103 - FUNDAMENTALS, ORGANIZATION AND ACTIONS OF THE WORKER'S RECREATION SERVICE (1943-1945): A BRIEF ANALYSIS OF ITS FIRST ACTIVITY REPORT

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Leisure has always been considered valuable to those directly involved in the production of riches, and in various and countless ways, the workers, employers and the State search for ways of intervening in this precious time. The productions of Brêtas (2006), Werneck (2003), Challoub (2201) and Hardman (1984) help understand these interventions.

This article intends to present a brief analysis of two from the ten items that make up the publication "Work and Recreation: Fundamentals, Organization and Actions of the Worker's Recreation Service (WRS)". This Office, created in 1943, in the City of Rio de Janeiro, by the Minister of Labor, Industry and Commerce Alexandre Marcondes Filho, was intended to organize the leisure of the workers and their families and had as a objective *"coordinate the means of recreation of the working class, serving the syndicates with assistance and collaboration"*

The document that will be analyzed in part, is a publication based on the report of the first eighteen months of activity of the Service and, according to the author, delivered to the Minister of Labor, Industry and Commerce Alexandre Marcondes Filho in March of 1946. It considers the activities developed from the 23rd of May 1944 till the 31st of December 1945 and was written by Lopes Sussekind, one of its inventors and first president. In this document we find theoretical justifications and information regarding the actions that were developed and, also, it is possible to notice the effort from the Office to act according to what was being publicized regarding the political project of the New State. At the end, Sussekind makes a subtle appeal for the continuity of the work asking, even, for an increase on the allowance designated toward the project. It is taken into consideration in this analysis that there most probably was a distance between what is reported and actually happened, just as what was related and what was intended to have occurred. Therefore, this document is taken more like a representation on the WRS.

Before analyzing the report, a few comments about the author. The work of Gomes, Pessanha and Morel (2004) is a great source about the personal and professional life of Arnaldo Sussekind who was born in Rio de Janeiro on the 9th of July 1917. This work, fruit of around forty hours of interviews with Dr. Arnaldo, aimed to *"recuperate the life history of the deponent in its diverse dimensions, personal, professional, amidst public and politics - in Brazil and abroad"*. (Introduction). An interesting person in the construction of labor rights in the country, he was writer and legal assistant of the National Labor Council. He integrated the group of Solicitors from Labor Justice in 1941 and the Commission that elaborated the Consolidation of the Labor Laws (CLL) announced in 1943. He was secretary to the Minister of Labor, Industry and Commerce Alexandre Marcondes Filho and participated on the elaboration and implementation of the Service of Workers Recreation, also being the first Director. On the second rule of the Vargas administration he once again acted as a Solicitor and, in 1961 was nominated General Solicitor of Labor, by Jânio Quadros. During the Juscelino Kubitschek administration he acted as Director of National Security of the Ministry of Labor and was later Minister of Labor and National Insurance during the Castelo Branco administration, in the period between 4/4/1964 and 7/12/1965. He was also Minister Vice President of the Superior Labor Court, from where he eventually retired. Apart from these attributions he also produced an extensive bibliography about Labor Rights, represented Brazil in various international events, and acted in the International Work Organization.

The report written by Sussekind is published with a simple bound, with forty seven pages, twenty eight illustrative photographs and is divided in the following ten items: 1) The History of Human Labor; The Mechanization of Labor; Fatigue and its social consequences; 2) Mandatory rest and the workers use of leisure hours; 3) The implementation of the Workers Recreation Service; Its organization; The Recreation Centers and the Syndicates; 4) The intellectual elevation of the worker; Actions of the Cultural Division of the WRS; Teaching adults to read and write and further educate them; libraries; cinema; theatre; music; choirs and discos; 5) Physical Education and Sports in contemporary society; Actions of the physical education division and the boy scouts; inter-syndicate football championship and other sport events; gymnastics; the Ramos leisure tent and beach sports; day trips for the workers; medical assistance and control; 6) Scouting as an extra curriculum activity; scouting as education; scouting and totalitarian regimes; actions of the WRS in the Scouting sector; 7) Other actions of the WRS: Inquiries between workers; Sound amplifying services; the first exhibition of the activities and the public impressions; 8) The "Social Syndicate Fund" and the financing of the WRS; Budgets and balances; The CTOS and the financial control of the WRS; 9) The WRS´s plans for 1946; The need for the WRS to be expanded onto other states; 10) With thanks and compliments.

It is interesting to analyze each of these items, for they present information about the working structure of the WRS which are seen as representations of the way the Regime understood and acted in the non-work time sphere, even if in an experimental and not reaching a large number of workers. However, due to limitations imposed by the rules of this event, we present and analyze briefly only the two first items which are: 1) The History of Human Labor; The Mechanization of Labor; Fatigue and its social consequences; 2) Mandatory rest and the workers use of leisure hours.

In order for us to understand the reach of the initiatives of the Service and have a better indication of the universe of which it was a part, let us examine some aspects present at the time in which there was a tentative to control the syndicates on behalf of the state. In 1943 the syndical law from 1939 was in vigor, and with regards to syndicate entities affirmed in its 4th article that these had the following attributions:

Collaborate with public powers to develop solidarity in the producing classes and harmony in their interests; b) promote the foundation of cooperatives for buying and for credit; maintaining services of legal assistance to the associates; d) found and maintain schools, especially apprenticeships; hospitals and other social assistance institution; e) promote previous conciliation in work disputes. Vianna (1999, p. 280)

Vianna (1999) affirms that this law contributed to the withdrawal of employees from the syndicates and reduced their capacity to mobilize, so that their function became of mere intermediation with the Sate, functions which did not correspond to their budgets. Also, they lost aptitude in defending the economic interests of the associates, for the institution of Labor Justice, which also came about in 1939, converted such interests to technical issues to be dealt with by specialists. One of the consequences was a reduction of the number of members in the employee syndicates, as we can see on the table below. On another note, there was an increase on the number of employer entities as well as in the number of their members, which for

Vianna is an indication of the capacity to cooperative structure to mobilize this sector of the economy.

1) Number of associates of the Federal District syndicates between 1936 and 1941.

	Employees	Employers
1936[1]	189.619	8.126
1938[2]	152.855	10.287
1939[3]	172.440	10.316
1940[4]	146.537	11.515
1941[5]	127.871	9. 675

Vianna, *op.cit.*, p. 286

2) Number of known syndicates existent between 1935 and 1941.

		Federal District	São Paulo	Brazil
1935[1]	employees	86	101	649
	employers	62	146	487
1936[2]	employees	-	-	695
	employers	-	-	538
1938[3]	employees	95	119	955
	employers	62	227	810
1939[4]	employees	82	168	1111
	employers	72	383	1043
1941[5]	employees	58	-	-
	employers	68	-	-

Vianna, *op.cit.*, p. 286

It is worth presenting another table showing the variation on the numbers of associates from, at least, five employee syndicates between 1936 and 1938.

Syndicates	Members in 31/12/36	Members in 31/12/37	Difference 37/36	Members in 31/12/37	Members in 31/12/38	Difference 38/37
Harbour Employees	2179	2564	155	2564	2325	-239
Footware	3506	3032	-474	3032	1978	-1054
Electricians	726	625	-101	625	152	-473
Leopoldina Railway	8808	6920	-1088	6920	6660	-260
Workers resistance at Coffee Warehouses	1024	980	-44	980	939	-41

Vianna, *op.cit*, p. 287/288.

For the author this information expresses the failure of the official syndicate structure and of the public project of political-ideology of the workers, for it breaks the relationship with the wage earners resulting in the loss of possibility to bring harmony and collaboration between the classes. There was even the risk that the workers create parallel organizations, and the empty syndicates lost their function of being the link between the power and the workers. It is in this political and social midst that the Workers Recreation Service is founded. After this contextualization we can present and analyze the first two items on the WRS report. The photographs illustrating the text will not be analyzed.

1) History of human labor. The mechanization of work. Fatigue and its social consequences.

In this item Arnaldo Sussekind presented what he called the History of Labor, approaching in general terms, labor in the Roman ages, Middle Ages and during Feudalism. He appointed the French Revolution as a marc to worker's relations, for determining legal equality between employers and employees and for claiming liberty to work, but also highlighted that the invention of machines put workers in a situation of oppression by their employers, the main consequence being fatigue caused by the long work hours. According to him, fatigue *"shakes the workers nervous system, hardening the spirit and weakening the body", furthermore workers had no right to "enjoy spiritual and material pleasures"* (leaf 2)

He recognizes that it was the workers demands that made the governors intervene in work relations and assured that this intervention was fundamental as a way of *"compensation the economic inequality"* (leaf 2). However, for Sussekind, the actions of the State shouldn't be summarized to the satisfaction of the material interests of the workers, meaning retirements, special leaves and pensions for example. There was to be a care with the *"free time"* (leaf 3) in a way that the worker could *"recompose the weakened body through recreational activities and, only then, feel beauty and comprehend reason"(* leaf 3*)*. We see that the perspective orienting preoccupation with this free time is the 'recuperation of strength for work' that is, the employee needs to rest so he can be ready the next day for another full day. There is another aspect, related to sensible education, that is, during this free time the worker becomes more sensitive to intangible things, thus being seduced by esthetics, showing through emotions and feelings.

3) Mandatory rest and the use of workers leisure time.

In this item Sussekind recognizes that the reduction in the workday was a victory of the workers, who criticized Liberalism for taking them to *"social and economic slavery"* (leaf 4)

We can find examples of excessive industry work hours in the documents selected by Pinheiro and Hall (1981). In the match factory at Eugênia Road in the suburbs of Rio de Janeiro, Federal District, according to the newspaper *A Vanguarda* in 1911, the workers arrived at six in the morning and left at six in the afternoon (pg 58). In the textile factories in São Paulo and Santos, according to the report from the chief of the Information Sector of the State Labor Department, in 1912 the work hours varied between eight and twelve hours, starting at five thirty in the morning and ending at five or six in the afternoon (pg. 60).

In his report Sussekind refuted the Liberal theses, made use of arguments taken from the *Rerum Novarum* article and brought the strength of the religious order to his argument. The report insinuates that he really believed that work and life

1 This essay is part of doctorate theses, which is in progress as part of a Post-graduation in Education from UERJ (State University of Rio de Janeiro).
2 Article n° 68, from 6th of December 1943. Published on the Ministry of Labor, Industry and Commerce Bulletin, n° 113, January 1944.
3 Decreet - Law n° 1.402, 5th of July 1939
4 Decreet - Law n° 1237, 1st of May 1939
5 Ministry of Labor, Industry and Commerce Bulletin, n° 36, August 1937.
6 Ministry of Labor, Industry and Commerce Bulletin, n°68, April 1940.
7 Ministry of Labor, Industry and Commerce Bulletin, n°100, December 1942.
8 [No written details]
9 Ministry of Labor, Industry and Commerce Bulletin, n°108, August 1943.
10 M.I.L.C Bulletin, n° 22, June 1936; details include number of syndicates up to December.
11 M.I.L.C Bulletin, n° 31, March 1937; no details available for Federal District and São Paulo.
12 M.I.L.C Bulletin, n° 49, October 1938; details include number of syndicates up to June.
13 M.I.L.C Bulletin, n° 100, December 1942; details include number of syndicates up to December.
14 M.I.L.C Bulletin, n° 108, August 1943; no details available for São Paulo and the entire country.

conditions were fundamental aspects to the progress of the nation- he talks about *"just complaints"* and that

The eight-hour day is just, because it guarantees the weak and the strong the right to life, because with modern machinery work is more arduous and penalizing; because eight hours are enough to enrich the employers; because, finally workers have the same rights to health and happiness and life. (leaf 4).

He affirmed that the preoccupation with the worker's rest had been studied under three aspects, being: the reduction of the workday, the obligatory weekly rest and the imposition of annual holidays. In approaching the question of rest, the bibliography presented titles published in Portuguese, Spanish and English, denoting at least two possibilities. The first related to his access to publications about Labor Rights in other countries, and secondly that Labor Rights was a topic of discussion worldwide at the time. It is not clear whether his access to such works was a result of a personal effort and individual interest or a requirement from his job and even if it was in any way favored by intermediations of state actions. It is important to point out that the report also looked at the international references to demonstrate the need for a humanized money-work relationship, mediated by the State, inserting the question of hours as a necessary item for debate.

In general terms, the arguments in favor of the workers rest are related to aspects of material production, such as, a reduction in the number of accidents, a reduction in the number of diseases caused my physical and mental exhaustion, an increase in the quality of the work and preservation of the workers productive capacity. However, there are also spiritual aspects related to dignity, cultural level of the worker and values such as happiness in being alive, happiness at work, solidarity, and collectiveness, that the reporter insists on point to as essential.

Combating fatigue - term that means *"physiological disintegration of the human being"* (xxx) or even, the consumption of the organism - could not be taken into account merely because it lessened the work produced. In a linear relation, are appointed irritability, sadness, accidents, mental illnesses, vices and last of all destruction. Fatigue was considered a great evil and, as it resulted in other evils, all arguments were used to combat it. Both material and spiritual aspects were discussed based on medical knowledge and studies of the area- physiology, neurology and anatomy. Let us see how the main medical arguments were presented in texts:

In dealing with intellectual work, human energy is consumes the nervous system; it is a question of neurology, or even, neuro-muscular (considering the neuro-muscular connections and terminations), and in manual work it is a question of nervous-muscular consumption, predominating the phenomena of excessive use of the muscular cells. In both cases, it is a bio-chemical phenomena, for the burning of energetic elements in the tissues generates a super abundance of carbon anidrido and other secondary products, producing fatigue, sleepiness and before either, a lessening of work capacity (leaf 5).

From this perspective, one of the consequences of such consumption is the workers search for alcoholic beverages in order to stand intense labor, which as a result generates weak and depressed children. For the intellectual worker, the nervous consumption is worse than muscular. If, for the re-composition of the organism in terms of muscles sleep and food are enough, for the intellectual sleep is insufficient for many times the individual continues to work in his dreams. Fatigue is very bad because it causes greave consequences to the worker, to the productive sector and to the progress of the country.

We can notice there is a category being constructed named 'rest time' that possesses two great purposes: recuperating energies, which can be then directed to production, but also intends securing human dignity. There is an aspect related to the management of this time, which remits to the dignity of the worker. In the justifications about the positive aspects of this time are presented ideological values of the New State- collectiveness, solidarity, legal equality and the guarantee of the protection of the State, which are related to the Vargas myth (Gomes, 2005) and also, to the complaints from workers for better working and life conditions, for these were echoing in the State who was trying to answer.

This category was being constructed from the medical, religious and legal arguments related to a moral that was infusing in worker communities, and taken into consideration by the elite of the period, especially with respect to quality of life.

The answer to questions related to production of riches was urgent and workers fatigue was appointed as a main source of problem. It became necessary to eliminate the chemical reactions resulting from a tired organism and eliminating build up of these chemicals. This is when the importance of rest hours managed in healthy and moral ways appears. In Sussekind´s words: *"Work, recreation and rest - there is the ideal formula for the happy existence of a man who produces"* (leaf 6).

The arguments based on scientific knowledge are presented as irrefutable technical points understood as being neutral. The workers question - work conditions and the relationship between employee and employer - is reduced to a technical issue that must be analyzed and resolved. In parallel terms, the dignity of the worker can also be attained by the State providing conditions of spiritual comfort for the worker, and even involving moral values, is also a technical issue.

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FUNDAMENTALS, ORGANIZATION AND ACTIONS OF THE WORKER'S RECREATION SERVICE (1943-1945): A BRIEF ANALYSIS OF ITS FIRST ACTIVITY REPORT

This article intends to present a brief analysis of two from the ten items that make up the publication "Work and Recreation: Fundamentals, Organization and Actions of the Worker's Recreation Service (WRS)". This document is based on the report of the first eighteen months of activity of the Service and, according to the author, delivered to the Minister of Labor, Industry

and Commerce Alexandre Marcondes Filho in March of 1946. It considers the activities developed from the 23rd of May 1944 till the 31st of December 1945 and was written by Lopes Sussekind, one of its inventors and first president. In this document we find theoretical justifications and information regarding the actions that were developed and, also, it is possible to notice the effort from the Office to act according to what was being publicized regarding the political project of the New State.

Keywords: Factory Worker's Recreation Service, foundations, activities developed.

BASES, ORGANISATION ET REALISATIONS DU SERVICE DE RECREATION OUVRIERE (1943 - 1945): UNE BREVE ANALYSE DE SON PREMIER RAPPORT D'ACTIVITES.

Ce résumé a pour objectif de présenter deux des dix articles qui composent la publication Travail et Récréation : Bases, organisation et réalisations du Service de Recréation Ouvrière (SRO)". Ce document a été élaboré à partir du rapport sur l'activité du Service pendant ses dix huit premiers mois, et a été rédigé par Mr Arnaldo Lopes Süssekind, l'un de ses idéalisateurs et son premier Président ; selon son auteur, il a été remis au mois de mars 1946 au Ministre du Travail, de l'Industrie et du Commerce, Mr Alexandre Marcondes Filho. Y sont relatées les activités développées du 23 mai 1944 au 31 décembre 1945. Dans ce document, nous trouvons des justifications théoriques et des informations concernant les actions développées. Il nous est aussi possible d'y percevoir l'effort fait par ce Département pour que son action soit conforme à ce qui était divulgué par le projet politique de l' Estado Novo.

Mots clés : Bases, organisation, Service de Récréation Ouvrière.

FUNDAMENTOS, ORGANIZACIÓN Y REALIZACIONES DEL SERVICIO DE RECREACION OPERARIA (1943-1945) UN BREVE ANÁLISIS DE SU PRIMERA DESCRIPCIÓN DE ACTIVIDADES.

Este artículo tiene por objetivo presentar un breve análisis de dos de los diez ítems que componen la publicación "Trabajo y Recreación: fundamentos, organización y realizaciones de Servicios de Recreación Operaria (SRO)". Este documento fue elaborado basado en la descripción sobre los primeros dieciocho meses de actividades del Servicio y según su autor entregado al Ministro de Trabajo Indústria y Comercio Alexandre Marcondes H. en marzo de 1946. Comprende las actividades desenvueltas desde el 23 de Mayo de 1944 hasta el 31 de diciembre de 1945 y fue escrito por Arnaldo Lopes Süssekind, uno de sus creadores y su primer Presidente. En éste documento encontramos fundamentos teóricos e informaciones sobre las acciones desenvueltas, y además es posible percibir el esfuerzo del Organo de consolidar su actuación a lo que era divulgado en relación al proyecto político del Nuevo Estado.

Palabras-claves: Fundamentos, organización, Servicio de Recreación Operária.

FUNDAMENTOS, ORGANIZAÇÃO E REALIZAÇÕES DO SERVIÇO DE RECREAÇÃO OPERÁRIA (1943 - 1945): UMA BREVE ANÁLISE DE SEU PRIMEIRO RELATÓRIO DE ATIVIDADES.

Este artigo tem por objetivo apresentar uma breve análise de dois dos dez itens que compõem a publicação "Trabalho e Recreação: fundamentos, organização e realizações do Serviço de Recreação Operária (SRO)". Este documento foi elaborado com base no relatório sobre os primeiros dezoito meses de atividade do Serviço e, segundo seu autor, entregue ao Ministro do Trabalho, Indústria e Comércio Alexandre Marcondes Filho em março de 1946. Compreende as atividades desenvolvidas de 23 de maio de 1944 até 31 de dezembro de 1945 e foi redigido por Arnaldo Lopes Süssekind, um de seus idealizadores e seu primeiro presidente. Neste documento encontramos justificativas teóricas e informações sobre as ações desenvolvidas e, além disso, é possível perceber o esforço do Órgão de conformar sua atuação ao que era divulgado com relação ao projeto político do Estado Novo.

Palavras-chave: Fundamentos, organização , Serviço de Recreação Operária.