82 - LABOR GYMNASTICS AS A MEAN OF PROMOTING THE QUALITY OF LIFE OF WORKERS

ALEX BARRETO DE LIMA1; FÁBIO ANDRÉ CASTILHA2
1Professor of the Physical Education Course - University of the State of Amazonas /UEA/Brazil
2Professor of the Manaus Military School/AM/Brazil
1,2Member of the Laboratory of Human Movement Biosciences - LABIMH/UFRJ/Brazil
profalexbarreto@hotmail.com

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INTRODUCTION

Due to the great transformations that the companies have been suffering in for the last few years, the quality of life of the worker has been the subject of discussion in what concerns the physical, emotional and psychological aspects.

The high competitiveness in companies has increased the wear and tear of employees, favoring the implementation of programs that involve the practice of physical activities, such as gymnastics taking place at work.

It can be observed that a path to this search is Labor Gymnastics (LG), which has been adopted by a constant number of companies (CÉNET, 2001). Thus, this article proposes some reflections about the importance of physical activity even within the workplace.

Labor gymnastics

The first report about LG occurred in Poland, back in 1925, and later, in other countries such as Holland, Russia, Bulgaria, East Germany, known as Pause Gymnastics. In 1928, it arrived in Japan, and was named Preparatory Work Gymnastics. In Brazil, it was implemented in 1969 by Japanese executives Ishikavajima shipyards (MENDES, LEITE, 2008).

GL was adopted as a daily practice by companies, services and schools, aiming the relaxation and maintance of health. After World War II, the GL programs spread throughout the country; Nowadays, more than a third of Japanese workers exercise in the factory yards and sing the hymns of their companies (MENDES, LEITE, 2008).

GL has the prerogative to be planned and applied in the workplace itself during the regular working hours. It is also known as physical activity in the company, compensatory workout, workplace gymnastics, or break gymnastics. (MENDES, LEITE, 2008).

This activity is therefore understood as the creation of a space in which people, by their own free will, awaken to the exercise of various activities that stimulate self-knowledge and lead towards the expansion of self-esteem and, consequently, a better relationship with him/herself and the environment (PEREIRA, 1998). It should be seen not as a mechanistic, repetitive and automated body workout, but rather must be very well planned and varied, since it is an active pause at work, which also serves to break the rhythm of the task that the worker performs, working as a rupture of monotony.

According to Marquesini (2002), there are three types of LG: Preparatory: which is a gymnastic with an average duration of 5 to 10 minutes, carried out before the beginning of the working day, and its main objective is preparing the employees for their tasks, warming up the muscle groups that will be requested for their daily tasks, and waking them up, so that they feel more willing to start the work. Compensatory: a gymnastics lasting approximately 10 minutes during the workday, interrupting the operational monotony and taking breaks, to perform specific exercises to compensate the repetitive efforts and inadequate postures requested in the operational positions. Relaxation: an exercise lasting approximately 10 minutes, based on stretching exercises performed after the work day, with the purpose of oxygenating the muscular structures involved in the daily tasks, and preventing possible injuries.

The main objectives of LG for workers are: improving posture and movements performed during work, increasing resistance to central and peripheral fatigue, promoting general well-being, improving the quality of life, fighting the sedentary lifestyle and reducing occupational stress. For companies, the main objectives are: reducing work-related accidents, reducing absenteeism and turnover, increasing productivity, improving the overall quality, preventing occupational diseases such as tendinitis and Osteomuscular Work-Related Disorders - O.W.R.D. (MENDES, LEITE, 2008).

LG programs should promote the mental, physical and social health of the individual. Some of its benefits, according to Pagliari (2002) are listed as it follows: Physiological: it causes the increase of blood circulation at the level of muscle structure, improving oxygenation of muscles and tendons, and decreasing the accumulation of lactic acid; it improves mobility and joint muscle flexibility; it reduces inflammation and trauma; it improves posture; it decreases unnecessary muscle tension; it reduces the effort in the execution of daily tasks; it facilitates adaptation to the job; and improves the general health state.

As for the psychological order benefits: it favors the change of routine; it strengthens the employees self-esteem; it shows the company's concern with employees; it improves their ability to concentrate on work. In the social scope: it awakens the emergence of new leaderships; it favors interpersonal relationships, and promotes social integration, favoring the sense of the group, and therefore improves the relationships in general (PAGLIARI, 2002).

R.S.I and O.W.R.D.

According to Mendes and Leite (2008), the Work-Related Osteomolecular Disorders (O.W.R.D.) were initially called Repetitive Strain Injuries (R.S.I.), because they present a causal factor related to the greater speed and repetition of the movements performed during the working day.

Mendes and Leite (2008, p.116) state that:

The term R.S.I. is traditionally known by the various social factors in the country mainly best identified by the working class. In the other hand, O.W.R.D is suggested by the current Brazilian normalization, being the terminology that has been gaining progressive space.

According to Polito and Bergamaschi (2004), the term R.S.I. was created to identify a set of diseases that affect muscles, tendons and joints of the upper and lower limbs, and which has a direct relation with the tasks, environments and work organization. According to the World Health Organization (WHO), the R.S.I.s are the second cause of withdrawal from work in Brazil. O.W.R.D. is the new terminology adopted by INSS (Brazilian Social Security Institute), and attempts to extend the concept of the disease to inflammatory and / or nerve-sparing disorders caused by activities that require the worker to perform physical overload or activities that demand a psychic overload.

Prevention: The prevention of R.S.I. and O.W.R.D. is based on the adoption of measures related to exposure time,

breaks and limitations of working time. It is up to the employer to take corrective measures, such as: introducing rest breaks; the introduction of prevention training programs and the adoption of personal protective equipment. In addition, other factors that may contribute to prevention are: the reduction of working hours in the generating R.S.I. and O.W.R.D. activities; and the suitability of the furniture: machines, devices, equipment and tools, besides the physiological characteristics of the worker (OLIVEIRA 2002).

Treatment: The treatment of occupational musculoskeletal injuries always depends on a correct diagnosis, the elimination of the causal agents, and an adequate therapeutic, medication, physical therapy, and some surgical procedure; depending on the case, rest, and immobilization (MARTINS, 2001).

Mendes (2000, p.149) points out that "in cases of hand and wrist tendon lesions, in addition to rest, it is suggested the evaluation of the indication of splints and anti-inflammatory medication." This author further states that, in addition to immobilization and resting, ice may also be used for pain relief, along with the compression and elevation of the injured area for better draining the local edema when it is present; ice should be used several times a day in the form of a compress.

Causes and Consequences

During the work day, people go through different postures, some are kept a lot of the time, performing repetitive movements. In addition, inadequate jobs do not allow good postures, even though the attitudes are adequate (BERGAMASCHI; FERREIRA, 2002).

Inadequate postures, especially the extreme ones, which require static muscle contractions and lead to general and/or specific overload of the musculoskeletal system, are some of the main factors of the O.W.R.D. origins. (BERGAMASCHI and FERREIRA, 2002, p.39).

Martins (2001) also points out several non-controllable factors related to the environment that generate diagnoses of L R.S.I and O.W.R.D. in Brazil, among which we can mention the tension of the period of time; the high unemployment rate; ethical, moral and cultural predisposition of workers; the lack of organization in the work environment; the dissatisfaction with work; the influence of trade unions; the political actions, the influence of the media, the lack of preparation of several professionals involved; the disqualified subsidiary examinations; the permissive labor system; and the interests for indemnities or pensions.

QUALITY OF LIFE

Nowadays, Quality of Life (QL) is also one of the major topics discussed and commented. The human being began to seek the "fullness" of health, aiming also at the prevention of diseases. In this context, Costa (2000, apud POLETTO, 2002) states that the QL in the third millennium has become a goal to be achieved by man, following the guidelines of body harmony and the interrelation between professional, social , physiological, emotional and spiritual.

Nahas (2000) defines QL as a set of individual, cultural and environmental parameters, which characterize the conditions in which the human being lives. Thus, " it is composed of innumerable intervening and interactive variables, inserted in a continuous and inconstant process, which refers to the individual's physical, emotional, social and spiritual well-being" (CASTILHA ET AL, 2015, P. 507) .

Therefore, QL is not only related to health aspects, such as physical, functional, emotional or mental well-being, but the sum of other factors inherent to work, such as living with friends and other circumstances of life, especially related to family. Given this, it is understood that the practice of planned physical activities, even with reduced time and intensity, can favor the improvement of workers' QL in a global manner.

Quality of life at work

Quality of Life at Work (QLW) is the set of actions of a company, which involves the implementation of technological and managerial innovations in the work environment. The construction of the QLW occurs from the moment one looks at the company and the people as a whole (ALBUQUERQUE, FRANCE, 1998).

A strategy that has been widely used by companies to combat the aforementioned negative effects of technological modernization refers to the implementation of quality of life programs, that is, programs that seek to promote the improvement of well-being and, consequently, the productivity of Employees (MARQUES; GUTIERREZ; ALMEIDA, p.27, 2006).

It has been found in practice that people who do not feel satisfied and calm in their work environment, and whose levels of tension and insecurity are significant, become more prone to work accidents and to make mistakes (CAÑETE, 1996).

One form of intervention in these problems is physical activity. Through it, workers can regain their strength and relax. Although essential, it finds an obstacle to its practice: time. Most workers face long hours of work, no time left to go to a gym, a club, or even a walk. Labor Gymnastics aims to ameliorate this problem (BERGAMASCHI et al., 2002, p.24).

It is of great interest for the company to seek for higher productivity, for employees to feel good in the work environment, and for this welfare to come not only from clinical health, but also from positive social interactions among colleagues (MARQUES; GUTIERREZ; ALMEIDA, 2006).

Regardless of where the initiative comes from, what is important is that employers and employees are aware that health investment is directly proportional to profit, whether measured by increased turnover or improvements in employees' QL (Martins, 2001).

CONCLUSION

With these brief reflections, it is concluded that the practice of physical activity / exercise is essential for the life of any human being, whether for personal or professional purposes, thus seeking a better QL. When it comes to work, these levels can also be sought through the implementation of LG programs, which can bring numerous benefits of a bio, psychic, and social order, in addition to increasing productivity, since investing in worker QL brings a huge return to the company, as healthy and satisfied with their work environment employees will be more willing to perform their tasks and consequently will increase the quality and productivity of their services.

LG is very important both for the company and for the daily life of the workers, being responsible for the decrease of the fatigue, pains in the body, and stress.

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ABSTRACT

Currently, in Brazil, the issues related to the economic adequacy of work environments are still far from being a reality. The competitiveness of professionals in the labor market, the fierce competition of companies, the pursuit for increased productivity and the increasing demands of consumers form the perfect set to expose individuals to high levels of tension and stress, compromising the quality of life and the health of the workers. Therefore, programs designed for promoting health and improving the quality of life of employees have become indispensable and must integrate the culture of companies. Quality of life is not only related to aspects such as physical, functional, emotional or mental well-being, but also the sum of other factors inherent to work, such as living with friends and other life circumstances, especially their relatives. Therefore, this article seeks reflections on the importance of the practice of planned physical activity within the work environment, known as Labor Gymnastics. Studies demonstrate the importance of the Labor Gymnastics in the prevention of occupational diseases, such as R.S.I and O.W.R.D., the reduction of work accidents and the incidence of absences, as well as the increase of productivity, the reduction of medical expenses and, consequently, higher financial return for companies.

Key words: Occupational Gymnastics, Quality of Life, Workers

GYMNASTIQUE DU TRAVAIL COMME MEDIA DES PROMOTION DES QUALITÉ DE LA VIE DES TRAVAILLEURS

RÉSUMÉ

Actuellement au Brésil, les questions liées à la pertinence économique des lieux de travail sont encore loin de la réalité. La compétitivité des professionnels sur le marché du travail, la concurrence féroce de la part des entreprises, la recherche d'une productivité accrue et une demande croissante par les consommateurs forment l'ensemble parfait pour exposer les gens à des niveaux élevés de tension et de stress, ce qui compromet la qualité de la vie et la santé des travailleurs. Par conséquent, les programmes de promotion de la santé et l'amélioration de la qualité de vie des employés est devenue indispensable et d'être inclus dans la culture d'entreprise. La qualité de vie est non seulement liée à des aspects tels que le bien-être physique, fonctionnel, émotionnel ou le bien-être mental, mais la somme des autres facteurs inhérents au travail, comme vivant avec des gens sympathiques et d'autres circonstances de la vie, en particulier sa famille. Ainsi, cet article a pour but de réfléchir sur l'importance de l'activité physique planifiée dans le lieu de travail, connu sous le nom de gymnastique. Des études montrent l'importance de la gymnastique dans la prévention des maladies professionnelles telles que RSI / TMS, la réduction des accidents du travail et l'incidence des défauts, ainsi que l'augmentation de la productivité, une diminution des coûts de soins de santé et, par conséquent un de meilleurs rendements financiers pour les entreprises.

Mots-clés: Gymnastique du Travail, Qualité de Vie, Travailleurs

GYMNASIA LABORAL COMO MEDIO DE PROMOCIÓN DE CALIDAD DE VIDA DE TRABAJADORES

RESUMEN

Actualmente en Brasil, las cuestiones relacionadas con la adequación económica de los ambientes de trabajo están todavía lejos de la realidad. La competitividad de los profesionales en el mercado laboral, la feroz competencia de las empresas, la búsqueda de una mayor productividad y la creciente demanda por los consumidores forman el conjunto perfecto para exponer a las personas a altos niveles de tensión y el estrés, y comprometen la calidad de vida y la salud de los trabajadores. Por lo tanto, los programas para promoción de salud y mejorar la calidad de vida de los empleados se ha convertido en indispensable y que deben incluirse en la cultura corporativa. La calidad de vida no sólo está relacionado con aspectos tales como el bienestar físico, funcional, emocional o el bienestar mental, pero la suma de otros factores inherentes a la obra, como vivir con gente amable y otras circunstancias de la vida, especialmente su familia. Por lo tanto, este artículo tiene como objetivo reflexionar sobre la importancia de la actividad física planificada dentro del lugar de trabajo, conocida como Gimnasia Laboral. Los estudios demuestran la importancia de la Gimnasia Laboral en la prevención de las enfermedades profesionales como el LER/DORT, la reducción de los accidentes de trabajo y la incidencia de defectos, así como el aumento de la productividad, disminución de los costes sanitarios y, en consecuencia, mayores rendimientos financieros para empresas.

Palabras clave: Gimnasia Laboral, Calidad de Vida, Trabajadores,

A GINÁSTICA LABORAL COMO MEIO DE PROMOÇÃO DE QUALIDADE DE VIDA DE TRABALHADORES

RESUMO

Atualmente, no Brasil, as questões relacionadas à adequação econômica dos ambientes de trabalho ainda estão longe de ser realidade. A competitividade dos profissionais no mercado de trabalho, a concorrência acirrada das empresas, a busca pelo aumento da produtividade e as exigências cada vez maiores por parte dos consumidores formam o conjunto perfeito para expor os indivíduos a níveis elevados de tensão e estresse, comprometendo a qualidade de vida e a saúde do trabalhador. Diante disso, programas de promoção da saúde e melhoria da qualidade de vida dos colaboradores tem se tornado indispensáveis e que devem integrar a cultura das empresas. A qualidade de vida não está apenas relacionada aos aspectos como o bem-estar físico, funcional, emocional ou bem-estar mental, mas a soma de outros fatores inerentes ao trabalho, como a convivência com pessoas amigas e outras circunstâncias de vida, principalmente seus familiares. Diante disso, este artigo busca reflexões acerca da importância da prática de atividade física planejada dentro do ambiente de trabalho, conhecida como Ginástica Laboral. Estudos demonstram a importância da Ginástica Laboral na prevenção de doenças ocupacionais, tais como LER/DORT, a redução dos acidentes de trabalho e da incidência de faltas, bem como o aumento da produtividade, a diminuição dos gastos com assistência médica e, consequentemente, um maior retorno financeiro para as empresas.

Palavras chave: Ginástica Laboral, Qualidade de Vida, Trabalhadores