

Guest Editorial

The field of work in Brazil – a paradoxical reality

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The opportunity to present part of the construction of the knowledge of Brazil in the field of work is rewarding. This presentation allows sharing issues that arise, sometimes so close, sometimes so far away from other global realities. The research and the pursuit of knowledge in the field of work, as it could be expected, reflecting the continental dimensions of Brazil, a country of many contrasts. Brazil is a country that fights for the inclusion of individuals with impairments of disabled people in work, for the emancipation through social inclusion, for the preservation and rescue of the work as a health value and not the disease, and at the same time, is also the 7th world economy today. These contrasts are reflected in the scientific development in the area of work, as these studies have shown similarity to international studies, multicenter or local, while living with the implementation and experimentation in the Brazilian reality of consolidated international work.

In presenting these articles we see health professional authors who identify work as a mediator of citizenship and emancipation. Highlight the manifestation of the subjectivity of the worker on the job as a mediator of the interaction with the actual production of goods and services. They are five studies that turn to the perception of the subject employee to understand the reality of work.

On a conceptual presentation of a French school, the article presented by Lima and da Mata rescues the positive function of labor to the full health arising from participation in society. The work presents itself as a mediator of the transformation of the individual to a social subject. The experience of the case study with work

as a rehabilitating vehicle for drug addicts rescues the origin of the use of mental health work when inserting therapeutic workshops in hospital environments gave humanity to treatment in psychiatric institutions and today serves a huge social demand to control the drug abuse. The biographical method proposed by French psychiatrist Louis Le Guillant allowed to rescue the interactions and broaden prospects who turn to socially accepted values, where work is the major mediator of health and social reintegration. The authors Lima and da Mata report the experience of activity workshops and of responsible participation routine by care with the maintenance of an institution country dedicated to the care and rehabilitation of young people with a history of drug abuse.

Today, with the dominance of the world economy depend on the tertiary sector of production, the provision of service, the employee is asked to a maximum about the personal control and psychic expression in service to the public. The provision of services in health, in particular, emphasizes the internal and interpersonal conflicts in different ways. The outbreak of violence, understood as beyond that manifested in the behavior of those who are served during the service provision and interaction with co-worker who also goes to the public, but manifests itself hidden by the violation of values, principles and spirituality that hurt the subjectivity the worker subject is constant.

The observation of the work and direct contact with the workers through interviews shows that the professional segments are organized differentially, even about the psychic dimension to addressing violence at work. In a hospital emergency rooms reality, the au-

thors Lancman et al used the foundations of psychodynamic analysis of the interview content. The analysis draws from this reality in predominant organizational complexity of elements that are responsible for an important part of psychological distress at work. Violence takes a dimension that goes beyond the findings themselves this reality in Brazil and in the world and are aggravated from the mismatches of the organizational context. The psychodynamic allows overcoming the limits of explicit discourse and seeks to understand what is hidden in manifestations of aggression, demanding discipline, of denial, among other forms of violence in healthcare work.

A way to know manifestation of the subjectivity of the worker is to seek the values assigned to work that is built permanently. The authors Martinez and Fischer associate worker's perception measures to the functioning of the body and its experiences and expectations regarding the current and future work, among many other indicators. The association of different dimensions allows recognizing the relationship between the subjectivity of working subjects and intervening positively in the context of health care work.

The portrait presented in this cross-sectional study on the perception of work by the workers. The authors allow the materialization of which is personal, as lifestyle and values assigned to work with that which is concretely seen, such as the presence of pain, accident record, stress or effort-reward ratio. The challenge for researchers of the work is to provide objective parameters and for monitoring the changes of the working reality aiming to minimize the odds. The Index of Work Capacity associated with other measurements is an important source in the implementation of policies that consider the perception of the work from the perspective of the individual about their health condition and his expectation of involvement with the organization. The challenge is even greater when it comes to people from within the healthcare, because by cognizant understand themselves of the disease process, often do not register their own suffering resulting from work. In this sense, these indicators enable portray reality and follow the evolution of organizational policies implemented.

The presence of public policies of subsidy and protection of people with impairments, in principle, could allow the personal choice of the worker with a disability to live with only the government benefits. However, life with the right to work overcomes this possibility. In this perspective, the disabled person is the one who, even knowing the barriers of educational access, pro-

fessional training and especially acceptance by other employees in the workplace, persists in the way of inserting themselves socially through production. Workers with disabilities choose to live from work and not live off the government benefits. This choice puts further overruns for the development conditions of work to take effect.

The approach to workers with disabilities who are in the work market is not an easy task, either by being a minority in the workplace, either because talking about disability is not always accepted. The qualitative methodology of discourse analysis enabled the authors Toldrá and Santos to extract the elements that facilitated or hindered the experience of each in the work reality. The study confirms the importance of public policies, social attitudes, interpersonal relationships and the physical environment as conditions that diminish or exacerbate the differences between workers with and without disabilities and suggests that these same elements indicate the possibilities of transformation to allow equal opportunities. Emphasizes the importance of work as a vehicle of social participation and therefore full of health showing that even in far from ideal conditions, workers with disabilities overcome it in pursuit of citizenship and dignity from work.

Inclusion in work is strongly influenced by the environment, either for people with or without disabilities. However, disability requests a reassessment and readjustment of these environmental conditions at work, as it becomes exposed. The overcoming of the disabled worker in environments still hostile to their participation shows that the human capacity to overcome lies also on individual characteristics that, in general, can minimize the odds.

Again the qualitative approach of direct observation of association with the approach of the interviews allows achieving a comprehensiveness rarely reported on the topic of people with disabilities in the labor market. The article by Coelho et al. highlights that the overcoming of the limits imposed by the disability to perform this task is not or that work is the great challenge of this population. Rather, it points out that the insufficiencies of public policies without the attitudinal preparation of people and the work environment in the process of inclusion of disabled worker are the major barrier. The attitudes stand out among the contextual factors as being the most precarious in the process of entering and maintaining employment.

These articles show part of the Brazilian reality that coexists with high levels of economic development as a result of the work of Brazilian when compared glob-

ally, at the same time striving to overcome outmoded circumstances in other realities and countries. The construction of knowledge in the field of labor in Brazil accompanies human diversity, cultural and paradoxical of Brazilian reality.

We appreciate the invitation to take part in this privileged issue of the journal, especially Karen Jacob who

spared no efforts for we to reach this result, we thank the author's collaboration in the disclosure of part of the studies on the reality of Brazilian labor. Recognizing the importance of developing new studies in the area in Brazil, we hope you will enjoy the articles presented and hope us to meet again on other issues.