

THE PERMANENCE IN THE WORLD OF LABOR OF NURSING STAFF WITH THE POSSIBILITY OF RETIREMENT

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ABSTRACT

A research with a qualitative approach, descriptive and exploratory, whose object treated about the causes of the permanence of the nursing worker in the labor activities, despite the possibility of retirement. Objective: to identify and analyze the reasons those contribute to the permanence of these professionals in the working world. The subjects were 17 nurses, among these: eight nurses and nine technicians. The collection took place from January to March 2012, by a semi-structured interview. The technique of data processing was the thematic content analysis. The results revealed that the economic issue is the main influencer for the maintenance of these professionals in the world of work, followed by the fact of appreciating the working environment and the activities that performed in this environment. It was seized, also, that used the labor occupation as a strategy against idleness and monotony of the domestic space. It was concluded that the subjects presented a positive perception about the work and did not consider the retirement as a life perspective.

Keywords: Occupational Health Nursing. Aged. Retirement. Workers' Health.

INTRODUCTION

This research is a cutout of a monograph of completion of undergraduate nursing course entitled *The nursing worker in situation of retirement and his remain in the working world*, whose object are the reasons for the worker's stay in the nursing labor activities, despite the possibility of retirement ⁽¹⁾.

This object emerged from a previous survey, completed in May 2010, whose research problem was the identification of the socioeconomic and health of nursing staff at the outpatient clinic specializing in the municipality of Rio de Janeiro. The results of this research showed a novel situation: the fact that there is a large quantity of nursing staff with the

possibility of retirement, but not inhale it ⁽²⁾. Thus, this situation prompted the desire to know the reasons why the permanence of these workers in their work activities.

It is worth mentioning that by raising the state of the art of this topic in the Virtual Health Library, few scientific works were found in the time period from 2001 to 2011. It is noteworthy that the literature searches were conducted in the following databases: Latin American and Caribbean Health Sciences (LILACS), Scientific Electronic Library Online (SCIELO), Database of Nursing (BDENF) and Medical Literature Analysis and Retrieval System Online (MEDLINE) between July to September 2011, with the following descriptors: Elderly Work and Health

As a result of the search, there were raised

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7.100 publications. The inclusion criteria were: scientific productions available in Portuguese or Spanish, published from 2001 to 2011. After this refinement, were found 951 scientific papers, 789 in Portuguese and 162 in Spanish. Among these publications, only 20 (fourteen in Portuguese and six in Spanish) were related to the theme of this study.

From this literature search showed that there is a paucity of production on this theme, the bases surveyed, and that there was an average of two publications per year, which shows how this research axis is still embryonic. In this sense, it is the reflection that is relevant increment research on this subject, especially considering that the population of Brazil is a growing process of aging.

To better understand the issue, it is necessary a brief theoretical context about the object of study.

[...] The work revealed, in effect, as a privileged mediator, but only between the unconscious and the social order and between singular and collective order [...] The work is not just a theater open to subjective investment he is also a space for the construction of meaning and, therefore, achievement of identity, continuity and historicity of the subject^(3:143).

Therefore, it is considered that the work can promote the expression of subjectivity of the people and thus redeem or promote health. In this sense, work is an act essential for humans; it has a strong relationship with their own survival and their psychosocial construction.

The work must be understood as a category that promotes much more than goods and services, capital accumulation and capital gains, as it still produces a network of relationships that interact bringing collective changes in the political, cultural, social, religious, legal society, and the individual level, the psychic, being a worker's subjective. However, depending on how you configure the organization and the labor process, there is a potential for illness among workers⁽⁴⁾.

In this sense, a question emerges: why elderly or near this stage of life remain working, since the world of work is characterized as complex and multiple contradictions, which can positively or negatively affect the health of these people?

Because of the work to keep the elderly in physical or intellectual activity, can be a good way to achieve quality of life in old age. However, three considerations must necessarily be made. The first is that there is any work synonymous with well-being and increased quality of life for the elderly. The second aspect is that work is central condition of their lives, becoming an important reference. The third consideration is that the work should not be the only alternative to the quality of life^(5:540).

With the increase in quality of life, the elderly remain active in the workplace, often extending their retirement. Studies find that the decision to postpone retirement is a necessity to supplement the family income. However, they also point to stay in the world of work can increase the welfare of the elderly to make them more participatory and competent^(6,5).

In this context the preservation of autonomy and physical mobility as a condition of health is a key factor in the persistence of the active life of the elderly. Those with good health, with physical and mental autonomy have good prospects in life and can take roles in society. A comparison of elderly who develop work activities and retirees demonstrates that those who continue in their work activities report fewer chronic diseases that retirees, confirming that, even among the elderly, better health status is positively associated with work⁽⁷⁾.

Several studies^(5,6,7) point to the increasing participation of the elderly in the workplace, and the reasons for this involve a number of reasons ranging from the need to stay productive and valued in the social environment, through the grace economic - that is, the need to ensure a standard consumer acceptable and comparable to previous parameters - arriving at a strategy to overcome loneliness and isolation imposed by a society that segregates the elderly⁽⁵⁾.

And this work context, there are the nursing staff. These professionals are motivated with the feeling of reward in caring for people, caring for the activity makes humans feel useful and productive, help save lives, care and comfort people in vulnerable situations⁽⁸⁾.

The conflict between the requirements of the job and the functional capacity of the nursing staff is a factor to be considered, as this labor activity is characterized as high wear psychophysical. With the aging process loads

increase and frequently works remain therefore the ability of persons older than supporting them often decreases⁽⁹⁾.

In this perspective, aging and working conditions related to age and length of service of nurses significantly associated with loss of ability to work, with higher odds ratio of Work Ability low or moderate⁽⁹⁾.

The perspective of learning the object of study drew up the following objective: to identify and analyze the reasons that contribute to the retention of nursing staff in labor activities, despite the possibility of retirement.

METHODOLOGY

This research, a qualitative, descriptive and exploratory, was developed in a university located in the municipality of Rio de Janeiro. Specifically, we used to study scenarios a teaching hospital and a nursing college, both belonging to the same university. So, these are research scenarios that were rich for data collection, as there are a significant quantity of nursing staff to handle the process and the organization of work of these scenarios, and many of these workers are in a situation retirement.

The subjects were 17 nurses with the possibility of retirement, eight nurses (five and three belonged to the Faculty Hospital, acting as teachers) and nine nursing technicians, who worked at the Hospital. The inclusion criteria of the subjects were referred to the time of contribution pension plan for retirement and/or age that would allow to be retired. That is, women were included with thirty or more years of contribution and / or age sixty and older and men 35 or more years of contributions and age 65 years or older.

It also allowed the collection with subjects who had the following types of employment contracts: Statutory (gazetted professional/effective) and Contracted by the Consolidation of Labor Laws as there are, predominantly, these forms of contraction at the institution in which the research occurred.

As exclusion criteria, it was determined that would not participate on the research the professionals who were under the designation of Professional Training with Scholarship and,

thus, are not characterized as formal workers of this institution.

To capture the subject was requested a listing of all the nursing staff who were in this condition possible retirement to Human Resources Service. Upon receipt of this list, sought to nursing professionals that met the inclusion criteria of the study and found that there were no nursing assistants within those criteria, so there were collected data with technicians and nurses.

We conducted a study visit in the scenarios to contact the subjects when they were informed of the research objectives and contributions which might arise with the development of the study. Requested that the subject formalize their participation in research by signing two copies of the Statement of Consent. A copy of said Agreement, containing the contacts responsible for the research, was in possession of the subject and was signed, the other pathway was held by the researcher.

Complied with all the criteria, the subjects were 17 nurses with the possibility of retirement. Despite the small number of subjects, there was a concern with the wealth of information collected.

The survey was sent and submitted to the Ethics Committee in Research of the general hospital linked to the university where it was intended to collect data, which approved the development under protocol number 3151/2011. Therefore, this study was in accordance with Resolution nº 196/1996, which regulated the time of collection, research involving humans.

Data collection occurred between January to March 2012, through semi-structured individual interviews and data analysis was performed in the light of technical thematic content analysis⁽¹⁰⁾, and is still structured according to thematic analysis-categorical characterized by systematization and organization of information through phases or stages⁽¹¹⁾. This technique requires that the analysis can be understood as a process through which the empirical material is carefully transformed in a systematic and codified in units that allow an accurate description of the characteristics relevant to the content of the speeches analyzed⁽¹¹⁾.

After application of this technique, emerged 49 Units of Registration (UR), later grouped into

a unit of meaning called "Determining factors for the maintenance of nursing professionals in the working world." From the analysis of UR, came to the following category: "The dialectic of the positive side of the work on the negative side of retirement."

RESULTS AND DISCUSSION

Category A *dialectic of positive face of the work on the negative face of retirement* obtained as a basis for discussing the issues that motivated or influenced nursing professionals continue to opt for the world of work instead of retirement, this choice being intertwined issues biopsychosocial permeate the lives of individuals.

The results showed that the economic issue linked to decreased income prevails, and the main reason influencing the workers with the possibility of retirement to remain working. This question is evident in the following speeches:

[...] I just had a salary of a company [...] and that salary was not consistent with my life did not pay my bills. So I started looking for alternatives to be able to take a salary supplement (E14 - Nurse).

The need to buy something, to hit things better, then we continue to work a little longer, an extra, then help! (E9 - Practical Nursing).

When it is full, Retirement received through Social Security makes up remuneration lower than the rate of pay received by these professionals in the working world, being insufficient to maintain the standard of life of individuals, taking into account that health expenditures tend to increase as the age rises ⁽¹⁾.

With wages below their needs, these workers in order to ensure better living conditions often choose to pursue the world of work in order to maintain a financial condition supports the needs of life. The Brazilians, in general, have tried to live with what they get retirement check that this gain is not enough nor compatible with the standard of living they had before they retire, so those who can return to the world of opportunities work to supplement wage income, choose to remain at work, even in some cases, not desiring more work ⁽¹²⁾.

Another situation prevalent in subjects' speech was that professionals like the work

activity that they play, feeling healthy, fit and happy to perform their function.

It is known that the work can be a protective pathway satisfaction and mental health of the individuals, and can also be a form of deteriorating health. Depending on the conditions under which this work is developed and psychophysical characteristics of workers, it can promote health and can lead to disease. In this sense, is the dialectical dimension of working life, ie, the positive and negative work ⁽¹²⁾.

And in this case, the subjects chose to remain in the labor because labor translates into pleasure, recognition and usefulness, thus highlighting the positive side of the work for them.

[...] I like this is because nursing [...] and it's like I'm doing (E3 - Practical Nursing).

I wanted to continue because I enjoy doing this type work and so I wanted to stay and give my contribution to the profession, is very simple gives me pleasure to do this type of job (E16 - Nurse).

The world of work constantly reshapes the ways of producing and ways of organizing work, falling, mainly, the impacts on workers, through positive or negative interaction between permanent workers and their work environment ⁽¹³⁾. In this interaction, the workplace has the potential to promote health and, so, the physical well-being and mental influence their productivity ⁽⁵⁾.

The subjects highlighted by speeches of other issues to remain in the workplace, such as: I) the fear of idleness due to lack of an activity to fill the time occupied by work activities and II) the fact that workers relate retirement as harm health and illness as synonymous, of worthlessness, depression, III) the preference for working space to the space of the home.

These analyzes can be characterized by the following speeches:

[...] I still have no higher motive out of here so I can fill my time. So I think I get it now stop at home, without having to perform any activity, I think it will do me good. First because I do not much like housework. I do not like staying at home doing nothing. So I opted to continue the work, which is a way for me to fill my time (E05 - Nurse).

I thought when I was retiring, I thought so: "If I retire and do nothing, I'll freak out, I'll go crazy," because I'm used to doing many things at the same time [...] and get doing nothing, for me it is very well [...] it's boring, it's lonely. I would be depressed [...] I do not know [...] I would have to find something else for me to do. Then I decided to continue working (E15 - Nurse).

[...] I got to work this early, at 13 years old. And now that I'm older I know that I need to retire, why can only get than seventy years later comes the expelled, but just stop and think about that word retirement I feel bad, because I do not want to be useless and cannot do anything more for my next [...] why not work who I'm going to get sick (E02 - Practical Nursing).

Retirement, though it is a benefit provided by Social Security to workers as a kind of reward for participation and contribution in the world of social work, is not always seen by the workers as a moment of satisfaction can be experienced with a negative event in their lives.

Thus, it can be inferred that the reaction of a person facing retirement is directly linked to their life history, their relations with society, especially with the professional role, and his way of facing losses and adapt to new situations⁽¹⁴⁾.

In some cases, retirement can lead the individual to the realization that he has reached a particular stage of development that is old age. In this case retirement acquires the character of flag of aging⁽¹⁵⁾. The retirement process can also be experienced as a break imposed by the external world, generating frustration and feeling of emptiness, since the work was strongly associated with identity⁽¹⁵⁾.

Thus, it should be noted that when retirement is assimilated in the negative, can cause impairments in the psychic structure of the subject. Retirement can also become a source of great tension when associated with a decrease in purchasing power, so that the depletion is aggravated, making even the basic needs⁽¹⁵⁾.

For the vast majority of Brazilian elderly, retirement means a socioeconomic inadequacy, causing the lowering of their quality of life⁽¹²⁾.

It is fair to say, however, that although pensions often exhibit low monetary value, the factors of subjective justifications are relevant to maintaining the link with the work as the desire

for recognition and continue to feel useful in a social guided by the productive value.

Productive value is organized in a logic of neoliberal restructuring of production prevailing in Brazil. This model affects the health sector, directly and/or indirectly, due to the implications on the conditions of work and employment choices and subjective worker⁽¹⁶⁾.

CONCLUSION

Through this study, it was identified that professionals with possibility of retirement remain in the labor market, for several reasons, among which we list: economic issues, maintaining the feeling of usefulness and productivity strategy against idleness and social isolation, environmental domestic unattractive, feeling of belonging to a group, positive interpersonal relationships in the workplace.

Another aspect to be highlighted is the negative perception of the subjects about retirement, this perspective linked to early losses in its multiple dimensions and the time of onset of illness and perception of death, so retirement is not desired. It is also noticed the absence of the construction of alternative plans that can replace labor for another activity, opening new horizons in the lives of these people.

The work is often not only satisfaction and pleasure, but also suffering and suffering; dialectical before this, you must provide strategies and alternatives for workers in the process or already can retire can reflect on what really matters to them, equipping, to the more conscious choices for their subjectivities.

It is inferred that the elder of the last century is not equal to the current, because the technological discoveries and knowledge of factors that promote quality of life are being used in favor of healthy aging and therefore older people more active and participatory.

In this sense it is realized that, with the passing of years ago, worldwide, a growing share of elderly in the workplace. And this finding needs to be taken into account by organizations and health care workers in order to think about work processes and environments that promote the health of the elderly who want to remain in the workplace. Therefore, organizations can rely on the best of what these

people have to offer, that is, their experience and accumulated knowledge about your field.

At the end of this paper, it is considered that their goals have been achieved, but much remains to be researched on the topic of the elderly and the working world. It is considered that this study will stimulate health professionals to reflect on this recent phenomenon, ie the elderly in the workplace, in order to gather data on the problem, which help to propose changes in work contexts.

Thus, this study may assist care professionals dedicated to the Occupational Health to implement actions and measures for the welfare and quality of life of older workers. For nursing education sees itself, the disclosure of the subject: "the elderly in the labor market", as this is a current issue and little discussed according to the databases consulted, and therefore there are few reflections on the care must be given to this population of workers, and so peculiar that demands a differentiated assistance.

A PERMANÊNCIA NO MUNDO DO TRABALHO DE PROFISSIONAIS DE ENFERMAGEM COM POSSIBILIDADE DE APOSENTADORIA

RESUMO

Pesquisa com abordagem qualitativa, descritiva e exploratória, cujo objeto tratou dos motivos da permanência do trabalhador de enfermagem nas atividades laborais, apesar da possibilidade de aposentadoria. Objetivo: identificar e analisar os motivos que contribuem para a permanência destes profissionais no mundo do trabalho. Os sujeitos foram 17 profissionais de enfermagem, dentre estes: oito enfermeiros e nove técnicos de enfermagem. A coleta ocorreu de janeiro a março de 2012, por meio da entrevista semiestruturada. A técnica de tratamento dos dados foi à análise temática de conteúdo. Os resultados revelaram que a questão econômica é o principal influenciador para manutenção desses profissionais no mundo do trabalho, seguido do fato de apreciarem o ambiente laboral e as atividades que desempenhavam nesse ambiente. Apreendeu-se também que utilizavam a ocupação laboral como estratégia contra a ociosidade e a monotonia do espaço doméstico. Concluiu-se que os sujeitos apresentavam uma percepção positiva acerca do trabalho e não consideraram a aposentadoria como uma perspectiva de vida.

Palavras-chave: Enfermagem do Trabalho. Idoso. Aposentadoria. Saúde do Trabalhador.

LA PERMANENCIA EN EL MUNDO DEL TRABAJO DE LOS PROFESIONALES DE ENFERMERÍA CON LA POSIBILIDAD DE JUBILACIÓN

RESUMEN

Investigación con abordaje cualitativo, descriptivo y exploratorio, cuyo objeto se dirigió a los motivos de la permanencia del trabajador de enfermería en las actividades laborales, a pesar de la posibilidad de jubilación. Objetivo: identificar y analizar las razones que contribuyen a la permanencia de estos profesionales en el mundo del trabajo. Los sujetos fueron 17 profesionales de enfermería, entre ellos: ocho enfermeros y nueve técnicos de enfermería. La recolección ocurrió de enero a marzo de 2012, a través de entrevistas semiestructuradas. La técnica de procesamiento de los datos fue el análisis temático de contenido. Los resultados revelaron que el tema económico es el principal factor de influencia para el mantenimiento de estos profesionales en el mundo del trabajo, seguido por el hecho de apreciar el ambiente laboral y las actividades que se llevan a cabo en este ambiente. Se aprehendió también que utilizaban la ocupación laboral como estrategia contra la ociosidad y la monotonia del espacio doméstico. Se concluyó que los sujetos presentaban una percepción positiva sobre el trabajo y no consideraban la jubilación como una perspectiva de vida.

Palabras clave: Enfermería Del Trabajo. Anciano. Jubilación. Salud Del Trabajador.

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