

Editorial - Labor Relations

The need for a new perspective, in theoretical and conceptual terms, for labor relations in Brazil is a well-identified reality. The economic growth of the period, from the second half of the 1990s to the first half of the 2010s, was replaced by the loss of dynamism in the labor market accompanied by the growing fragility of union activity in recent years. This replacement represented a severe oscillation of expectations. Without forgetting that the advancement of digital technologies, both in the production of goods and in the provision of services, has made the world of work even more complex and worrying.

The reaction to this whole process of transforming the work context was as multiple as it was diffuse. The increase in migration expectations of the Brazilian workforce, for example, was admittedly independent of salary ranges or educational level. The appearance of “boredom manifestations” in the corporate environment is a fact that slowly also occupies research proposals on labor practices. Likewise, the commoditization of labor relations is an aspect that is also present in this search for other interpretations about the speed of change in the corporate scenario. And, the urgency of pressures for innovation is so significant that it accelerates exclusion processes and postpones the search for greater equality of opportunities, even of gender, in the corporate reality. Each of these themes is present in this edition of ReCaPe.

It is in this context, the one in which People Management is confronted with so many instabilities and constant requests for the revitalization of knowledge, that the debate on Labor Relations: concepts and practices has become the thematic axis of the articles that make up the third number of volume 13 from the Magazine of Careers and People.

The article that opens this issue of ReCaPe, “Human Resources Management and Labor Relations in Brazil: an essay on an incomplete relationship”, by Wilson Aparecido Costa de Amorim, associate professor at the Faculty of Economics and Administration at the University of São Paulo, aims to analyze the evolution of the study of Human Resources Management in Brazil with a focus on the treatment of Labor Relations from its main authors. This analysis, presented in the form of a theoretical essay, forms part of the author’s conceptual and theoretical research. The essay has as background both labor relations and union actions, discussed from the main studies of

People Management in Brazil. The article deals with key points in the trajectory of labor relations in Brazil, discussing, first, the union resurgence of the 1980s, the great crisis in the labor market in the 1990s, the period of increased demand for work experienced between 2003 and 2014 until the deep crisis from 2015. Without losing sight of the labor reform of November 2017 and the profound changes in labor relations by introducing more flexibility in hiring work and unequivocally weakening the power of unions. Finally, it analyzes the production of knowledge about the speed with which technology advances in the spheres of production and provision of services, defining new challenges for understanding the changes in labor relations in Brazil.

The research results showed that the 2000s saw significant changes that reversed the 1990s scenario for companies, such as the continued drop in the unemployment rate and the return of union activism, well recognized by the academic production of the period. However, the heating up of the labor market (lower unemployment, lower turnover, lower informality) and strengthening of union power, represent priority difficulties for Human Resources managers in the post-2000 period, as the specialized academic literature has also pointed out. However, the national economic reality changed after 2016. Loss of economic dynamism generated both unemployment and greater underutilization of labor, consolidated by the labor reform of 2017, as well as the definitive arrival of technology in production processes, which generated another type of approach in academic literature recognizing greater internationalization of the economy with new demands for much more flexibility in hiring work. In this scenario, the article signals two conclusive observations; first, the management of human resources in companies (even with all the commoditization of work) will not disappear, as well as a consolidated challenge is posed for the Brazilian academic production in the form of the absolute need for a new contribution, in theoretical and conceptual terms, to the labor relations in the country.

The second article in this issue “Leave and restart: immigration and careers of Brazilian men and women in Ireland”, by professor Andrea Oltramari from the University of Passo Fundo, researcher Luise Bittencourt Peres from the Federal University of Rio Grande do Sul and professors Aline Mendonça Fraga , from Faculdade do Sistema de Ensino Gaúcho and Maria José Tonelli from Fundação Getúlio Vargas, EAESP, aims to identify motivating elements for migration, how insertion in the labor market occurs, as well as to analyze whether there are differences in professional experiences among male immigrants and women. The research, with a qualitative methodological procedure, focused on Ireland because this country is one of the countries that receives the most Brazilian immigrants due to its good economic development, providing a consolidated offer of work in the area of services. The study highlights decision-making processes and moments in the career paths of Brazilian immigrants and presented as main results both the particularities of immigrant life crossed by social markers, mainly by gender, the precariousness and informality experienced by qualified professionals and the new challenges imposed to immigrants due to the global pandemic situation.

Is boredom at work, caused not only by the absence of meaningful tasks, a factor that inhibits greater productivity? The third article in this edition of ReCaPe, “Boreout syndrome: first steps in the construction of a measure” by researchers Cátia Camila da Silva and Amanda Oliveira Ramadan, both from the Federal University of Santa Maria and Marcelo Trevisan, professor of the Graduate Program in Administration from the Federal University of Santa Maria, aims to discuss how the non-motivational work environment develops a chronic state composed of three components: boredom, lack of challenges and lack of professional interest, as serious as the burnout syndrome, presenting the same symptoms of low levels of concentration in their activities and little ability to achieve professional goals. As a methodological procedure, the research used the exploratory technique based on a focus group. The results obtained indicate that the difference between Burnout Syndrome and Boreout Syndrome is in the source of the stress that leads to its development. In Burnout, the source of stress is the excessive overload of workers and in Boreout, it is the opposite. The consequences of the two Syndromes are similar observed in cognitive aspects such as lack of attention; emotional aspects such as anxiety, stress, helplessness; physiological aspects such as dizziness, headache in addition to psychosomatic and behavioral problems.

The fourth article in this issue, “An analysis of the influence of high-performance people management practices on the climate of innovation and bullying in the workplace in the IT sector”, by professors Harrison Bachion Ceribeli and Raoni de Oliveira Inácio, both from the Federal University of Ouro Preto and researchers Júnia Helen Reis Miranda, also from the Federal University of Ouro Preto, and Gustavo Nunes Maciel from the Federal University of Lavras, aims to analyze the relationship between innovation and management practices, prioritizing people with high performance, also aiming to contain bullying in a specific information technology work environment. With a quantitative profile, in an online survey format, the research found that the practices of giving feedback, an open culture to dialogue, clear communication of goals and objectives related to continuous training, with a remuneration model linked to performance, in this order, contribute to strengthening the climate of innovation and reducing bullying in the workplace at technology companies. In particular, the research suggests that such practices collaborate to signal the individual attitudes and behaviors that are expected by the organization, since they play a guiding role in behavior at work, aligning individual conduct with organizational expectations.

The theme, “Public policies, people with disabilities and formal employment: an analysis under Covid 19”, fifth article in this issue, by Jairo de Carvalho Guimarães, professor of the Graduate Program in Public Policies at the Federal University of Piauí and the researcher Ana Benedita Meneses de Carvalho Coelho, also from the Federal University of Piauí, aims to contextualize how the pandemic influenced the employability of people with psychosocial disabilities. The conceptual assumption of the article is that a public policy is “everything that governments choose to do or not to do”, defining the stages of the research, the first of which, on the impacts of the epidemics on the labor market, followed by an analysis of employability of people with disabilities before and after the pandemic, with the third evaluating the reduction in the possibility of including these

people through their own practices in post-pandemic work relations. The survey also highlighted that the inclusion of people with disabilities cannot be unilateral, involving different factors, based on the effective revision of the concept of inclusion. The survey results also suggest the need to go beyond the enforcement of the Quota Law to avoid job offers that include inclusion out of obligation and not out of conviction.

The sixth article in this issue, "Impact of career transition on the anchors of young ex-soldiers in the Brazilian Army" by researchers Victor Borges da Silva and Luisa Canella Cardoso from the University of Taubaté and professors Edson Aparecida de Araujo Querido Oliveira and Marilsa de Sá Rodrigues, both also from Universidade Taubaté, aims to verify whether the career transition, after a regular period in the Brazilian Army, had an impact on the career anchors of these young people. In conceptual terms, the study adopts the construct that when a career transition occurs, individuals not only change their careers, but also their identity. As a methodological procedure, the research has a descriptive-exploratory nature and a qualitative approach. The results of the study demonstrated the institutional impact on the career anchors of graduates from the military. While they were in the military institution, the Security and Stability anchor was predominant and when they make a career transition, the predominant anchor becomes Lifestyle. Qualitative research indicated the following consolidated reasons for the change: limitation of professional development, lack of knowledge of market opportunities and discovery of possibilities for reconciling professional, family and personal life outside the institution.

The debate on "Gender equality and internal career opportunities: perception of women in a public bank", seventh article in this issue of Recape, by researcher Tábita Cecília Fortes Martins from the Federal University of Rio Grande do Sul and professors Alexandre Borba Da Silveira, from IFRS-Campus Viamão and Patricia Kinast De Camillis, from the Professional Master's in Administration at UniAlfa, Goiânia, aims to analyze the perception of women regarding the conditions of equal opportunities in a public bank career, focusing on the identification of the concept "Glass ceiling", invisible barrier that prevents the advancement of women to positions of higher hierarchy or command in organizations. The research, with an exploratory, quantitative methodological profile, found consistent results demonstrating the disproportionality in female participation in management and leadership positions. It is a fact that in recent years, equality of opportunity for work and employment between genders has greater social expression, even due to Brazil's adherence to the United Nations Global Compact and the principles to eliminate discrimination in employment. However, the research showed that in a specific context, that of a public bank, the conditions of equality for female advancement in the organization's internal careers have not yet been achieved.

The article that closes this issue "Motives-causes for choosing and staying to work in a public education institution" by Alan Silva, a researcher at the Federal Institute of Education, Science and Technology of Piauí and professor Jalva Lilia Rabelo de Sousa, from the Graduate Program in

Professional and Technological Education, also from the Federal Institute of Education, Science and Technology of Piauí, aims to analyze the meaning of work in a public educational institution. In conceptual terms, the article focuses on the centrality of work that “changes nature and self-transforms the very being who performs it” in a process of “multiple links”. The quality of these links also extends to the public sector, as they represent services provided to the population. The research used a non-probabilistic sample, with a qualitative profile, with content analysis treatment. The results of the study show that the statements that justified remaining in the activity were categorized into environmental, personal, social, financial and self-fulfillment benefits. The bonds of work with the Institution surpass the merely objective character, with the speeches highlighting subjective factors such as recognition, accomplishment, usefulness and belonging, as reasons-causes for staying in the institution.

Good reading!

Leonardo Trevisan, Joel Dutra and Elza Veloso

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