131 - THE INSERTION LEVELS OF WOMEN PHYSIOTHERAPIST INTO SPORTING PHYSIOTHERAPY AND RESPECTIVE PROFESSIONAL SELECTION CRITERIA IN CLUBS OF RIO DE JANEIRO.

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The Physiotherapy is an area of health whose goal is to rehabilitate functionally individuals and can be divided into several areas, such as physiotherapy dermatological functional, neurological physiotherapy, we also have the respiratory physiotherapy, another area of physiotherapy is the traumatology - orthopedics, we still the area of sports physiotherapy.

This study addresses the physical therapy and sports performance women's physiotherapist that area, checking if there is a tendency its presence predominantly in the labor market and in other areas, since the course of physiotherapy has a higher number of women in relation to the number of men.

On the prejudice experienced by women, trying to get into the sports career, either as an athlete or as part of technical committee, is still a taboo, which occurs before the days of today (MAGIC PAULA,2002).

The genre can be male or female does not translate the ability of the individual, its performance and recognition linked to success in the execution of the work. It is known, however, that men and women may have changed their expectations of potential according to the medium, or society in which they are entered, in which enable man to exploit its potential more professional in all its fullness, while for women, these lessons removed that potential. The lessons family, education and information which are received throughout the company during the process of growth, which form the personality, character and individual goals, can change the entire behavior of an individual. There are differences between men and women that we can not deny, it is a fact, but the truth is that it can also be an excellent professional in any area where we intend to act (ANTUNEZ, 2001).

In the II Forum for Debate on Women and Sport> Myths and Truths <held at USP in 2002, several articles reported that "culturally, the female identity has always been stereotyped for" wife "to" motherhood "(OLIVEIRA, 2002).

Perim (2002), reports that the woman today is divided into traditional and modern values, because continues executing its duties of wife of the home and has yet to work out on the field and be economical provider in current times. Professionally women have the same performance as men, but the cultural reality stigmatizes this performance there, even today, a devaluation wage, being attributed to the female work a wage lower than the man.

On the performance of women in the labor market physiotherapist in sports physiotherapy is striking a minority and that happens when is it a very slow and with differentiated pay, in addition to an emerging need in that the teams are numerous women's sports and also the predominance of women in the course of training.

For Mourão (2002), the effective entry of women into sport is still obstacles and bounces on the mechanisms and institutions.

The author notes in the speech of the art of basketball projection of national, Maria Helena Cardoso, the presence of such barriers for many women, when, when asked on why the majority of the teams are coached by men she responds:

(...) The sport (...) requires 24 hours of his life ... And I succeeded because, as I said to you, I married with the basketball. My family is the basketball, my daughters are the players ... I devoted my life to it ... Not everyone who gives up the good life so much as being mother, as have a home, a house ... I have a house, have a home, but I do not have children, I don't have my husband ... Why devote my life to basketball. I was 24 hours in my work, I did not have time to think about my life in particular. (...) First in my life is the basketball, then we will see the rest (...) few women think so. Because every woman wants to be mother, or married, ai is difficult to reconcile with the house training, child and everything ... Maybe so, because the man is easier, but I think that women are changing (...) And who knows one day we can. (Cited by, OLIVEIRA, 2002.)

We can see that it is possible that the same happens with the physiotherapist who travels with the team's technical team, while his family is administered by his wife or companion, in his turn everything remains normal.

According Costa; Trindade (2002) in their study, it was reported interviewed by the search for the integration between work and motherhood, in which the players encourage their children to attend the games, avoiding that fall away. The dialogue between mother and son also happens in the search for greater understanding of the absence of the mother and the sense of professional achievement the same.

The fact that women have all these tasks, still, today it is possible to include them in the sporting universe, because you can get a good structure with other professionals who can manage their household chores, such as babysitter who takes care of the children and employees who take care of the house.

This study's purpose is to investigate the incidence of women physiotherapist in the labor market of sports physiotherapy and their criteria for selecting professional.

This study has relevance to review concepts for the evaluation and selection to the choice of women physiotherapists and pave the way for greater expertise in the area of sports physiotherapy for the same, seeking ways for a professional equality.

According Bruschini (2000, apud PASTORE; ROSA, 2006), the labor market for women, which until then, it is formed by informal jobs without portfolio signed, with lower wages, poor conditions without assistance for, with the division of work between the female and the male gender, whose activities carried out by women become secondary, and less developed socially and economically.

For Lima (2006), the role of women today in the labor market this helping to demystify the thought of a patriarchal society in which the man, the head of the family, is the only one who can work to support the family, and the woman, accordingly foundation is the role of family, mother, wife, owner of the house. With all advancement of women in the labor market is still remarkable that society fails to decouple domestic affairs of the woman, or a woman owner of the home and the wife work.

You can then understand the difficulties and obstacles to be overcome by women before they were entering the labor market, where the need to show that women can be mother, wife, owner of the home at the same time that is a great professional front to the labor market.

For Machado (2002), the construction of a female identity is different from that codified by male culture, in relation to the concept of the difference between men and women in the society is a social product learned, represented, institutionalized and transmitted over generations. So this involves the concept of power, which is distributed so unevenly between the sexes, and

women a lower position in the organization of social life.

Polidóro et al (2002), reported in his article that occurs unequal opportunities between women and men in the command teams, whose dominance of men still becomes this despite the considerable growth of women's sports in the labor market, which shows itself in their results that the greatest difficulty is to have an opportunity, lack of sponsorship and prejudice of male colleagues.

According Camargo (2002), women could not participate in competitions since losing their femininity, their grace and lightness and may even become sterile, changing their actual role in society which is the reproduction of the species.

For Mourão (2002), the main goal of the women today in the sporting universe is winning technical positions, which today is frighteningly dominant by man, mostly in teams of high performance, and the woman in this technique more amateur teams in teams training the bases.

According Messner (1994, apud DEVIDE, 2005), discussions of gender in the sport have been associated with sports feminism, which came in response to male dominance in this field and to the marginalization of women's experiences in sport and physical activity by sports sociology, reflecting relations of predominantly male genre.

According Pereira (2005, apud DARMONT, 2006), professional team, is the consequent action of the process of recruitment, is basically to match the professional positions offered or desired, effectively and efficiently. It is a comparison between what the job requires, with an analysis and description on the requirements that the job requires of its occupant. Chiavenato (2004) reports that the selection comes from a professional sequence in which the professional recruitment comes first and disseminating attracting people for the job offered and then follow with the selection of staff, choosing among all candidates who are more likely to be occupied the office effectively and efficiently. As Chiavenato (2005), each company has a policy of human resources that is appropriate to their needs and their philosophy. The second step of a process of selection is the choice of professional techniques of selection, which can be according to this same author through interviews, tests or tests of knowledge, psychometric tests of general or specific skills, tests of personality.

The sports physiotherapist aims to create an environment for the athlete in the sport safer, even knowing that injuries can happen, and their attention is shifted from prevention to treatment and rehabilitation, in addition to committing to return the athlete to their activity the soon as possible. The physiotherapist is responsible for the program of rehabilitation, must understand everything that relates to injury, as occurred, which affected structures and how can recover. An error with the team that is returning may delay the return of the athlete their activities (PRENTICE, 2002). According Pereira and Tedeschi (2005), to obtain the total recovery of the athlete whether amateur or professional, we must carefully outline the criteria, goals and resources to be followed, know the types of injuries, know the mechanisms of injury, and that it is important to note that the metabolism of athlete is different of a sedentary person the whole process of amending recovery and mechanism of injury. It is extremely important that the athlete receives a unique service, which is not seen now, thus decreasing the quality of care. To Rosan (2003), the sport has physiotherapy in order protect, enhance and restore the functional capacity of the athlete so that the athlete can play their sports activity with the greatest success, restoring the return of the athlete in the shortest period of time, always keeping and protecting their physical, the physiotherapist operates with complete autonomy, to assess, plan and implement the rehabilitation of the athlete.

The research that is presented here is classified according Gil (2002) as a field of research, qualitative in nature, which are explanatory, being held so direct.

The sample of the research was done by means of intentional choice, for convenience in four professional football clubs in the city of Rio de Janeiro, which are in the first division in the year 2007 and they had a physiotherapist sector in the medical department. The subjects of the research were the managers responsible for the recruitment of physiotherapists in each of the clubs searched.

An interview was held, and is based and adapted for this study through the instrument used by Darmont (2006), with the use of a tour of eleven questions semi-open. For ethical precepts inherent in a search of this nature were preserved the identities of the respondents and their clubs to which they belong.

The results obtained in relation to the process of selecting professional were as follows: 75% (3 clubs) of the clubs surveyed reported that the criterion for selection of professional physiotherapists is the hiring by information from other professionals in the area who work at the club, while 25% (1 club) reported the announcement of offering vague, which is considered the curriculum of training and the candidate is forwarded to the HR interview. As for the sex professional physiotherapist interfere in the hiring, 50% (2 clubs) reported that the interference occurs in the choice of the physiotherapist for the professional sport, where there is preference for male gender, but in amateur sport that interference does not occur, where you can see greater role of women physiotherapist. Another 25% (1 club) reported not having problems in relation to the genre professional physiotherapist is for the professional or amateur sport and while 25% (1 club) could not answer the question because she has never experienced such a situation.

Regarding views on the bias with regard to the woman physiotherapist results were as follows: the 100% (4 clubs) responded that there is no bias towards women in sports physical therapy, with amateur teams of basic and women's teams, which it no longer happens in professional sport, where perceives is a clear choice for the male gender physiotherapist.

On the prevalence of female physiotherapist in Physiotherapy Sports, the 50% (2 clubs) reported that by the association that those who have contracted the physiotherapists on man x sport, she is a smaller number of women physiotherapists, but in professional athletics , the other 50% (2 clubs) reported to have the knowledge of many women in sports physiotherapy but in the amateur teams.

As to the question about the prospect for the labor market to the woman physiotherapist at the Sports Physical Therapy, the results were that 75% (3 clubs) reported that the labor market is positive, with more opportunities, but returned to the amateur sports, and 25% (1 club) could not answer because it disregards these difficulties, but believes that there are barriers to women's performance.

How could realize in the case of 75% (3 clubs) the criterion of selection of these professionals and done via indication of other professionals, except 25% (1 club) that has done this process of selection through the interview that strengthens position of Chiavenatto (2005) that the selection and recruitment may be through interviews, tests or tests of knowledge, skills test lawful and tests of personality.

Polidório et al (2002), reports the occurrence unequal opportunities for women and men in positions of leadership, positions of authority whose dominance of the men is still present, despite the growth in the number of women working in sports. As we can see through the results, there is a trend towards increasing the number of women in sports physiotherapy, but in amateur sports, which does not occurs in the professional sport, whose preference and the prevalence is still the man physiotherapist.

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Machado (2002) related that the relationship to the concept of difference between men and women in society and social learned a product, represented, institutionalized and transmitted over generations involving the concept of power, which is distributed so unevenly between the sexes, and women a lower position. During the interview was reported by the clubs that does not occur with the prejudice women in amateur sports, which have a lower level of recovery that the professional sport in which being human is a requirement to work in teams of high-level, as the figure of the man the sport represents the strength, power, responsibility, seriousness, causing the man has a prevalence in the sport on the woman.

Mourão (2002), the main objective of women in sport today is the occupation of positions of responsibility who still can realize is frighteningly dominant by man, especially in the high-level teams, which relate to the prevalence of women physiotherapist in Physiotherapy Sports, as reported by 50% (2 clubs) small still occurs because the combination of people who have contracted the physiotherapists on man x sport, but in professional athletics, the other 50% (2 clubs) reported to have the knowledge of many women Groceries in sport but in the amateur teams, or there is little prevalence in esperte professional, not the amateur sport.

According Bruschini (2000, apud PASTORE; ROSA, 2006), the labor market for women, consists of informal jobs with less pay, whose activities carried out by women become secondary, and less developed socially and economically. The results found that in the view of the labor market searched is positive, with more opportunities, but towards the amateur sports, which in the sports has a shorter recovery when compared to professional sports.

You can see that the reality of the selection of professional sports physiotherapists in the universe searched occurs via indication of other professionals in the area, which can lead to greater difficulties for the entry of women not only in sports physiotherapy, but also and other associated areas.

The results obtained in this study can see that the clubs not reported Tuesday prejudice towards the woman physiotherapist as soon as it works with amateur sport, or the prejudice still exists, and can be spotted in professional athletics.

This bias is a result of a whole society and a macho culture, where the combination of man to the sport is assertive, as it passes the image of seriousness, confidence, strength and power in relation to women, bringing another image, the fragile, the defenseless, the mother, which leads to think and to doubt the ability of women to work in that area of Physiotherapy, and if it has knowledge on the subject and even if it has physical strength enough to be working in the treatment of these athletes.

As far relates to the labor market for women physiotherapist, we realize that in professional sports such as football, the man is dominant, however, the labor market for women physiotherapists in amateur sport is growing and with good prospects for work, as the woman who work with women's teams, teams base, where the athletes have until 17 years, not causing any embarrassment at physiotherapeutic care.

It is suggested in this study that investigations in sports physiotherapy and the labor market for women physiotherapists, will be expanded to serve as a tool and reference for future research in order, perhaps, to create a new interest and opportunities for a market of broader working women in sports, not only in physiotherapy, but also in technical positions, doctors, psychologists and related areas, helping to demystify the macho culture that is still experienced today, and show that the sport also has field Working for women from various professions like.

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LEVEL THE INSERTION LEVELS OF WOMEN PHYSIOTHERAPIST INTO SPORTING PHYSIOTHERAPY AND RESPECTIVE PROFESSIONAL SELECTION CRITERIA IN CLUBS OF RIO DE JANEIRO.

ABSTRACT:

The physiotherapy which is an area from health whose objective is rehabilitate individuals functionally, on which the Sporting physiotherapy aim at on the prevention, the diagnostic , the treatment and the return of the athlete to the sport with thorough rehabilitation. The present study had the purpose of explore the incidency of woman physiotherapist in the marketplace of work from Sporting Physiotherapy with its due selection professional criteria. The study has as relevance to do best clear the topic which is little explored, revising conceptions of assessment and selection of choicing of women physiotherapists and to open the tread for added multi-skilled on area from sporting physiotherapy sporting by women, picking roads for a equality professional. The sample from research was off the rack by means of choice intentional, for convention into four associations of soccer professional from city of the Rio de Janeiro, which are on the first division in the year of 2007 and that has into the medical department a sector of physiotherapy. It has been realized interviews by using an itinerary of eleven questions semi - opened. The outcomes obtained have been the criteria of selection from the physiotherapists on the associations occur for indication of another professionals and that no exists preconception in relation to the c woman into the sport, within the moment what the she works with the amateur sport, where no wonder sense a country's number of women acting. It was concluded that at fact from she hires be off the rack from one side to the other indication the tendency from a major difficulty for insertion from woman on Sporting Physiotherapy and that the prejudice again exists into the professional sport, where is about a requirement the professional be man. KEY WORDS: Woman, Sporting Physiotherapy, selection professional.

NIVEAU DE L'INSERTION DES FEMMES DANS PHYSIOTHÉRAPEUTE SPORTIVE PHYSIOTHÉRAPIE ET PROFESSIONNELLES RESPECTIVES CRITÈRES DE SÉLECTION DANS LES CLUBS DE RIO DE JANEIRO.

RÉSUMÉ:

La physiothérapie, qui est un domaine de la santé dont l'objectif est de réhabiliter les personnes fonctionnellement, sur lequel le Sporting physiothérapie visant à la prévention, le diagnostic, le traitement et le retour de l'athlète au sport avec approfondie réadaptation. La présente étude a le but d'explorer les incidency physiothérapeute de la femme sur le marché du travail, Sporting de physiothérapie en raison de ses critères de sélection professionnelle. L'étude a pour intérêt de faire mieux clairement le sujet qui est peu étudiée, la révision des conceptions de l'évaluation et de sélection de choisir des femmes physiothérapeutes et d'ouvrir la bande de roulement pour ajouter polyvalente sur la surface de la sportive physiothérapie sportive par les femmes, pour une cueillette routes L'égalité professionnelle. L'échantillon de la recherche était en dehors de la baie par le biais de choix intentionnel, pour la convention en quatre associations de football professionnel de la ville de Rio de Janeiro, qui sont en première division au cours de l'année 2007 et qui a dans le service médical d'un secteur De physiothérapie. Elle a été réalisée par des interviews en utilisant un itinéraire de onze des questions semi ouvertes. Les résultats obtenus ont été les critères de sélection des kinésithérapeutes sur les associations se produire pour une autre indication de professionnels et qu'aucune existe idées préconçues en ce qui concerne le répertoire c femme dans le sport, dans l'instant, ce que l', elle travaille avec le sport amateur, où il n'ya pas Étonnant sens d'un pays en nombre de femmes. Il a été conclu que, lors de l'embauche, elle fait de l'être au large de la baie d'un côté à l'autre indication de la tendance à partir d'une difficulté majeure pour l'insertion de la femme sur le sport et de physiothérapie que le préjudice existe encore dans le sport professionnel, où est d'une exigence de la Être professionnel homme. MOTS CLÉS: Femme, Sporting de physiothérapie, de la sélection professionnelle.

NIVEL DE LA INSERCIÓN DE LA MUJER NIVELES FISIOTERAPEUTA EN FISIOTERAPIA DEPORTIVA Y PROFESIONAL RESPECTIVA CRITERIOS DE SELECCIÓN EN LOS CLUBES DE RÍO DE JANEIRO.

RESUMEN:

Que la fisioterapia es un área de la salud, cuyo objetivo es rehabilitar a las personas funcionalmente, en la que el Sporting de fisioterapia destinadas a la prevención, el diagnóstico, el tratamiento y el regreso de los deportistas al deporte con la completa rehabilitación. El presente estudio tiene la finalidad de explorar la incidency fisioterapeuta de la mujer en el mercado de trabajo de Fisioterapia deportiva con la debida selección de sus criterios profesionales. El estudio tiene importancia para hacer más claro el tema, que es muy poco explorado, la revisión de los conceptos de evaluación y selección de choicing fisioterapeutas de la mujer y para abrir la banda de rodadura para agregarse trabajadores polivalentes de la zona deportiva fisioterapia deportiva de las mujeres, recogiendo las carreteras de La igualdad profesional. La muestra de la investigación está fuera de la cremallera por medio de la elección intencional, de convención en cuatro asociaciones de fútbol profesional de la ciudad de Río de Janeiro, que están en la primera división en el año de 2007 y que tiene en el departamento médico de un sector De la fisioterapia. Se ha realizado entrevistas utilizando un itinerario de once preguntas semi abierto. Los resultados obtenidos han sido los criterios de selección de los fisioterapeutas sobre las asociaciones que se producen para la indicación de los profesionales y otro que no existe prejuicio en relación con la c mujer en el deporte, en el momento lo que el que trabaja con el deporte aficionado, que no Pregunto sentido de un país el número de mujeres que intervienen. Se llegó a la conclusión de que en el hecho de que se contrata fuera de la cremallera de un lado a la otra indicación de la tendencia de una de las principales dificultades para la inserción de la mujer en Sporting Fisioterapia y el perjuicio que de nuevo existe en el deporte profesional, que es un requisito de la Profesional ser hombre. PALABRAS CLAVE: Mujer, Deportes Fisioterapia, la selección profesional.

NÍVEL DE INSERÇÃO DE FISIOTERAPEUTAS DO SEXO FEMININO NA FISIOTERAPIA DESPORTIVA E RESPECTIVOS CRITÉRIOS DE SELEÇÃO PROFISSIONAL EM CLUBES DA CIDADE DO RIO DE JANEIRO

RESUMO:

A Fisioterapia é uma área da saúde cujo objetivo é reabilitar funcionalmente indivíduos, na qual a fisioterapia desportiva visa à prevenção, o diagnóstico, o tratamento e o retorno do atleta ao esporte com completa recuperação funcional. O presente estudo teve o propósito de investigar a incidência da mulher fisioterapeuta no mercado de trabalho da fisioterapia desportiva com os seus devidos critérios de seleção profissional. O estudo tem como relevância esclarecer melhor o assunto pouco explorado, rever conceitos de avaliação e seleção para a escolha de mulheres fisioterapeutas e abrir caminho para uma maior atuação na área da fisioterapia esportiva pelas mesmas, buscando caminhos para uma igualdade profissional. A amostra da pesquisa foi feita por meio de escolha intencional, por conveniência em quatro clubes profissionais de futebol da cidade do Rio de Janeiro, que estão na primeira divisão no ano de 2007 e que possuem no departamento médico um setor de fisioterapia. Foram realizadas entrevistas utilizando um roteiro de onze perguntas semi-abertas. Os resultados obtidos foram que o critério de seleção dos fisioterapeutas nos clubes ocorre por indicação de outros profissionais e que não existe preconceito em relação à mulher fisioterapeuta no esporte, a partir do momento em que trabalhe com o esporte amador, na qual se pode perceber um maior número de mulheres atuantes. Concluíu-se que pelo fato da contratação ser feita através de indicação a tendência de uma maior dificuldade para a inserção da mulher na Fisioterapia Desportiva e que o preconceito ainda existe no esporte profissional, onde é quase um requisito o profissional