159 - NON-OBLIGATORY REMUNERATED TRAINEESHIP: DIMENSIONS OF NURSING IN PRESENT LABOR WORLD.

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INTRODUCTION

The traineeship is an educative school act, supervised and developed in labor environment that aims to prepare to the productive labor students which frequent regular classes in higher education institutions, professional education, medium level education and special education.

The traineeships can be obligatory or non-obligatory, according to the determination of curricular policy, teaching area and the pedagogical project of the course, in which the schedule is required to approval and to gain the degree. The non-obligatory traineeships are those developed as optional activity, added to the regular and obligatory schedule (BRASIL, 2008).

The non-obligatory traineeship can be offered by juridical persons with private rights and public institutions with straight management, autarchically and foundational Confederation, States, Federal district and Cities Power, as well as self-employed professionals with higher education, registered in their professional control council.

The traineeship must be compatible to the studying time, not to impose it distinctive functions and activities from the necessary to complement his living and learning process in practical world. Therefore, it shouldn't be an element to help reduce the time of studying or difficult the school income, but should serve as an instrument of teaching improves, stimulating the theoretical learning. This way, it's guaranteed that traineeships won't be used as a simply replacement of labor strength.

The presented study consists of an analysis of non-obligatory and remunerated traineeships in nursing, as a contribution to the health labor process and, simultaneously, as learning to students of technical courses in nursing.

METHODOLOGICAL PROCEEDURES

To reach the general objective, we opted for the integrative review method, since it makes possible to summarize the researches already finished and obtain conclusions from an interested theme. A well accomplished integrative review requires the same rigidity, clearness and replication used in primary studies (BEYEA, 1998).

The methods to conduct integrative reviews varies, but there are some patterns to follow. At the operational phase of this review, we used the follow stages: selection of thematic questions, establishment of standards to select the sample, representation of characteristics of the original research, data analyze, result interpretation and review presentation (GARONG, 1987).

Research developed between march and september, by a survey of literature published at periodicals between 1989 and 2008, and available at databases LILACS, MEDLINE, SCIELO, BDENF (scientific data base specialized in Brazil's nursing area), using the descriptors scholarship and traineeships, nursing and labor market.

Also, we consulted mastering dissertations, available in the Theses Base at CAPES and the Nursing Department of Rio Grande do Norte's Federal University's library, besides juridical texts, laws and decrees that regulate and discuss about traineeships.

The research resulted on a finding of 15 documents, which made reference in general to the different types of traineeships. On the literature analyzing process, we made a refined research, intending to get those references available with straight relationship with the purpose of the research, resulting on a total of 07 documents (Board 1), that specifically aboard the extracurricular remunerated traineeships. The articles found, the laws, decrees and the mastering dissertations were discussed for the matter of contextual focus represented.

RESULTS AND DISCUSSIONS

The results were initially put at the board bellow, in order to make easier the comprehension of the integrative review stages.

Number of articles/dissertations/ laws and decrees	Eixo de discussÿo	Tÿtulo
07	Extracurricular traineeship	Extracurricular assistantship in Nursing: an obligation or an option? A condition to be overcome.
	Extracurricular traineeship	Formation of abilities in the interface extracurricular period of training and beginning of the professional performance as nurse
	Extracurricular traineeship	Nursing: the extracurricular remunerated traineeship.
	Extracurricular traineeship	Traineeship contract as a deceitful way of labor contract.
	Extracurricular traineeship	Federal law nÿ 11.788, from September, 25th of 2008.
	Extracurricular traineeship	Extracurricular assistantship in Nursing: an obligation or an option? A condi tion to be overcome.
	Traineeship students	Map of the traineeships in Brazil second Association Brazilien of traineeships (ABRES)

Source: reviewing study.

Between the articles and documents selected, were related to the question of remunerated trainees and their contribution in labor strength in nursing. These documents emphasize the regulation elaborated from the laws and decrees about the theme and juridical texts about the right to labor, that retake the questions of precarious labor relationships and the deceitful traineeship contract (PAULA, 2008).

Related to the extracurricular traineeship in nursing theme, after surveying in literature, only 07 documents were found in the nursing area, respectively titled:

1) Formation of abilities in the interface extracurricular period of training and beginning of the professional performance as nurse, that presents extracurricular remunerated traineeship to nurse in a private hospital of São Paulo/SP, and the benefits of this pedagogical activity, explaining that it proportionates higher ability in professional development. The formation of abilities in the interface extracurricular period of training and beginning of the professional performance as nurse, mastering dissertation that brings the necessity of comprehending how the extracurricular traineeship in a private hospital institution can contribute to the formation of nurses process.

In data, it's evident that all the interviewed think the relationship and attitude abilities are priorities and fundamental on the profile of a nurse for the institution in which the research happened. The trainees enter the program of extracurricular traineeship trying to acquire abilities based on the learning to know and learning to do, e not only get those, but attribute higher gains in abilities based on learning to live together e learning to be. The systematic evaluation of the extracurricular traineeship proved itself important, revealing essential points of the profile of a nurse required for the institution and allowed to put in doubt the expectations of nurses and trainees, accomplishing the objectives purposed (PIRES, 2006).

2) The experience of nursing students from UNI-RIO in extracurricular traineeships, consists of a mastering dissertation developed from questions like: what practice is this; how it's lived by the students; what influence does it brings to professional formation. The selected study presents experiences from students of the Nursing School as UNI-RIO, in extracurricular traineeships. The results showed the students from both schools searched the extracurricular traineeship to complement the learning and acquire more professional practice. The lack of knowledge of higher vacancies offered to this traineeship mode makes the UNI-RIO students to concentrate almost exclusively in only one governmental institution (CALDEIRA, 1989).

3) The extracurricular assistantship in Nursing: an obligation or an option? A condition to be overcome, published at the first number of the Revista Mineira de Enfermagem. On this article, the students from universities (UFMG and UNI-RIO) searched the extracurricular traineeship with the objective of acquiring knowledge, more than to complement the concrete, effective and real practical learning. The research showed also that in curricular traineeship the student live together, in an artificial way, with the training field reality, that means they don't have relations to the multiprofessional team, but just with their colleagues/students and teachers. Under this circumstances, the student doesn't experience in an authentic way the process of resolution of problems inherent to the unit reality. On the other hand, on the extracurricular traineeship, the relationship student with the training field is not mediated /attenuated by the teacher and the school, what makes him to participate actively of the labor activities reality, implying the possibility that he's part of the labor dynamic (CALDEIRA, 1989).

4) Nursing: the extracurricular remunerated traineeship, article that although is considered very important to professional formation, it hasn't deserved the accurate attention from the participants of formation institutions and the own student, future health professional. Besides the basal preparation and training to labor market, the student during the traineeship obtains the recipe determined to pay for his personal expenses (including studies), complementary to the family budget. Emphasizes yet the importance that this condition of contract is exclusive to students and has reveled itself a real incentive to the remaining or return of the young person to school, besides primordially reduce the idleness between adolescents (SECAF, 1989).

5) According to ANDRADE (2002), by the hands of the Labor and Work Ministry, as well as the Providence and Social Action Ministry, the legislation considers that the institution of the Law nº 11.788 of 2008 had possibilited the deceitful use of the traineeship, as an instrument to substitute permanent workers, with the clear intention of reducing labor costs by the suppression of rights.

6) According to the Associação Brasileira de Estágios (ABRES), making a survey about the medium level trainees quantitative registered with the integration agents of the country, it's verified that the contingent of young persons registered at the medium level education reaches the rate of 4.6 million students, in which 8.1% are trainees. The last School Census of INEP/MEC (2006) counted approximately 55,9 million of registered people spread around different stages and modes of basic education, in which 8,9 million are at medium level education, with 3,8 million students that opted for studying at night, so that they could get a remunerated activity to complement the family budget (ABRES, 2008).

FINAL CONSIDERATIONS

It's observed in this study that the extracurricular traineeship is usually aboard with focus on the acquisition of technical competences in nursing practice by the trainees, justified by the necessity of supplying gaps left by the regular course.

The studies focus that the main gap on the formation process is directed to the student's artificial sociability in the practical field, because they interact more with teachers and classmates. On the other hand, when they enter an extracurricular traineeship as students, they become part of a team in the specific sector of that institution, what consists of a more realistic practice of the labor process and, consequently, bigger learning for trainees.

Another picture in this context is the gap in the law referent to extracurricular traineeships, that permit precarious work to reduce labor costs. Yet, the studies found in this review stood out the extracurricular traineeship as a complementary income that helps family's budgets.

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NON-OBLIGATORY REMUNERATED TRAINEESHIP: DIMENSIONS OF NURSING IN PRESENT LABOR WORLD.

ABSTRACT

Integrative review of literature about the dimensions of non-remunerated traineeship in different labor scenes, nowadays world. The study had the objective of surveying in literature the boardings focused around the non-remunerated traineeship. Research developed between March and September 2008, by a survey of literature published at periodicals between 1989 and 2008, and available at databases LILACS, MEDLINE, SCIELO, BDENF, as well as documents, laws, decrees and mastering dissertations. They were found with the descriptors scholarship and traineeships, nursing and labor market. It's evidenced that the contract of remunerated traineeships in teaching institutions means essentiality a hidden way of precarious labor in the present labor world and that students seek an internship in extra effort to complement the income of their family members besides the realization of a practice of nursing consistent with the reality of the world of work.

Descriptors: scholarship and traineeships, nursing, labor market.

NON OBLIGATOIRE STAGE RÉMUNÉRÉ: LES DIMENSIONS DES SOINS INFIRMIERS AU MONDE DU TRAVAIL ACTUEL.

RESUMÉ

Integrative revue de la littérature sur les dimensions de non-stage rémunéré dans les différentes scènes du travail, de nos jours monde. L'étude avait pour objectif de l'arpentage dans la littérature arraisonnements axé autour de la non-stage rémunéré. De recherche mis au point entre Mars et Septembre de 2008, par une étude de la littérature à des périodiques publiés entre 1989 et 2008, et des bases de données disponibles au LILACS, MEDLINE, SCIELO, BDENF, ainsi que des documents, lois, décrets et la maîtrise de thèses. Ils ont été trouvés avec les descripteurs bourses d'études et de stages, infirmiers, marché du travail. Il est montré que le contrat de stages rémunérés dans les établissements d'enseignement moyen essentiel cache une façon de travail précaire dans le monde du travail et que les étudiants cherchent un stage dans un effort supplémentaire pour compléter les revenus des membres de leur famille en dehors de la réalisation d'une pratique de soins infirmiers compatible avec la réalité du monde du travail.

Descripteurs: bourses d'études et de stages, infirmiers, marché du travail.

NO OBLIGATORIO REMUNERADO PRÁCTICAS: LAS DIMENSIONES DE LA ENFERMERÍA EN EL MUNDO LABORAL ACTUAL.

RESUMEN

Integrativa revisión de la literatura sobre las dimensiones de la etapa no obligatoria del trabajo remunerado en diferentes escenas, en la actualidad mundo. El objetivo del estudio fue realizar un estudio sobre los enfoques literario centrado en la no obligatoria pasantía remunerada. Las investigaciones realizadas entre marzo y septiembre de 2008, a través de una encuesta de la literatura publicada en revistas desde 1989 a 2008 y disponible en la base de datos LILACS, MEDLINE, SCIELO, BDENF, así como los documentos, leyes, decretos y tesis de máster. Se han encontrado utilizando los descriptores, becas y pasantías, de enfermería, el mercado de trabajo. Se constató que el contrato de existencias pagado en las instituciones de educación significa en su esencia, una forma de reducir puestos de trabajo en el mundo del trabajo hoy y que los estudiantes buscan la etapa extra en un intento de complementar los ingresos de sus familias, además de la realización de una práctica de la enfermería en consonancia con la realidad del mundo del trabajo.

Descriptores: becas y pasantías, enfermería, el mercado de trabajo.

ESTÁGIO NÃO-OBRIGATÓRIO REMUNERADO: DIMENSÕES DA ENFERMAGEM NO MUNDO DO TRABALHO ATUAL.

RESUMO

Revisão integrativa de literatura sobre as dimensões do estágio não-obrigatório remunerado nos diversos espaços de trabalho do mundo atual. O estudo teve o objetivo de realizar um levantamento literário sobre as abordagens enfocadas acerca do estágio não-obrigatório remunerado. Pesquisa realizada no período de março a setembro de 2008, por meio de levantamento de literatura publicada em periódicos no período de 1989 a 2008 e disponível na base de dados LILACS, MEDLINE, SCIELO, BDEnf, assim como documentos, leis, decretos e dissertações de mestrado. Foram encontrados utilizando os descritores, bolsas e estágios, enfermagem, mercado de trabalho. Foi constatado que o contrato de bolsistas remunerados em instituições de ensino significa em sua essência, uma forma velada da precarização do trabalho no mundo do trabalho atual e que os estudantes buscam o estágio extracurricular na tentativa de complementação da renda de seus familiares além da realização de uma prática de enfermagem coerente com a realidade do mundo do trabalho.

Descritores: bolsas e estágios, enfermagem, mercado de trabalho.