

TECHNOLOGY AND NEW WORK: THE IMPACT OF REDUCING WORKING HOURS

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Abstract: The article aims to evaluate, through an evolutionary overview of social achievements related to labor law, the impact of reducing working hours on the productivity and health of Brazilian workers. Specifically, it seeks to answer the following questions: Will worker productivity increase with a temporary reduction in working hours? Are there positive health impacts for workers who experience a reduction in working hours? To address these questions, the hypothetical-deductive method was used. The methodological approach was based on historical-typological analysis, with the interpretation framed through a sociological lens. The research, qualitative in nature, employs bibliographic and documentary sources on the topic, with a primarily explanatory objective. The study highlights the need for closer monitoring of labor relations, focusing on the enhancement of human work, particularly in the context of current technological advancements. It argues that personal development can lead to increased productive capacity and a greater balance in the work-life relationship, thereby fostering continuous evolution. To achieve this, public policies aimed at enhancing the employability of Brazilian workers will be necessary, alongside the involvement of representative groups through collective labor law. These efforts should focus on developing effective contractual mechanisms to improve labor quality and drive economic development.

Keywords: surveillance society; mental capitalism; personalized advertising; Data Services Act; regulatory measures.

INTRODUCTION

The regulation of employment relations, as set out in Brazilian constitutional and labor legislation, is one of the major social achievements of the 20th century. Considering its late regulation, created in response to an initial panorama of labor exploitation, the legislator's concern is evident: to protect (and curb) the pre-existing abuses inflicted on workers.

With the evolution of society, technology, and production methods, it becomes clear that a new approach to various elements of this relationship is

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needed, as human labor requires adaptation in light of technological advancements in the labor market. The compliance of labor practices is now a key aspect of the modern business environment, aimed at maintaining appropriate working conditions. This applies not only to the equipment and processes required for work and safety but also to the well-being of employees, their health, and the personal and professional development of the workforce.

In Brazil, however, not everything falls under the jurisdiction of the legislature, as collective agreements and conventions often take precedence over the law. In this context, beyond public policies focused on social issues, the labor negotiations framework plays a crucial role in shaping the future of employment relations.

Against this new backdrop, a potential solution arises in the evolution of the interpretation (already existing) regarding working hours, a topic that provides a broad scope for discussions on the benefits of its reduction. This is because the relationship between time and productivity may not be, in absolute terms, directly proportional. Thus, (healthy?) productivity becomes a new focal point of discussion, as it could be key to addressing—if possible—the reduction of working hours while simultaneously maintaining economic development and preserving wages.

This study is developed in light of the new forms of work and the reconfiguration of working hours. As such, it seeks to answer the following questions: Will worker productivity increase with a temporary reduction in working hours? Are there positive effects on the health of workers who experience a reduction in their working hours?

The research approach used was the hypothetical-deductive method. The methodological procedure was based on historical-typological analysis, as it aims to identify new possibilities in light of contemporary reality. The interpretation is presented through the use of the sociological method. The research, qualitative in nature, draws on bibliographic and documentary sources, with an explanatory objective.

The study is divided into a first part that presents the historical background of working hours in the labor world and the evolution of labor law in Brazil, seeking to understand the role of reducing working hours in the achievement of social rights for Brazilian workers. The second half examines the observed impact on the healthy productivity of workers.

I. THE EVOLUTION OF WORKING HOURS

Initially, the evolution of work forms throughout world history can be identified through the lens of employment relations development, from slavery to what is understood as work today. In this context, the importance

of working hours is evident as a guarantee of labor as a form of cooperation for production, rather than merely in the context of labor exploitation.

The first subdivision of this chapter aims to trace the historical evolution of work forms, particularly regarding the formation and establishment of what is understood as working hours. In the second part, the development of legal aspects regulating labor relations in Brazil is examined, as this research focuses on assessing the impacts on Brazilian workers.

Given this overview, the advancement of labor laws at the national level is analyzed, highlighting the growth of constitutional guarantees, the creation of the Consolidation of Labor Laws (CLT) in 1943, and the progress of collective bargaining through unions, which are of utmost relevance to this research as they have closer proximity to the relations of each category.

A. Working Hours in History: Global Historical Perspectives

From a historical perspective, it is clear that work has been present since the dawn of civilization, initially characterized by the exploitation of human labor through slavery, without any rights or legal protections, let alone labor rights¹.

During this period, work carried a pejorative connotation, as if it were a form of punishment, and was performed through physical force without any sense of personal or professional fulfillment². Given the absence of labor laws at the time, labor rights only became a global concern when driven by economic, political, and legal factors³.

At the height of capitalist development, the Industrial Revolution was responsible for the division of classes between those who owned the means of production and the workers. At that time, when labor was still predominantly understood as exploitative, the goal was to extract as much work as possible from the working class, with long working hours, minimal pay⁴, and no concern for the personal fulfillment of those performing the tasks.

It was only after the Second Industrial Revolution that modest improvements in working conditions began to emerge, with the development of specific laws aimed at human labor and limiting the exploitation of the workforce, seeking to balance labor relations⁵. Legally, this period saw the

¹ Martins, Sérgio Pinto. *Direito do Trabalho*. 39th ed. São Paulo: Saraiva, 2023, 43-47.

² Martins, Sérgio Pinto. *Direito do Trabalho*. 39th ed. São Paulo: Saraiva, 2023, 43-47.

³ Leite, Carlos Henrique Bezerra. *Curso de Direito do Trabalho*. 15th ed. São Paulo: Saraiva, 2023. E-book.

⁴ Romar, Carla Teresa Martins, and Pedro Lenza. *Direito do Trabalho*. 8th ed. São Paulo: Saraiva, 2022, 47-50.

⁵ 2ª Revolução Industrial – Geobrasil. Rodrigo Rodrigues. YouTube video, 9:00. April 8, 2020. <https://www.youtube.com/watch?v=saGcsbUn-BQ>.

creation of the first unions, through which workers united to demand their rights, a movement that, in some periods, was disregarded and even criminalized by the State⁶.

As capitalism evolved and technology advanced in a globalized world, there was a significant increase in productivity levels, reducing the need for human labor in industrial production—though human involvement remained necessary for machinery coordination. In this economic system, workers' leisure time became directly linked to their consumption, given the relationship between personal interests and the so-called consumer society⁷.

With the onset of the third and fourth Industrial Revolutions, the post-industrial society emerged, marked by the accelerated pace of technological, communication, and production advancements. This allowed workers, using advanced technology, to produce more in less time. In this context, it became evident that social evolution, also present in labor relations, occurred so dynamically that it gradually diverged from the existing legislation in terms of its codification⁸.

Considering the high level of informatization and scientific development, human labor is increasingly less necessary for production. In this disruptive and unprecedented context, labor relations are being transformed, allowing workers to become more autonomous, managing their work location and time independently⁹.

Thus, labor law, which emerged and served the Industrial Revolutions, played a key role in establishing control over the capitalist system, attempting to strike a balance between the workforce and workers' lives, a concept that continues to evolve today¹⁰.

Despite the increased productivity brought about by technological advancements, the introduction of machines into production lines led to the replacement of human labor in certain phases of production. This new reality brought significant economic and social changes, prompting collective efforts by workers to improve working conditions, as labor was often undervalued and exploited¹¹.

⁶ Nascimento, Amauri Mascaro. *Curso de Direito do Trabalho*. 29th ed. São Paulo: Saraiva, 2014, 40.

⁷ Calvete, Cassio da Silva. *Redução da Jornada de Trabalho: Uma Análise Econômica para o Brasil*. PhD diss., Universidade Estadual de Campinas (UNICAMP), 2006.

⁸ De Paula, Carlos Alberto Reis. "Palestra 80 Anos da CLT." FIERGS, Porto Alegre, June 2023.

⁹ Bernardini, Marina. "A História do Direito do Trabalho e a Evolução do Direito do Trabalho no Brasil." TRT4. <https://www.trt4.jus.br/portais/escola/modulos/noticias/415206>. Accessed November 2, 2023.

¹⁰ Delgado, Mauricio Godinho. *Curso de Direito do Trabalho*. 18th ed. São Paulo: LTR, 2019, 95-100.

¹¹ Martinez, Luciano. *Curso de Direito do Trabalho*. 14th ed. São Paulo: SaraivaJur,

The changing landscape for workers, though a natural movement from the perspective of evolving production methods, revealed the need to alter how society treated these individuals, who were no longer merely tools for industry but became subjects of rights, with the need to perform their work in a satisfactory manner¹². Over time, it became clear that workers deserved not only physiological support but also care related to their personal fulfillment¹³.

It is no coincidence, therefore, that in 1948, labor was globally recognized by the Universal Declaration of Human Rights in Article 23, which enshrines the right to free choice of employment and just and favorable working conditions¹⁴. This development led to efforts to address labor conditions that jeopardize health, such as excessive workloads, negative and discriminatory behavior, and more. Following this, considering that people spend a large portion of their lives working, the need for compensation became clear, solidifying the concept of "compensation."¹⁵

B. The Brazilian Working Hours: Legislative Aspects

As studied in the preceding section, issues related to time, work, and working hours have always been a topic in labor law—whether positive or negative, productive or unproductive. In Brazil, the inclusion of social labor rights at the constitutional level occurred with the Constitution of the Republic of the United States of Brazil, promulgated in 1934, which instituted the 8-hour workday limit¹⁶. Evidently, given the period in which it was enacted, it aimed to safeguard protective labor conditions (and their

2023, 1257-1263.

¹² Alves, Andressa Munaro. *A Trabalhabilidade como Direito Social Fundamental: O Critério da Ponderação como Alternativa à sua Realização*. Porto Alegre: Livraria do Advogado, 2023, 46-63.

¹³ Fincato, Denise Pires, and Andressa Munaro Alves. "Trabalhabilidade como Bússola Orientadora ao Topo da Pirâmide de Maslow." *Revista Científica Multidisciplinar Núcleo do Conhecimento*, 7, no. 08, Vol. 05 (August 2022). <https://www.nucleodoconhecimento.com.br/ciencias-sociais/piramide-de-maslow>. Accessed January 10, 2023.

¹⁴ ONU (Organização das Nações Unidas). *Declaração Universal dos Direitos Humanos: Adotada e Proclamada pela Assembleia Geral das Nações Unidas (Resolução 217 A III) em 10 de Dezembro 1948*. <https://www.unicef.org/brazil/declaracao-universal-dos-direitos-humanos>. Accessed May 26, 2023.

¹⁵ OIT (Organização Internacional do Trabalho). "OMS e OIT Pedem Novas Medidas para Enfrentar os Problemas de Saúde Mental no Trabalho." https://www.ilo.org/brasilia/noticias/WCMS_857127/lang-pt/index.htm. Accessed November 24, 2023.

¹⁶ Brasil. *Constituição da República dos Estados Unidos do Brasil. 1934*. https://www.planalto.gov.br/ccivil_03/constituicao/constituicao34.htm. Accessed April 27, 2023.

execution).

As for infraconstitutional legislation¹⁷, the Consolidation of Labor Laws (CLT), established in 1943¹⁸, embodied the idea that labor is not a commodity, being recognized as a collective effort to ensure the social guarantees inherent to work. Thus, with its principles—advanced for its time—the CLT became a reference and was elevated to constitutional status by the 1988 Constitution of the Federative Republic of Brazil¹⁹.

Regarding working hours, the last reduction achieved in the country was through the 1988 Federal Constitution, where the weekly limit was reduced from 48 hours to 44 hours²⁰. Following this event, Constitutional Amendment Proposal No. 231 of 1995²¹ was introduced, suggesting a reduction of the weekly working hours limit to 40 hours without salary reduction, as well as an increase in overtime pay from 50% to 75%. However, to date, this proposal has not advanced in modifying the suggested points, with the 44-hour weekly limit set by the Constitution still in effect.

The Reduction of Working Hours (RWH), without salary reduction, has been included as one of the fundamental pillars of the workers' agenda and has been discussed over time as a means to generate quality employment and improve living conditions²². In other words, reducing working hours without reducing pay remains a topic that must be addressed with determination by those willing to take it on, unfortunately because speaking of reducing work hours often leads to discussions of decreased earnings. Worse still, such actions frequently fail to assess whether the work performed was actually productive.

Regarding the reduction of working hours, the Constitution guarantees,

¹⁷ Moreover, it is worth highlighting that the CLT is a consolidation of pre-existing parallel legislation, and this research will point out the relevant aspects without exhausting—nor intending to exhaust—the period prior to the enactment of this labor-related legal framework.

¹⁸ Brasil. Decreto-Lei No. 5.452, de 1º de Maio de 1943: Aprova a Consolidação das Leis do Trabalho. Rio de Janeiro: Presidência da República, 1943. https://www.planalto.gov.br/ccivil_03/decreto-lei/del5452.htm. Accessed April 27, 2023.

¹⁹ Araújo, Francisco Rossal. "Palestra 80 Anos da CLT." FIERGS, Porto Alegre, June 2023.

²⁰ Brasil. Constituição da República Federativa do Brasil. Brasília, DF: Presidência da República, 1988. http://www.planalto.gov.br/ccivil_03/constituicao/constituicaocomplado.htm. Accessed April 27, 2023.

²¹ Brasil. Senado Federal. Proposta de Emenda à Constituição No. 231, de 1995: Reduz a Carga Horária Máxima Semanal de 44 para 40 Horas e Aumenta o Valor da Hora Extra de 50% para 75%. Brasília, DF: Senado Federal, 2019. <https://www.camara.leg.br/propostas-legislativas/14582>. Accessed April 27, 2023.

²² DIEESE (Departamento Intersindical de Estatística e Estudos Socioeconômicos). "Nota Técnica No. 57, 2010." <https://www.dieese.org.br/notatecnica/2007/notatec57JornadaTrabalho.html>. Accessed May 9, 2023.

under Article 7, Section XIII, not only a specific maximum duration but also the possibility of reducing working hours through collective agreements or conventions. This demonstrates that collective bargaining is a viable option for introducing this new concept, serving as a feasible (and effective) instrument for modernizing labor relations²³.

Collective instruments such as Collective Bargaining Agreements (CBA) and Collective Labor Agreements (CLA) are the means through which private legal transactions in labor law are formed. These agreements, which serve as an authentic source of labor law, aim to regulate matters specific to the parties involved, creating rules between employers and employees. These rules reflect the factual situation experienced in a given employment relationship, whether involving an entire category and its employers (CBA) or just one company (CLA)²⁴.

Considering this, collective reduction of working hours emerges as a (possible) alternative for advancing social labor conditions, with the potential to benefit all workers without distinction of position, social class, gender, or any other form of possible discrimination. Moreover, as has long been intended, it could foster a better balance between professional and personal life²⁵.

II. THE IMPACT OF REDUCTION: WORKER PRODUCTIVITY AND HEALTH

From the historical overview analyzed, it is evident that working hours have undergone several reductions. Initially, these reductions were driven by economic and social crises, but today they carry a different meaning, as work has shifted away from being purely exploitative to taking on a philosophical dimension, intrinsic to the human being and their pursuit of personal fulfillment, aligned with their physical and mental health.

Thus, reducing working hours impacts not only the productivity of companies and workers but also the fundamental social right to health, which is equally embedded in labor relations, as guaranteed by international treaties and the Federal Constitution. In this regard, it is essential to reflect on all these related fundamental rights, which is the focus of the following section.

In the first subdivision, the relationship between working hours and productivity is examined, with a focus on the worker and their ability to adapt

²³ Brasil. Constituição da República Federativa do Brasil. Brasília, DF: Presidência da República, 1988. http://www.planalto.gov.br/ccivil_03/constituicao/constituicaocompilado.htm. Accessed April 27, 2023.

²⁴ Delgado, Mauricio Godinho. *Curso de Direito do Trabalho*. 18th ed. São Paulo: LTR, 2019, 190-195.

²⁵ Piasna, Agnieszka, and Stan De Spiegelaere. *Redução do Tempo de Trabalho: Para Alcançar o Equilíbrio entre Vida Profissional e Vida Privada e a Igualdade de Gênero*. Porto Alegre: CirKula, 2022, 173-195.

to new forms of work. In the second, the necessary balance between work and life is addressed, as well as the impacts of reducing working hours on the health of Brazilian workers and the consequent effects on their employability.

*A. Maintaining Labor Productivity: Despite the
Reduction of Working Hours*

In Brazil, Getúlio Vargas's government played a key role in the country's industrialization by establishing a state-controlled basic industry and encouraging private capital investment in consumer industries. The enactment of the Consolidation of Labor Laws (CLT) provided workers with regulatory standards for labor relations, including working hours²⁶, and ensured the income necessary to stimulate domestic consumption²⁷.

Despite the Industrial Revolution replacing human labor with machinery in certain activities, the evolution of labor relations demonstrates that productivity is not directly tied to hours worked. It is understood that, as humans engage with emotions, relationships, and the creative universe, a new paradigm of wealth creation emerges. Notably, corporate problem-solving solutions may not come during working hours but rather during activities such as exercise or household tasks²⁸.

In this sense, the concept of work in the 20th century, viewed as an obligation, cannot prosper in the future of work, which must focus on individual development, as Domenico De Masi explains²⁹:

Work must also be taught, obviously, not as an oppressive obligation but rather as a stimulating creative pleasure. Additionally, it is increasingly essential to teach non-work activities, that is, activities related to leisure, care, and attention.

The focus on employability emerges to develop and train workers with these new perspectives on human activity. The goal is to improve personal skills for occupying new jobs, fostering human professional development alongside technological progress³⁰. Beyond merely counting hours worked,

²⁶ It is important to note that the intention is not to address legislative issues, but rather to focus on productivity aligned with the time period.

²⁷ Industrialização Era Vargas – Geobrasil. Rodrigo Rodrigues. YouTube video, 14:00. August 13, 2020. https://www.youtube.com/watch?v=Xiio_mxNIYo. Accessed November 14, 2023.

²⁸ Shtel, Soraia. "SESI Conecta Saúde." VIMEO video, May 10, 2023. Published by SESI RS. <https://player.vimeo.com/video/824258376>. Accessed June 29, 2023.

²⁹ De Masi, Domenico. *O Ócio Criativo*. Rio de Janeiro: Sextante, 2000, 281-282.

³⁰ Fincato, Denise Pires, and Andressa Munaro Alves. "Trabalhabilidade como Bússola Orientadora ao Topo da Pirâmide de Maslow." *Revista Científica Multidisciplinar Núcleo do Conhecimento*, 7, no. 08, Vol. 05 (August 2022).

developing human capacity represents a tremendous opportunity to enhance the production process, regardless of the creation or elimination of jobs due to the rise of new machines.

This paradigm shift—from exhausting work and overproduction to necessary and productive labor—opens up new possibilities in the law. Productivity will be linked to the worker, not necessarily to the time (quantity) of work performed. Nevertheless, in the context of this study, it is crucial to remember that the challenge is particularly pronounced in Brazil's legislative context, where progress remains slow in addressing productivity and moving toward more meaningful considerations.

Moreover, current labor legislation, particularly regarding working hours, offers very little regulation to support the professional qualification of workers. In a post-industrial society, new labor relations highlight the importance of focusing on human work and its qualification, not just on (un)employment³¹. Additionally, collective regulations bring the factual reality of different labor categories closer to general legislation, which is often distant from the goals of future work.

In this context, responsibility for developing a qualified workforce lies not only with businesses and unions but also with the State. Encouraging the creation of qualified professionals means fostering economic results³². Consequently, this will lead to economic growth by strengthening the worker's connection to their chosen activity and enhancing their social participation, which, if encouraged, will develop in a healthy environment.

It is understood that individuals must have the material conditions to improve their work practices, striving for excellence in their activities. This should naturally generate results for their employers while also fulfilling the purpose of dignifying the employee's life, as they live (and will continue to live) in pursuit of happiness, regardless of the outcomes achieved³³.

B. Impacts of Labor Evolution: Employee Health

In terms of health, the 1988 Federal Constitution, known as the Citizen Constitution, was responsible for introducing a chapter on social rights in

<https://www.nucleodoconhecimento.com.br/ciencias-sociais/piramide-de-maslow>. Accessed January 10, 2023.

³¹ Nascimento, Amauri Mascaro. *Curso de Direito do Trabalho*. 29th ed. São Paulo: Saraiva, 2014. E-book.

³² Alves, Andressa Munaro, and Diego Sena Bello. "Índices, Números ou Realidade? O Futuro do Trabalho Encontra-se Xequê." *Conjur*, November 15, 2023. <https://www.conjur.com.br/2023-nov-15/alves-bello-trabalho-encontra-se-xequê>.

³³ Barros Filho, Clóvis de. "CLÓVIS DE BARROS - Flow #175." *Flow Podcast*, YouTube video, February 15, 2023. <https://www.youtube.com/watch?v=mZnoZYyU5II>. Accessed June 29, 2023.

Brazil, recognizing the need to protect the fundamental right to health, as stated in Article 6 of the legal text³⁴. As a result, there are several provisions confirming this protection, such as the emphasis on the relationship between work and health. Article 7 establishes the worker's right to a minimum wage set by law, which, as envisioned by the framers at the time of its enactment, should be sufficient to meet basic needs, including health and the reduction of risks that could affect the employee³⁵.

According to the Organisation for Economic Co-operation and Development (OECD)³⁶, a balance between life and work is necessary, with the amount of time people spend working being a crucial factor. Working long hours leads to poorer health outcomes and lower personal and professional satisfaction, causing an imbalance in the work-life relationship. It is also important to break the misconception that only long working hours result in good work. Productive, qualified, and meaningful work has nothing to do with excessive hours.

Moreover, long working hours can harm health, put safety at risk, cause workplace accidents, depending on the type of work, and increase stress levels. Therefore, the quantity and quality of leisure time are important for overall well-being and can bring additional benefits to both physical and mental health³⁷.

To establish a necessary balance between professional and personal life, it is essential to consider not only the time spent working but also the intensity of the work, as greater wear and tear in the performance of activities requires more time for individual recovery³⁸.

Additionally, employees working long hours are more likely to engage in unhealthy behaviors, such as alcohol consumption, smoking, and lack of exercise. This factor also negatively impacts physical health, leading to conditions like cardiovascular diseases and strokes³⁹.

³⁴ Brasil. Constituição da República Federativa do Brasil. Brasília, DF: Presidência da República, 1988. http://www.planalto.gov.br/ccivil_03/constituicao/constituicaocompilado.htm. Accessed April 27, 2023.

³⁵ Brasil. Constituição da República Federativa do Brasil. Brasília, DF: Presidência da República, 1988. http://www.planalto.gov.br/ccivil_03/constituicao/constituicaocompilado.htm. Accessed April 27, 2023.

³⁶ OCDE (Organização para a Cooperação e Desenvolvimento Econômico). Better Life Index. <https://www.oecdbetterlifeindex.org/pt/quesitos/work-life-balance-pt/>. Accessed May 23, 2023.

³⁷ OCDE (Organização para a Cooperação e Desenvolvimento Econômico). Better Life Index. <https://www.oecdbetterlifeindex.org/pt/quesitos/work-life-balance-pt/>. Accessed May 23, 2023.

³⁸ Piasna, Agnieszka, and Stan De Spiegelaere. *Redução do Tempo de Trabalho: Para Alcançar o Equilíbrio entre Vida Profissional e Vida Privada e a Igualdade de Gênero*. Porto Alegre: CirKula, 2022.

³⁹ Cazes, Sandrine, et al. "Well-being, Productivity and Employment: Squaring the

According to the International Labour Organization (ILO)⁴⁰, around 9% of the global population is exposed to long working hours, a number that increased between 2000 and 2016. This trend places workers at risk of developing work-related disabilities and premature death. However, as pointed out, to ensure that the reduction of working hours does not lead to increased stress and pressure due to the need for faster production, the reduction in hours should be coupled with greater worker autonomy to effectively manage their output in the available time⁴¹.

To avoid productivity losses due to external factors and to embrace the human experience, companies should invest in a care economy to guide future productivity. Caring for employees means understanding when to demand output and when the employee is ready to deliver the desired result, recognizing moments of difficulty, whether due to illness or any other uncontrollable factor⁴².

According to De Masi, in the future, the current boundaries—what he refers to as frontiers—between social, academic, and professional life will no longer exist. All human activities will increasingly occur simultaneously, a concept he calls "creative leisure," fostering healthy productivity rather than destructive competitiveness. In this way, the future of work may distance itself from the labor force as it existed in rural and industrial times, reducing the stress placed on the working class⁴³.

To achieve the future of work, it is necessary to contribute to sustainable development in Brazil and globally, where health and well-being are among the key goals proposed by the United Nations (UN), along with commitments to economic expansion and the guarantee of full, productive, and decent employment⁴⁴.

In this regard, labor law can (and should) serve as a tool to propose legislative alternatives capable of keeping up with social developments,

Working Time Policy Circle." In *OECD Employment Outlook 2022: Building Back More Inclusive Labour Markets*. Paris: OECD, 2022. <https://doi.org/10.1787/608c59f1-en>. Accessed May 28, 2023.

⁴⁰ OIT (Organização Internacional do Trabalho). "OMS e OIT Pedem Novas Medidas para Enfrentar os Problemas de Saúde Mental no Trabalho." https://www.ilo.org/brasilia/noticias/WCMS_857127/lang--pt/index.htm. Accessed November 24, 2023.

⁴¹ Cazes, Sandrine, et al. "Well-being, Productivity and Employment: Squaring the Working Time Policy Circle." In *OECD Employment Outlook 2022: Building Back More Inclusive Labour Markets*. Paris: OECD, 2022. <https://doi.org/10.1787/608c59f1-en>. Accessed May 28, 2023.

⁴² Schtel, Soraia. "SESI Conecta Saúde." *VIMEO video*, May 10, 2023. Published by SESI RS. <https://player.vimeo.com/video/824258376>. Accessed June 29, 2023.

⁴³ De Masi, Domenico. *O Ócio Criativo*. Rio de Janeiro: Sextante, 2000, 256-257.

⁴⁴ ONU (Organização das Nações Unidas). *Objetivos de Desenvolvimento Sustentável*. <https://brasil.un.org/pt-br/sdgs>. Accessed November 14, 2023.

aiming at the healthy development of workers. While, on the one hand, legislation has a slow and cumbersome process for creating regulations, on the other hand, collective bargaining gains strength by addressing the social needs arising from constant changes in labor relations.

CONCLUSION

This study set out to answer the following questions: Will worker productivity increase with a temporary reduction in working hours? Are there positive health impacts for workers who experience a reduction in their working hours? Based on the exploration of the chosen topic, it was found that yes, reducing working hours can elevate the healthy productivity of Brazilian workers.

In light of the technological impact the labor market has undergone with the development of machines and the consequent changes in job roles, workers were not eliminated from labor relations but rather relocated to new functions. Thus, the need arises to focus on the sustainable (healthy) development of workers.

As labor relations have evolved, it has become clear that working hours and their control are not directly linked to worker productivity. In today's information age, individuals are constantly connected to work, even during personal, social, educational, and leisure moments.

In this context, it is possible to reduce working hours in a way that generates positive impacts on both workers' lives and companies' productivity. Evidently, such a reduction should be accompanied by a plan where unproductive time during the workday is replaced by the utilization of each individual's productive capacity, fostering meaningful activities with a focus on employability.

With this in mind, looking to the future, all parties involved in the labor relationship need to unite efforts in search of a common goal: healthy productivity. Beyond legislative labor aspects, this evolution seeks to impact various social areas, such as health, leisure, and even environmental causes resulting from the unchecked production of disposable items.

Therefore, it is essential to have the continuous support of collective labor entities, as the evolution of labor relations will progress more quickly through collective agreements or conventions. Additionally, political and social initiatives must be advanced, given the national importance of developing qualified and healthy professionals. By enhancing workers' employability, this will, in turn, drive economic growth in the country, naturally creating the cited balance between work and life.

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