

## Editorial - Diversity and Working Conditions

The expectation of greater Diversity in the corporate scenario is an indisputable fact. First of all, because different perspectives and experiences build a richer, more plural environment, instigating the coexistence of differences and, therefore, more open to creativity. It is from her, from her anxiety to create, that the innovation that calls the market's attention appears. This spirit of accepting what is not equal rebuilds the organization's culture, redefines its image, internal and external. The incessant transformations of the market promote smaller impacts when the environment, of production and management, is more accustomed to respecting differences.

Diversity is manifold; it is generational, racial, cultural, training, possibilities, needs, difficulties. But the question, uncomfortable and persistent, remains: does the presence of the Diverse only change working conditions? Perhaps, the first step towards the answer comes from the perception that including difference implies developing a favorable environment for diversity to advance beyond "forms" or, just, beyond what the law determines.

It is in this context, that of the necessary corporate strategies so that people and options, the most diverse, have - effectively - equal development conditions that the debate between Diversity and Working Conditions has become the thematic axis of the articles that make up the second issue of the volume 13 of the Magazine of Careers and People.

The article that opens this edition of ReCaPe, "Sustainable Development Goal 8: Decent Work and Full Employment", by professors Dayanne Marciane Gonçalves Szczepanik, from the Federal University of Paraná, Silvio Roberto Stefani, from the Interdisciplinary Master's and Doctorate Graduate Program at Centro Oeste State University (UNICENTRO) and Visiting Researcher at FEP-UP and Atlântico Business School – Portugal and Márcio Luiz Bernardim, also from UNICENTRO, has as its main objective to understand the theoretical issues raised in research and articles from the main National Administration events, as well as verifying whether these studies add value to the definitions of the Decent Work construct proposed by the International Labor Organization (ILO). Also, this article aims to identify metrics used by the Area on "how to measure" decent work in the Brazilian context. The starting point is the approval by the United Nations, in 2015, for all 193 member countries, of "Sustainable Development Goal 8: decent work and full employment for

all". In the construction of the concept, the UN used the theoretical proposal of Amartya Sen, the architect of the theoretical framework that the ILO used in the conception of Decent Work

The methodology used in the research was the Integrative Review, which considered the material obtained from 2014 to 2021, seeking points of convergence and divergence on central issues. The research results demonstrated the complex distribution of the deficit of the "decent work" construct across the country, present in different studies, which occurs unevenly and reaches higher rates in the North and Northeast regions, with emphasis on the states of Piauí, Maranhão, Ceará and Bahia.

The second article in this issue of Recape, "Race and public service in Brazil – Employing the National Bureaucracy, by Professor Silmara Cristiane Gomes at the Senac University Center – São Paulo, aims to analyze the effect of public competitions on the racial composition of Brazilian public servants. The chronological cut adopted in the research included workers with active links in the Federal Executive in the period 1999-2020, by sex, color or race, based on data from SIAPE/ME and the Atlas of the Brazilian State. The methodological procedure adopted was the bibliographic review, with bibliometric models. The analysis of the categories of performance in the Brazilian public sector allowed the critical observation of the Brazilian bureaucracy in the federal framework, up to the perception of a "Brazilian bureaucracy", with regard to racial equality in the country. The survey results showed that the white population has the highest representation among federal public servants, with the statistical finding that those who "identify as black" have increased their representation from the years 2015, considering that the quota policies had beginning in 2012. Therefore, it is possible to assess that the expansion of access to education contributed to black people's access to public service.

The article, "Quality of life at work and dismissal: a study on this relationship in a hospital organization", third text in this issue, by Diego Costa Mendes, professor of the Graduate Program in Administration at the Federal University of Pernambuco, by researchers Victoria Maria Lima Monteiro, Letícia da Silva Barbosa and Bruno César de Santana Sá Carvalho, all from Faculdade Santa Helena and researcher Dayse Leticia Pereira Amâncio, from the Federal University of Viçosa, aims to identify how aspects related to quality of life at work (QWL) may be related to the resignation, as well as verifying the magnitude of the negative effects that administrative routines can cause in the QWL of individuals. With a qualitative profile, based on semi-structured interviews, the research adopted criteria from the World Health Organization, assimilating the tendency to involve the perception of the subjects in the measurement of quality of life, considering both the satisfaction of their needs in the cultural contexts in which they are inserted, and achieving your life goals. The research results confirmed the initial hypothesis that low levels of QWL led employees of a hospital organization to formalize their request for dismissal, dissatisfied by several factors that were harmful to their QWL, reason for resigning from the company. The main factors reported form demotivation, unsatisfactory organizational climate, lack of communication with management,

dehumanization of the work relationship, problems with work procedures and lack of prospects for professional growth.

The fourth article in this issue “Analysis of policies and practices for preventing and combating moral harassment at work: a case study in an organization in western Rio Grande do Sul”, by Méroli Saccardo dos Santos, professor at the Federal Institute of Education, Science and Technology of Rio de Janeiro Grande do Sul, by Luciana Figuera Marzall – researcher at the Federal University of Santa Maria and Vitória Sobeldia Dzwieleski Domingues – researcher at the Federal Institute of Education, Science and Technology Farroupilha Campus Advanced Uruguaiana, aims to analyze how a retail company in Uruguaiana (RS) works to combat moral harassment in the workplace. This objective unfolded in three stages of research: analyzing how the company identifies cases of moral harassment in the work environment; verify the company’s attitude towards identified cases of moral harassment and, finally, how moral harassment can affect employee performance. From a qualitative perspective, the research obtained as results, first, that the cases of moral harassment are not identified by the managers, but rather reported to them through the company’s HR, that is, the recognized cases were identified through the ombudsman. Also, the study found that managers, with each new case of moral harassment in the organization, get together and seek preventive measures and collective strategies to combat such violence, that is, policies need to be constantly evaluated and reformulated. The survey identified that managers are aware that bullying can affect employee performance and motivation, reducing the company’s productivity and profitability.

The text, “The challenges of students with disabilities to remain in the job market”, fifth article in this issue of ReCaPe, by Cristiane de Almeida Santos - Researcher at the Federal University of Rondonópolis and professor Heitor Lopes Ferreira, also from the Federal University of Rondonópolis aims to understand the process of insertion of these people in the labor market and also how they preserve their employability. With a qualitative profile, the research used semi-structured interviews to analyze the process of insertion of PwD in professional courses offered by SENAI-MT, as well as their insertion and permanence in the labor market. The results obtained indicate that the inclusion process by SENAI, in partnership with some companies, does not occur with expected efficiency. The interviews indicated that the PwDs assimilate only the theory without knowing properly the facilities of a company. The survey also indicated that PwD contracts are valid only during the course, with reduced opportunities for access to the labor market.

The sixth article in this issue, “The Insertion of People with Disabilities in Brazilian Companies. O Caso de Empresas Cariocas”, by professors Martha Margarete Beier, from SENAC – RJ, Maria Cristina Fogliatti de Sinay, from UNIGRANRIO and Iluska Lobo Braga from the Federal University of Rondônia, aims to identify the behavior of human resources and company managers in relation to affirmative action defined by i 8.213/91, which determines the inclusion of people with disabilities in the Brazilian labor market, on a compulsory basis for organizations with more than 100 employees . The survey results indicated that professionals in the area of human resources and managers of

companies in Rio de Janeiro are prepared to receive PWD in their workplaces. The research also indicated that the Diversity paradigm, establishing the possibility of competitive advantages in hiring multicultural teams and heterogeneous groups, is still, for some of the companies, a utopia, despite the research observing a certain evolution in relation to previous research.

The article, “Well-being and performance of university professors: a systematic review of the literature” by Professor Werianny Santiago Rassi, from Faculdade de Aparecida Padrão de Goiânia, seventh text in this edition, aims to analyze the scientific productions that investigate the effects of well-being and performance of professors and their correlations in the context of Higher Education. The chronological cut covers the years 2010 to 2020 with a collection of 268 articles in the Portal de Periódicos CAPES, using the descriptors “well-being and performance of university professor”. The results of the bibliometric profile survey showed that well-being and performance are correlated and are influenced by individual and contextual variables in the organizational environment. A relevant conclusion is that, although most studies predict a positive relationship between well-being and performance, the number of professors with emotional exhaustion is increasing, which indicates that other variables may be interfering in this context, highlighting the need to analyze the change in the state of well-being, as well as performance, over the years worked as a teacher.

The article that closes this issue of ReCaPe, “The meaning of teaching work: a comparative analysis between public and private higher education institutions”, by researcher at the Federal University of Santa Maria, Juliana Kern, professor of the Graduate Program in Administration, Vânia Medianeira Flores Costa, also from the Federal University of Santa Maria and researchers Gean Carlos Tomazzoni, Rita de Cássia Trindade dos Santos and Laércio André Gassen Balsan, all also from this university, aims to identify and analyze the meaning of work and, especially, the expectations surrounding this work of higher education professors from public and private institutions. With a quantitative approach, with a multiple case study profile, with questionnaires answered by 201 professors from an institution and 185 from a private network. The results of the research revealed, quite consistently, that the aspect that most contributes to making work meaningful in the lives of professors is the fact that their competences are recognized, since the average of this variable (9.19) was the highest among the 28 definitions. Next, the second highest average is linked to respect for human values, the third average to doing “useful work for society” and the fourth highest average is the sense of work that allows the use of creativity and innovation. A relevant point is also the feeling of belonging, in the public institution for being part of a group and contributing to society and among the professors of the private higher education institution, conditions of belonging to “something with accomplishment” of activities in specific place.

**Good reading!**

**Leonardo Trevisan, Joel Dutra and Elza Veloso**

**Publishers**