant canonical function.

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DISCUSSION

The present study aims to verify the impact of DW on lawyers' Positivity and Satisfaction With Life. The results indicate an important association between the variables under study, clarifying the guiding question proposed regarding the fact that a work considered as a decent job by lawyers is associated with Positivity and Satisfaction With Life, which supported our research question.

The high correlation between Global DW and Positivity verified through zero-order bivariate correlations can be explained by the findings through the more significant importance in the well-being of top-down processes compared to bottom-up processes (Diener et al., 2000). Diener et al. (2000) state that people tend to evaluate the broader categories (top-down) more positively than the more specific categories (bottom-up) due to cultural norms and values regarding happiness and positive emotions. The assessment of global measures provides us with important information about how people perceive the world in general, regardless of evaluating a specific experience (Diener et al., 2000). Therefore, the Global DW assessed in its entirety indicates the way lawyers feel about their work, regardless of the assessment of specific components. For example, the Social protection (DW5) dimension obtained lower values compared to the other variables under study.

In the analysis of multiple regressions between DW and Positivity and between DW and Satisfaction With Life, the results show that Fulfilling and productive work (DW3) was the main DW dimension to predict Positivity. Ferraro et al. (2018a) found that The DW3 was positively associated with *intrinsic and identified work motivation*, as described by the Theory of Self-Determination applied to work (Deci et al., 1989; Deci et al., 2001; Dos Santos et al., 2022; Gagné & Deci, 2005; Gagné & Deci, 2014; Gagné et al., 2015). Probably, DW3 can be seen as a significant antecedent of intrinsic motivation because it concerns the person's intrinsic values (Krieger & Sheldon, 2015). Self-determination theory has had important interactions with positive organizational psychology (Gagné & Vansteenkiste, 2013). The lawyers' value - to be productive in their own work - can explain this result.

Evaluating the multiple regressions between DW dimensions and Satisfaction With Life, we found the importance of Fulfilling and productive work (DW3) once again. Since work contributes to well-being and satisfaction, people must find a job that provides the feeling of identity and where they feel fulfilled (Štreimikienė & Grundey, 2009). ABA studies have identified both risks of adaptation and of self-realization. In other words, monotony and feeling of non-fulfillment due to the lack of diversity in the profession and the gap between legal practice and reality as factors that impact the lawyers' well-being (Botsford, 2019; Bryant & Powell, 2019). Caetano (2003a, 2003b, 2003c) indicates that lawyers identify themselves with the profession through the values and image of this class and the practices that generate the dynamics of the profession. Although 54% said they were dissatisfied with what they earned, they were still satisfied with the professional results (Caetano, 2003b, 2003c). The results also show the importance of the perception of personal and professional fulfillment in Positivity and Satisfaction With Life. In line with previous investigations, results also refer to the fact that meaningful work positively impacts lawyers' physical and psychological well-being, giving meaning to their lives, making them happier and more positive (Brafford & Rebele, 2019). Fulfilling and productive work (DW3) was also one factor referred to as an antecedent to a lawyer's motivation in their work (Ferraro et al., 2017).

On the other hand, we verified the importance of Meaningful remuneration for the exercise of citizenship (DW4) for Satisfaction With Life (yet considering the linear regression results). Monetary remuneration is an extrinsic motivator for the exercise of the profession and allows the person "to be a citizen able to perform their role in society" (Ferraro et al. 2017, p. 198). In addition, several studies point to the fact that one of the motivations encouraging students to choose this profession is the monetary factor (Forstenlechner & Lettice, 2008; Krieger & Sheldon, 2015). However, Forstenlechner and Lettice (2008) argue that despite the monetary reward, lawyers feel disappointed about the lack of interaction and appreciation by partners, long hours of work, the imbalance between work and personal life, and the lack of perception of work as attractive.

Regarding linear regression between DW dimensions and Satisfaction With Life, Opportunities (DW6) also presents a significant result, however negative, which means that the more opportunities the less lawyers are satisfied with life. Although seemingly paradoxical, the result can be explained by the fact that, in many cultures, there is an "avoidance of uncertainty" and that people choose to keep the traditions and/or behaviors more traditional (or rigid) as what is uncertain generates insecurity and is more difficult to control (Hofstede, 1980). However, the escape from uncertainty is not a deterrent to uncertain events, and it just gives symbolic security on the control of events (Hofstede, 1980). New opportunities bring uncertainty and insecurity, and lead to unforeseen events. The study of Caetano (2003a, 2003b, 2003c) showed that the Portuguese lawyer class is characterized by conservatism, which is based on the respect of income comfort, and how to get the clients through the profession's exercise according to old standard beliefs. We can suggest that, with comfort both financially and in the way of exercising the profession,

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opportunities can be seen as a trigger for a threat to this security. Our results suggest that, although we have no information about more recent studies (like Caetano, 2003a, 2003b, 2003c), it is highly likely that conservatism is still evident as a feature of this profession in Portugal. Another way of interpreting these findings may be related to work overload. The opportunities can probably be seen as an additional demand at work instead of a resource and a possibility for personal and professional development. This result may also indicate that although our participants consider that they have few opportunities (opportunity deficit), this is an important topic. This fact requires further research.

Moreover, from the study of canonical correlations, it is important to mention the role of the Fundamental principles and values at work (DW1), Health and Safety (DW7), and Adequate working time and workload (DW2) in Positivity and Satisfaction With Life.

The DW1 played an important role in Positivity and Satisfaction With Life, with a positive and significant relationship between the variables. Caetano (2003b, 2003c) also mentions the importance of values in exercising the profession and the lawyers' identification with the profession through values. So, in this same study, the values identified as paramount in this profession are the defense of the rights and freedoms of citizens, respect for confidentiality in the client's defense, the duty towards the profession and state of the Law, and the strict observance of deontological rules. At the same time, lawyers think that honesty and competence are part of their personality (Caetano, 2003b, 2003c). Therefore, identification with principles and values is one of the factors that impact identification with the profession. The importance of the variable Fundamental principles and values at work (DW1) is also addressed in the study by Ferraro et al. (2017), who identified it as having a significantly positive impact on intrinsic motivation. Therefore, lawyers who identify with the profession's principles and values feel more motivated to practice the profession (Ferraro et al., 2017). Consequently, as Monahan & Swanson (2019) state in their study, the more lawyers are satisfied with their work, the more satisfied they are with life in general and the higher their well-being.

Regarding Health and Safety (DW7), our study indicates that environmental perception of health and safety at work contributes positively to Positivity and Satisfaction With Life. This correlation can be explained by the relationship between the various DW dimensions presented in the study by Ferraro et al. (2018c) in a heterogeneous sample, which contained lawyers. According to the same authors, perception of the environment as healthy and safe is also a matter of justice and equity that can also be part of the Fundamental principles and values at work (DW1). Furthermore, the balance between work and leisure/family/social life is also a health and safety matter. It is only fair for lawyers to have working hours and the amount of time that allows them to have a social life (Ferraro et al., 2018c). As we have already seen, several studies point to the positive impact that the balance between social life and work, adequate working hours, and the identification with principles and values, has on motivation, satisfaction with work, and Satisfaction With Life in general (Ferraro et al. 2017; Forstenlechner & Lettice, 2008; Monahan & Swanson, 2019).

Adequate working time and workload (DW2) is also one of the challenges that lawyers face due to the demands of this profession, which can lead to stress, exhaustion, and burnout (Botsford, 2019; Bryant & Powell, 2019). Long working hours make it impossible for professionals to balance their work and private life (ABA, 2002; Monahan & Swanson, 2019). In Portugal, Caetano (2003b) states that “Liberal activity requires an effort of high self-regulation in several aspects, with emphasis, from the point of view of the quality of life, on the extension of working hours and the regularity of leisure periods'' (p. 214). The author's findings indicate that more than 80% of lawyers work more than 7 hours a day, and more than a third do not have 15 days of vacation (Caetano, 2003a, 2003b, 2003c). Our results emphasize the importance of working hours on Positivity and Satisfaction With Life. Ferraro et al. (2017) explain that lawyers who opt for less exhaustive workloads prefer a calmer and more balanced work-life, to the detriment of higher monetary compensation. Contrarily, lawyers who prefer monetary compensation, being extrinsically motivated, accept the heaviest workloads (Ferraro et al., 2017).

Considering the relevance of Adequate working time and workload (DW2) for lawyers, Forstenlechner and Lettice (2008) explore the idea that young lawyers initially choose large companies in the private sector, considering monetary motivation and career opportunities. They later conclude that the reality is different from expected when faced with the lack of interactions, long working hours that prevent a balance between work and personal life, and the monotony of tasks (Bryant & Powell, 2019; Forstenlechner & Lettice, 2008). This scenario motivates them to move from the private to the public sector (Daicoff, 2008). Daicoff (2008) postulates that professionals who choose this transition give more importance to emotions. The feeling-lawyer is less satisfied when his/her work negatively impacts social and family relationships. On the other hand, the thinker-lawyer is less satisfied when the question is autonomy, image, or reputation. In the same sense, Monahan, and Swanson (2019) indicate that the public

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sphere offers conditions that allow professionals to achieve a balance between work and private life, fulfilling their labor obligations in compliance with a fixed schedule.

Social protection (DW5) was out of the canonical function and did not show any statistically significant relationships in linear regressions. These results can be explained by the fact that since lawyers have a good remuneration, they can ensure basic health care without expecting public services. Therefore, they do not pay much attention or importance to social protection (Ferraro et al., 2017, 2018c), perhaps because they expect that social protection could be given by the private sector.

Concluding, except for DW5, and considering the set of significant interactions found, the worthier the job is perceived, the more lawyers feel positive and more satisfied with life.

Limitations and recommendations for the future

One of the main limitations of our study was the limited number of participating lawyers. Significant future research should reach a larger sample that includes lawyers from different specialties and with different professional links. A sample includes self-employed professionals and entrepreneurs who work in their own business, lawyers who work in large law firms, and others who work within large multinational corporations.

The current study cannot bring information about causal inference with a cross-sectional design. The self-administered questionnaire has this limitation. Further research could apply a longitudinal design to get more information about causal mechanisms and DW, Positivity, or Satisfaction With Life variation through time. Research with qualitative methods may also provide more detailed information about the practice of the legal profession in Portugal.

Our study did not measure the organizational level variables or human resource policies and practices and their particularities in lawyers' work environments. Considering that some lawyers work in large companies and/or large law firms, these measures may shed light on the role of Decent Work in the lawyer's well-being for future research.

Given the importance of jurisprudence for society and the difficulties in well-being that can have repercussions on the performance of the function (Krill et al., 2016; Rothstein, 2008), we consider that the lack of research on the subject (Krieger & Sheldon, 2015) is a gap that needs to be filled. New and more studies that show the professional reality of Law in Portugal (both in scope and in-depth) and its impact on the professionals' satisfaction will be important. They should be carried out and updated frequently.

Conclusions and implications

The present study presents empirical evidence that DW contributes to the lawyers' Positivity and Satisfaction With Life. Our findings can provide important contributions to (a) employers, since satisfied employees produce better performances (Krieger & Sheldon, 2015); (b) for the professionals themselves, since DW (understood as a DW context and content) is positively related to well-being and health (Krieger & Sheldon, 2015; Štreimikienė & Grundey, 2009); and, (c) for other specialized professionals (such as organizational psychologists or occupational health psychologists) who can intervene positively in promoting well-being and thematically linked initiatives. One of the main areas for promotion and intervention in occupational welfare is Work, Organizational, and Personnel Psychology as well as Occupational Health Psychology. In the future, organizational interventions of an organizational and work psychologist who assesses the characteristics of the work and the conditions of the organization could be proposed. These kinds of intervention could identify the risks or harmful conditions that impact workers' health and well-being and take measures, together with the other sectors of the organization, such as human resources or the health and safety department, which can reduce those risks. The offer of training for emotional and stress management, or time management, could be important for the Human Resource Department in Law organizations.

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Tânia Ferraro: Conceptualization; Data Curation; Formal analysis; Investigation; Methodology; Project administration; Resources; Software; Supervision; Validation; Visualization; Writing - Original Draft; Writing - Review & Editing. **Ecaterina Mudric**: Data Collection; Investigation; Resources; Writing - Original Draft.

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