

Preface

In the opening article of this issue of *Interações*, Gabriel Santos, Fabiana Bizarria, Flávia Barbosa, and Márcia Moreira examine the relationship between knowledge management and the development of transversal skills at the Federal Institute of Pará. Based on a sample of 246 administrative and teaching staff, the study adopts a quantitative, positivist approach, using structural equation modelling to test the influence of knowledge application and sharing on three dimensions of competencies: technical, complex personal, and interpersonal. The results show that the application of knowledge has a statistically significant impact on the development of these competencies—especially on complex personal ones—while knowledge sharing demonstrates positive but non-significant effects. The study highlights the importance of organisational support and strategic human resources management as foundations for a continuous and effective learning environment. By proposing practical recommendations for public higher education institutions, the article aims to contribute to the enhancement of human capital and the improvement of public service quality.

In the following article, José Roberto Carvalho Silva, Mauricio Mendes Boavista de Castro, Eulálio Gomes Campelo Filho, João Carlos Hipólito Bernardes do Nascimento, and Alexandre Rodrigues Santos explore the principles and practices of corporate governance in the context of the third sector, focusing on the non-profit organisation AMARE. Through a qualitative approach, the authors draw on semi-structured interviews and document analysis to examine the implementation of core governance pillars—transparency, fairness, accountability, and responsibility. The study underscores the importance of leadership commitment, the presence of formal control mechanisms, and the active participation of various institutional actors. It also identifies limitations, such as the incipient institutionalisation of evaluative and accountability practices, pointing to the need to strengthen the culture of evaluation and internal control. The authors stress the importance of practices grounded in ethical principles and active stakeholder participation, calling attention to the need to consolidate governance structures that reinforce transparency, control, and accountability within the third sector.

The study conducted by Jose Sarto Freire Castelo, Milena Reis Auip Barbosa, and Arnaldo Fernandes Matos Coelho aims to comparatively analyse student persistence and its relationship with employability in higher education institutions in Brazil and Portugal. Using a quantitative approach and a substantial sample of students from both countries, the authors explore the factors that influence students' continuity in higher education, highlighting the roles of academic commitment, motivation to learn, and value co-creation within the university context. The research reveals similarities and differences in students' perceptions in both countries, showing how these perceptions and psychosocial factors influence their preparedness for the labour market. The findings suggest that commitment and motivation are crucial determinants of persistence and employability, while institutional reputation and the value attributed to acquired competencies are fundamental for graduates' professional success. The article reinforces the importance of institutional policies and practices that foster academic achievement and facilitate the qualified integration of students into the workforce.

Wilson Ribeiro Lins and Maria Fabíola Fonseca Mourão Teixeira present a comparative analysis of consumerism, consumer advocacy, and “lowsumerism”, addressing contemporary consumer behaviours and habits. Based on a literature review, the authors discuss the theoretical and historical foundations that shape these three approaches to consumption, exploring their economic, social, and environmental impacts. The study highlights the consequences of unchecked consumption, the rise of ethical consumption movements, and the emergence of sustainable practices linked to lowsumerism. Through a critical systematisation of concepts, the article provides a framework for understanding changes in consumption patterns and the theoretical proposals developed in response, underscoring the challenges involved in fostering a more conscious consumer culture. The study contributes to the understanding of current consumption trends, emphasising changes in individual behaviours and reflexive approaches to dominant consumption logics.

Albino Alves Simione, Juma Abibo Mussa, and Gilberto Solomone analyse the integration of organisational socialisation into strategic human resource management practices in the Mozambican public sector. This qualitative study combines a literature review, analysis of regulatory documents, and interviews with officials from the Ministry of State Administration and Public Service, covering the period from 1975 to 2023. The findings indicate that although significant administrative reforms occurred during this period, organisational socialisation was incorporated

only belatedly. This delay resulted in a lack of effective initiatives for staff integration, limiting the effectiveness of existing norms aimed at supporting functional integration. The study underscores the need for management practices that prioritise organisational socialisation to enhance integration processes in the public sector. It recommends that management strategies consider the specificities of the institutional environment, promoting the alignment of staff with public administration goals and reinforcing the welcoming and adaptation of newcomers.

The lived experiences of LGBTQIAPN+ students in vocational and technical education are the focus of the article by Sabrina Lopes and Raquel Quirino. The authors investigate how the sexual division of labour—marked by cisheteronormativity and gender hierarchies—influences educational and professional trajectories. Drawing on interviews with current and former students at the Federal Centre for Technological Education of Minas Gerais, the analysis highlights mechanisms of exclusion in courses traditionally associated with masculine domains, as well as the social devaluation of courses perceived as feminine. The study reveals how gender norms shape educational choices and opportunities. The article further discusses the persistence of prejudice and stigma in school environments and the role of social media in challenging these norms. Moreover, it addresses how the absence of specific institutional policies contributes to the perpetuation of inequalities. Finally, the authors emphasise the importance of initiatives that promote rights and value sexual and gender diversity in the context of vocational education.

The article “Parenting Support in Prison: from rights to practices” by Inês Coutinho, Maria Filomena Gaspar, and Madalena Alarcão, presents a narrative literature review on the impact of parental incarceration on children’s development and family dynamics. Focusing on the Portuguese context, the analysis highlights the lack of official data on the number of incarcerated parents and the invisibility of the children affected by this reality. The article discusses national and international legal frameworks, with particular emphasis on the Convention on the Rights of the Child, the Charter of Fundamental Rights of the European Union, and the recommendations of the Council of Europe, all of which advocate for the preservation of family ties during imprisonment. The authors also highlight national and international programmes that promote positive and responsive parenting in prison settings, underscoring their potential to improve parent–child relationships, reduce recidivism, and uphold children’s rights. Finally, the article recognises the need for further research into the medium- and long-term effectiveness of such interventions.

In the final article of this volume, Francisco Fontes addresses the issue of dignity in death as a human right, through an interdisciplinary analysis that bridges literature, sociology, and human rights. The study focuses on two works: *Sete Palmos de Terra e um Caixão*, by Brazilian author Josué de Castro, which portrays the living and working conditions in the Brazilian Northeast, and *O Diabo Foi Meu Padeiro*, by Cape Verdean writer Mário Lúcio Sousa, which addresses the concentration camp of Tarrafal in Cape Verd. The article explores how dignity in death emerges as an act of resistance and remembrance in the face of oppressive systems, highlighting the convergence of narratives that assert fundamental human rights. Set within distinct historical contexts, the study reveals systematic rights violations and the survival and resistance strategies of the oppressed. Finally, the article reflects on the role of literature as a tool for denunciation and memory preservation, capable of bringing visibility to often marginalised realities.

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