

SOCIAL REPORT



2022

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INTRODUCTORY NOTE

Under the terms of Article 26(1)(h) of ANACOM's statutes, approved by Decree-Law No. 139/2015, of 16 March, the Board of Directors (BoD) must approve the Social Report (SR) annually, and promote its availability on this Authority's website, in accordance with the provisions of Article 52(1)(c).

The SR is a management tool that provides a set of indicators related to the organisation's human resources, and must be drawn up annually with reference to 31 December of the previous year. It is structured in seven chapters: characterisation of human resources; staff movements; change of professional situation; work schedules and absences; health and safety at work; vocational training; and staff costs.

On 31 December 2022, ANACOM employed 397 staff members, including four workers seconded to FPC – Fundação Portuguesa das Comunicações [Portuguese Communications Foundation] and five members of the Board of Directors. Not included in this total are four workers assigned to other organisations for reasons of public interest.

Staff costs

Staff costs amounted to 24.9 million euros, an increase of 3% compared to 2021.

Overall, remuneration costs rose by 3% due to increases in the salary scale and to career progression, in accordance with the law and the provisions of the Portuguese State Budget, and to the increase in the number of employees.

