

Editorial - Exclusion Factors

Individualized professional projections or organizational career plans recognize the existence of processes – operational or structural – that are discriminatory. Career evolution is often marked by situations of exclusion built by obstacles that inhibit ascent, both to decision-making nuclei, and to equal opportunities. And, both, in a very notorious way.

Exclusion scenarios are, in fact, differentiated. But, complementary. The first of these scenarios, the most significant, involves the gender factor. Discriminatory practices, especially in relation to women, but not only, do not appear only in relation to underrepresentation at the hierarchical level of the organization. Also, the areas of greatest perspective, such as the digitization of value chains, are largely male domains. This domain also appears in social networks for new work opportunities. Without forgetting, of course, the maternity issue. Other exclusion factors also deserved attention from academic research: the format of performance evaluations, including in the public sector, the profile of HR practices and policies, and even questions of values and the origin of training.

In this context, first recognizing the limits to understanding the complex world of discrimination scenarios and, taking into account the different possibilities for academic research to address the topic, the difficult reality involving exclusion factors in career development has been transformed in the thematic axis of the articles that make up the first issue of Volume 12 of Revista de Carreira e Pessoas

The article that opens this issue of ReCaPe “Professional women in the transition to the Fourth Industrial Revolution: the Brazilian gauze”, by Professor Anderson de Souza Sant’Anna, FGV-EAESP, Professor Daniela Martins Diniz, Federal University of São João Del Rei, by Antônio Moreira de Carvalho Neto and Carolina Maria Maria Mota Santos, both professors in the Postgraduate Program in Administration at PUC Minas, and Érica Lima Souza, also a researcher at PUC Minas, aims to understand the discriminatory practices associated with management of female professionals, how to expand such discussions in the context of the 4th. Industrial Revolution. The article starts from definitive data: while the participation of women in the Brazilian labor market reached 74% of the total, referenced in 2018, the occupation of women in management positions does not exceed 38%.

The survey, with a quantitative profile, was developed with 45,217 professionals (including women and men) from Brazilian companies participating in the Alliance for the Empowerment of Women, an initiative of the UN Women. The results suggest that women are still underrepresented in the higher hierarchical level of organizations and have a small participation in the most demanded professional areas in the context of Industry 4.0. Motherhood, male dominance in business and the conditions of the relationship networks at work, in which women are historically excluded, explain a significant part of these results.

It is also a fact that there are changes in the profile of work, the product of strong changes in Fordist capitalism, based only on middle-class consumption. The article points out signs of transformation resulting from intense industrial deconcentration and strong decentralization from the intensification of startups. In Brazil, the impact of new technologies is still contained, just as the heterogeneity of the industry still demands a more specific initiative for each sector. And, like the 4th. Industrial Revolution will force organizations to rethink traditional ways of creating value, the most vulnerable will suffer the strongest impacts. In particular, in Latin America. The article also identifies the need for greater social acceptance of the presence and permanence of women in the labor market, as well as the profile of working women is undergoing a complete change for those who are older, married and with children. The article also suggests the weight of urbanization for greater diversity in female work.

The second text in this edition, “Female: the path to equal work opportunities”, by researcher Marcella Savone, from Fundação Instituto de Administração and professor Míriam Rodrigues, from Universidade Presbiteriana Mackenzie, has as its main objective to understand the rise of the feminine in markedly masculinized labor context, essentially analyzing the equality of opportunities related to the gender aspect. The research, with a qualitative profile, worked with a sample distributed in the states of São Paulo, Minas Gerais, Amapá, Pará and Rio de Janeiro, in different age groups and professions. The article confirms, with data from RAIS, that in the selected professions the female presence only occurred from the 1990s onwards. The survey results suggest that the most prominent factor in the interviewees’ discourse was the position of credibility and competence that women need. prove it in some contexts of their work. This factor also converges with the factor of internal relationships, always cited as a challenge. Another important limiting factor for women relates to personal life and career choice for the technical area, a factor present, with significant relevance, in the analyzed discourses.

The article, “Women in the labor market: higher education and construction of a career plan in João Pessoa”, third text in this edition, by researcher Abdias Fernandes Cordeiro Neto, from Faculdade Maurício de Nassau and professors Italo Guimarães from Instituto Federal Goiano and Lindoval Luiz de Oliveira from the Institute of Higher Education of Paraíba and Faculty Maurício de Nassau has as main objective to describe the construction of a career plan by women who attend higher education, analyzing career perspectives, difficulties of this construction in the reality of the market of local

work and identify effective claims to professional advancement. The research, with a quantitative profile, highlighted the identification of prejudices, oppression and shame faced on a daily basis to achieve this expectation of development. The survey results both suggest the perception that 51% of the women respondents are satisfied or very satisfied in their current profession, however, it also shows that an approximate percentage of women are dissatisfied or very dissatisfied with their current position. When asked about the challenges for building a career plan Asked about the challenges for building a career plan, the university students reported, in higher incidence, “Gender prejudice” followed by “Remuneration”; the answer “Maternity” is cited as one of the “greatest difficulties”, explicitly mentioned that the gestation period “hinder the construction of your career”. Other highlighted points were harassment, long hours, family and having to be a student worker and housewife”.

The fourth article in this issue, “Analysis of the profile of the unemployed: the case of Residencial Mandacaru in Salgueiro – Pernambuco” by researcher Ricardo de Carvalho of the University of Pernambuco, by professors Josiete da Silva Mendes and Tatyane Veras de Queiroz Ferreira da Cruz, both also from the University of Pernambuco and the researcher Hellen Taynan da Silva Cavalcanti from the Federal University of Minas Gerais, aims to analyze the profile of the unemployed in this Residencial and their strategies to return to the labor market. The research, with quantitative procedures, used the instrument GJSI (General Job-Search Intensity), which has the defined function of measuring the intensity of job search. The central issue was to identify the weight of greater technological training and the development of specific technical skills for job recovery. The survey results suggest different employability recovery strategies. The research also identifies the weight of the “living circle” as a significant employability factor, even surpassing different accumulations of skills.

Employment in the public sector also requires people management and, in this management, the evaluation process can also be an exclusion factor. The fifth text in this edition of ReCaPe “Organizational Socialization Inventory: Confirming its validity and consistency in the public sector – a review of the ISO” by professor Diego César Terra de Andrade, from the Federal Institute of Education, Science and Technology of Sul de Minas, has to confirm the validity and consistency of this Inventory of 45 items in the public environment. The justification for this procedure is that this tool was adopted in several areas, especially in the public sector. The quantitative profile survey analyzed different indicators of functional priorities. The study results demonstrated its usefulness to reliably contribute and simplify both the assessment of contributors and their socialization factors.

The sixth article in this issue “The perception of Santa Catarina university professors about HR practices and policies: application of the Todim Method” by professors Juciele Marta Baldissarelli, from the Alto Vale University of Rio do Peixe, Nelson Hein and Adriana Kroenke, both from the University Regional de Blumenau and researcher Larissa Kvitko, also from the Regional University

of Blumenau, aims to analyze the perception of teachers from 11 higher education institutions, framed as community and private in the State of Santa Catarina, in relation to Human Resources practices and policies. The research, with a quantitative profile, using the TODIM method, discussed the effectiveness of these practices. The results of the study showed the degree of perception of teachers about recruitment and selection policies and processes, involvement, training and development, working conditions, performance evaluation and rewards.

“Professional career and the role of personal values acquired in religious/priestly formation”, seventh article in this issue, by Sergio Begnini, researcher at the University of the West of Santa Catarina, by professors Eliane Salete Filippim and Fernando Fantoni Bencke, also from the University of the West of Santa Catarina and the researcher Rosangela Cenci, aims to understand whether personal values, consolidated in the period of religious/priestly formation, influenced the professional career of ex-religious/ex-priests. The research, with a qualitative profile, was based on life stories, with semi-structured interviews. The results suggest that the interaction with different realities build personal/professional development. The study identified that the professional career of former religious is significantly influenced by the values of religious/priestly training. A relevant aspect is the study’s perception that the development of skills in these careers is correlated with the influence of religious values.

The article that closes this issue of ReCaPe, “The physiology of stress and subjective well-being in adolescents: self-knowledge is non-violence” by Ari Langrafe Junior researcher at the Laboratory of Mind Physiology at the Federal University of Paraná and professors Amer Cavalheiro Hamdan and Anita Nishiyama, both also from the Federal University of Paraná, deals with the role played by stress in personal choices. The main objective of the study was to investigate the results of promoting self-knowledge through the teaching of stress physiology using Problem Based Learning (PBL). The cross-sectional quantitative research showed that adolescents demonstrated that adolescents are able to perceive stressful situations in their own lives (Self - self-knowledge), and can choose to deal with it in a non-violent way.

Good reading!

Leonardo Trevisan, Joel Dutra and Elza Veloso
Publishers