94 - LABOR GYMNASTICS: A PROPOSAL OF VALUATION OF THE LIFE IN THE WORK

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The Labor Activity appeared in 1925, as gymnastics of pause for laborers, initially in the Poland, later in Holland, Russia, Bulgaria, Eastern Germany and in other countries, the same time. In Japan it had beginning in 1928 with the workers of the post office.

The program started to spread for all the countries, after World War II, and today, the Japanese worker has the habit of if exercising and from 1960, he had a great reduction of industrial accidents, as consequence the increase of the productivity and the improvement of well-being of the workers.

The first manifestations that had occurred in Brazil had been registered in 1901 through the physical activities between employees. Labor gymnastics is the guided physical activity, practiced during the schedule of the expedient, aiming at personal benefits in the work. It has as objective to minimize the deriving negative impacts of the sedentary in the life and the health of the worker. Thus, initially, called pause gymnastics, it is a set of physical activities (exercises of heating and muscular compensation, flexibility, techniques of relaxation, along, and periodic playful activities, such as, dance to circulate, massages in pairs, colloquies) that they aim at the integration and socialization between employees. It is divided in three types: the preparatory one, of compensatory pause and, each one with specific exercises having as objective the initiative to make possible the execution of the service with more disposals.

The labor gymnastics became allied, throughout the years, as writ of prevention and of whitewashing of occupational illnesses and accidents in the work environment. It in such a way presents to the employees one better integration and satisfaction, bringing in its context benefits of emotional, physical, social character and economic for the employee, how much for the employer. For example, the effective improvement of the work environment generates healthful workers and happy, consequently they produce more and with better quality.

The benefits presented for the labor gymnastics depend directly on the type of carried through work. A majority of the exercises tries to diminish the effect of the load of work and the constant request the one that is submitted a worker when executing monotonous tasks for long periods, either it a physical task or not.

Exactly being a known area little, the labor gymnastics has conquered each time more space in the companies. The exercises, beyond contributing for the attainment of the quality of life, inside improve the relationship and the communication of the work environment.

The Project

The work developed through the Alive Project Well UnB, has looked for to accomplish the improvement of the quality of life of the employees of the UnB/University of Brasilia. It had beginning in 1994 in the University RU/Restaurant. In 2000 the actions had only been extended after support of the SRH/Human Resources Secretary. From 2002, the DAC/Decanato de Assuntos Comunitários, started to contribute with the improvement of the services given to the FUB/ The University of Brasilia Foundation. The Project has for purpose to exercise the body and to prepare the worker to face the daily day of work with more disposals. The labor gymnastics - made in the workstation - improves the functional life of who is hours seated to the front of the computer or the full document table to forward.

At the beginning of 2004, the Alive project UnB, facade Well in the improvement of the quality of life of the worker, decided to extend its performance in the university campus, offering the labor gymnastics to the servers of the Rectory, then after, of the kitchen of the University HUB/Hospital of Brasilia, of the Central BCE/Library. The results stand out the importance of the maintenance of the initiative.

Depending on the sector, the physical activities happen two or three times per week and last in the maximum of 15 the 20 minutes. One of the great challenges of the Project is to convince and to involve the worker in the proposal methodological of improvement of quality of life, mainly of the most needed. The unconditional support of the immediate head appears as a facilitator instrument of the process. To keep the body in harmony with its labor necessities is responsibility of all.

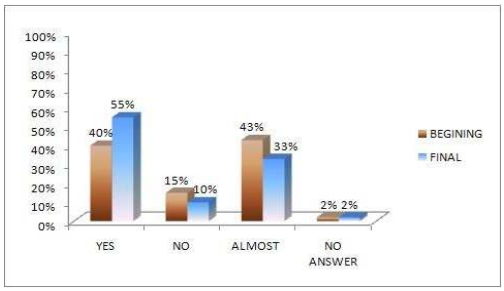
METHODOLOGY and RESULTS

The research involved 300 servers and rendering of services (Rectories, Central Library, Kitchen of the University Hospital, and University Restaurant), participants of the Alive Project Well - Labor Gymnastics. 300 questionnaires had been applied, with open and closed questions, and interviews between the employees who participate of the Project. The majority works in front of a computer. The instrument of initial inquiry raised integration questions, of acceptable position and motivation that had been worked with intention to make possible modifications supported in information techniques, and ergonomic principles in the modern world. Period of intervention 12 months (April of 2006 the April of 2007).

To if relating to the motivation for the hours of working, 40% of the servers had been presented motivated initially. After the period of inquiry was perceived an improvement 15% if compared the period beginning and end (Table 1).

Table 1: Motivation to initiate the hours of working

	BEGINING	FINAL
YES	40%	55%
NO	15%	10%
ALMOST	43%	33%
NO ANSWER	2%	2%



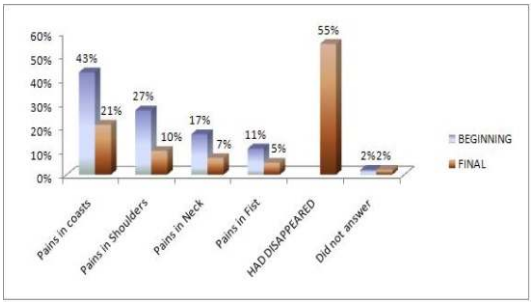
Graph 1: Motivation to initiate the hours of working

In accordance with the research, 43% of the employees if complained of pains in the coasts before initiating the gymnastics. In as place in ranking of complaints, 27% of the people felt pains in the shoulders. To the end of one year of practical, these bothering had disappeared in 55% of the servers.

Table 2: Complaint of pains

	BEGINNING	FINAL
Pains in coasts	43%	21%
Pains in Shoulders	27%	10%
Pains in Neck	17%	7%
Pains in Fist	11%	5%
HAD DISAPPEARED		55%
Did not answer	2%	2%

Graphic 2: Complaint of pains

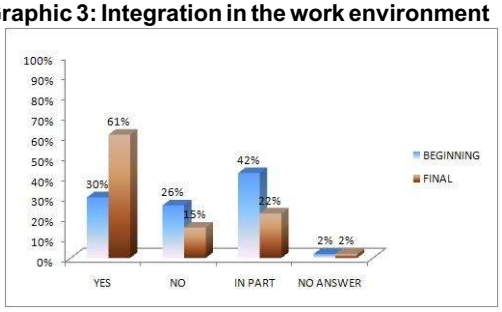


Other benefits had been also mensured: the integration with the too much colleagues of service increased for 61% of the employees and the state of mood, for 57% of them.

Table 3: Integration in the work environment

	BEGINNING	FINAL
YES	30%	61%
NO	26%	15%
IN PART	42%	22%
NO ANSWER	2%	2%

Graphic 3: Integration in the work environment



According to deposition of the servers, the great majority approves the initiative of the labor gymnastics and already they had perceived improvements in the health, in more delicate cases, the presence of a physiotherapist to guide the servers. Among the depositions they are distinguished a server, who broke the left ankle, after surgical process of plate implantation and bolts, was 90 days immobilized and moved away from the work for six months. As result of the labor gymnastics, the server improved the balance sufficiently and recouped part of the lost movements.

Another server, after a surgery of breast cancer, did not raise the arm. When returning to the work and through the accomplishment of the labor gymnastics it had the movement of the recouped arm.

The numbers show that the necessary work to be intensified and cannot finish. The improvement was significant, but if exactly with the lessons of labor gymnastics pains not to stop, the ideal is to look a doctor, who will indicate the ideal therapy.

The integration biggest is the result of the dynamic that propitiate colloquy entering the employees in the work environment and the improvement of the mood happens because the physical activities stimulate the release of the hormones that are on to well-being.

CONCLUSION

The conclusion comes after the accomplishment of the research of field, carried through enters the servers of the University of Brasilia, the majority of which works in front of a computer.

On average the 15 20 minutes, two or three times per week, and the results surprise. The labor gymnastics - made in the workstation - improves the functional life of who is hours seated to the front of the computer. Pains in the coasts and shoulders can be decurrent of the bad position, extreme time seated without compensation of the muscles and involved joints in the mechanical work, as well as of the rank of inadequate work. The injuries for repetitive effort (TO READ) or the riots to osteomuscular related to the work (Dort) can diminish significantly if the exercises will be made of correct form and with regularity, beyond the improvement of the conviviality in the work environment.

It is distinguished that the labor gymnastics must leave of a proposal multiprofessional, elaborated for professional of Physical Education, the knowledge of the physioteray. The idea is to knowledge technician of both, way that, the understanding of the human behavior in the world of the work better is understood. We must search one better understanding being man and its instrument of work, in way that the machine human being is valued.

The benefits of the labor gymnastics for the worker come with the relief of stresses it, the improvement of the position, tranquilizer sleep, the stimulation to the regular physical activity, the increase of concentration and the disposal for the work, benefiting the conviviality in group and the quality of the tasks.

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ABSTRACT

The article has as purpose to present the labor gymnastics offered to the servers and rendering of services of UnB/ The University of Brasilia, with the intention to improve the quality of life no work. The proposal of the Alive Project UnB, that had beginning in 1994, supported for the SRH/Human Resources Secretary and the DAC/Decanato de Assuntos Comunitários, has fomented action of social matrix well, in the human and professional growth. Worried about the physical and mental health of the involved ones, the labor gymnastics comes to contribute to minimize the levels of stress of the worker and to offer more quality to the labor tasks. The used methodology was evaluated by carried through questionnaire and interview with the servers who almost always worked seated in front of a computer. The instrument of initial inquiry, raised questions of integration, position and motivation that had been worked with intention to make possible modifications supported in acceptable ergonomic principles in the modern world. After the period of 12 months of execution of the labor gymnastics, perceived sensible improvement of the quality of life of the servers who had participated of the study, generating physical and mental benefits for the worker as well as for the institution. KEY-WORDS: labor gymnastics - social integration - quality of life

RÉSUMÉ

L'article a comme finalité présenter la gymnastique ouvrière offerte aux serveurs et aux prêteurs de services de l'UnB/Université de Brasília, avec l'intention d'améliorer la qualité de vie dans le travail. La proposition d'un nouveau style de vie dans le travail a eu du début en 1994. D'initiative propre, dans 2000 le projet a reçu aide de SRH/Secretaria de Recursos Humaine et dans 2002, de DAC/Decanato de Assuntos Communautaire. Des actions de responsabilité sociale ont favorisé la croissance humaine et le respect professionnel du travailleur FUB/Fundação Université de Brasília. Inquiétés avec la santé physique et mentale des engagés, la gymnastique ouvrière vient contribuer pour minimiser les niveaux de estresse du travailleur et offrir plus qualité aux tâches ouvrières. La méthodologie utilisée a été évaluée par questionnaire et entrevue réalisés avec les serveurs qui travaillaient presque toujours de places assises en face d'un ordinateur. L'instrument de recherche initiale a soulevé des questions d'intégration, de position et de motivation qui ont été travaillées avec l'intention de rendre possible des modifications soutenue en principes ergonomiques acceptables dans le monde moderne. Après la période de 12 mois d'exécution de la gymnastique ouvrière, s'est perçue sensible amélioration de la qualité de vie des serveurs qui ont participé de l'étude, en produisant des bénéfices physiques (mieux position) et mentaux (qualité de tâches) pour le travailleur ainsi que pour l'institution. MOTS-CLES: gymnastique ouvrière - intégration sociale - qualité de vie

RESUMEN

El artículo tiene como propósito presentar la gimnasia laboral ofrecida a los empleados y a los trabajadores tercerizados que brindan servicios a la UnB - Universidad de Brasilia, con la intención de mejorar la calidad de vida en el trabajo. La oferta del Proyecto Viva Bién UnB, comenzó en 1994, de iniciación propia. En el año 2000, el proyecto fue apoyado por la SRH/Secretaria de Recursos Humanos y en el 2002, del DAC/Decanato de Asuntos Comunitarios. Las acciones de responsabilidad social han favorecido en el crecimiento humano y el respeto profesional del trabajador de la FUB/Fundación Universidad de Brasilia. Preocupada con la salud física y mental de los participantes, la gimnasia laboral viene contribuyendo con la reducción de los niveles de stress del empleado y ofreciendo más calidad al desempeño laboral. La metodología utilizada fue evaluada por entrevistas y cuestionarios aplicados a los empleados que trabajaban, casi siempre, sentados frente a un ordenador. El instrumento de investigación inicial formuló preguntas sobre integración, postura y motivación que fueron trabajadas con el intuito de posibilitar modificaciones apoyadas en principios ergonómicos aceptables en el mundo moderno. Después de 12 meses de ejecución de gimnasia laboral, se constató una mejoría en la calidad de vida de los empleados que participaron del estudio, generando beneficios físicos y mentales para los trabajadores tanto como para la institución.

PALABRAS-LLAVE: gimnasia laboral - integración social - cualidad de la vida

GINÁSTICA LABORAL: UMA PROPOSTA DE VALORIZAÇÃO DA VIDA NO TRABALHO

RESUMO

O artigo tem como finalidade apresentar a ginástica laboral oferecida aos servidores e prestadores de serviços da UnB/Universidade de Brasília, com o propósito de melhorar a qualidade de vida no trabalho. A proposta de um novo estilo de vida no trabalho teve início em 1994. De iniciativa própria, em 2000 o projeto recebeu apoio da SRH/Secretaria de Recursos Humanos e em 2002, do DAC/Decanato de Assuntos Comunitários. Ações de responsabilidade social têm favorecido o crescimento humano e o respeito profissional do trabalhador FUB/Fundação Universidade de Brasília. Preocupados com a saúde física e mental dos envolvidos, a ginástica laboral vem contribuir para minimizar os níveis de estresse do trabalhador e oferecer mais qualidade às tarefas laborais. A metodologia utilizada foi avaliada por questionário e entrevista realizados com os servidores que trabalhavam quase sempre sentados em frente a um computador. O instrumento de investigação inicial levantou questões de integração, de postura e motivação que foram trabalhadas com o intuito de possibilitar modificações apoiada em princípios ergonômicos aceitáveis no mundo moderno. Após o período de 12 meses de execução da ginástica laboral, percebeu-se sensível melhora da qualidade de vida dos servidores que participaram do estudo, gerando benefícios físicos (melhor postura) e mentais (qualidade de tarefas) para o trabalhador bem como para a instituição.

PALAVRAS-CHAVE: ginástica laboral - integração social - qualidade de vida