Corporate Social Irresponsibility: The Bullying in Amazonian Women Workers of the Industrial Free Zone of Manaus-AM, Brazil

(L'irresponsabilite Sociale: Le Harcelement Moral Avec Travailleurs du Polonais Industriel Dans la Ville de Manaus-AM (Brazil))

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Résumé

Cet article trace la trajectoire de l'amazonense d'hinterlands de femmes qui arrive pour aimer le rêve du travail dans Polonais industriel de Manaus et VE-si confronté à la souffrance au travail qui commence à partir du processus sélectif Jusqu'à la découverte dont est la victime du harcèlement moral. Pour chacun des deux cherchés pour connaître comme si exprime l'adaptation au contexte organisationnel des femmes provenues de l'intérieur de l'Amazone à la ville de Manaus à la recherche de l'emploi. Sont démontrés sous les formes de ce travail de harcèlement moral et sexuel, auxquelles ils sont soumis ces femmes. En accord avec les résultats obtenus par l'application des questionnaires dans 30 volontaires féminins qui sont sortis de l'intérieur de l'Amazone à la recherche d'une meilleure qualité de vie, On l'a identifié qu'en plus de la douleur trouvée dans les victimes du harcèlement, il n'y a aucune preuve des agressions sexuelles précédentes qui étaient frustrantes, et qui produisent des types de harcèlement moral produits.

Mots cles : Souffrant; Travail; Harcelement; Femmes

Abstract

The present article traces the trajectory of the woman Amazonian who arrives to desire the dream of working in Industrial Pole of Manaus and confronts with the suffering at work that starts from the selective process until the observation that is the victim of harassment. For both sought to know as if expresses the adaptation to organizational context of women originated from rivers of Amazon State to the Manaus City in search of employment. Are demonstrated in this work forms of Mobbing and sexual harassment, to which they are subject these women. According to the results obtained by application of questionnaires in 30 women Amazonian in search of a better quality of life, it was identified that in addition to the suffering found in victims of mobbing and Sexual harassment, there is evidence of previous sexual assaults that were frustrated, and that generate the moral harassment. Such findings become topics to be researched and even confirmed through other methods of behavioral sciences that deal with human suffering, because this theme is never exhausted and always will be necessary for understanding mainly on prevention of mobbing and improvement in occupational health and quality of life at work for the follow-up search.

Key words: Suffering at work; Mobbing; Women's work

INTRODUCTION

The quest for better living conditions, where the work plays an important role, it makes with that thousands of women to leave the interior of the State of Amazonas in search of new opportunities personal envy the dream of "working in the District". To get to Manaus, the suffering that installs in virtue of the sparse qualification, lack of experience, not to social adaptation and the observation of that be absorbed by the labor market the Industrial Pole of Manaus is not easy as if he believes in the vision hinterlands, the truth is naked.

The woman originated from the interior of the Amazon, not arrives to Manaus with the purpose of being housemaid, the stereotype of industrial worker is his goal, after all in their land of origin generated in her family, the expectation that she would work in large companies international of the Manaus Free Zone, so is her dream professional ensues from a socialization process done by local media that highlights the financial success and the generation of income.

This done, to just focus on the workers that migrate from the interior of the State of Amazonas to the City of Manaus, inquired as to what the criteria for hiring this labor force, for the conditions of professional qualification and education of these women migrants (to not say-if tribal) in virtue of natural geographical isolation of the Amazon.

Thus, this study aimed to primarily Known as if it handles the absorption of labor female originated from the interior of the Amazon by Polo Manaus Industrial– PIM, and consequently as specific objectives: to Identify the path taken by the woman hinterlands amazonian e until the absorption by the IMP; Known as manifested the adaptation to organizational context of women originated from the interior of the Amazon; and discover if the same, because they are not qualifying, were subjected to some form of harassment to remain in Pole Manaus Industrial.

As characteristic main Methodological this research was in its most exploratory, because many of the women did not want to externalize the phenomenon of working conditions to which they were subjected in some companies in Manaus Industrial.

Is further characterized as Case Study in virtue of the object of this study have been a group of women who came out of the interior of the Amazonas and mainly the adjacencies of Manaus and have managed to get their "dream" of working in Industrial Pole of Manaus, and who now finds himself facing a mental suffering because of observation of suffering ahead to various types of harassment faced to remain in employment as identified preliminarily in pre-testing of questionnaires.

This study was carried out with the aid of a manageress, who on the occasion of the data collection in the year of 2008 was academic of administering a particular School in the city of Manaus in which paid their tuition fees through the salary he received from an automaker of the IMP, and who also experienced the reality suffered in that industrial pole and embarrassing situations. By be object of research and at the same time researcher auxiliary, such procedure framed-in type of participant research, because as advantage to ex-academic was inserted in reality under study, the same succeeded upon his experience and personal experience among other women transcend all situations by which pass the women of category of industrial workers.

As to the method used and the manner of its implementation, was the network system, which is duly approached by Alves (1999). The method of approach will be the historical critical or dialectic that penetrates the world of phenomena and change dialectics that occurs in nature and in society. Marx is first researcher to adopt in a systematic way the dialectic method because the "when studying a particular objective reality, analyzes, methodically, aspects and the contradictory elements of this reality" (Gadotti, 2000).

The instrument was the joint questionnaire, as indicated by Lakatos (2003), consisting of a series of questions that were answered by 30 women[1] without the presence of the researcher *in face* having in view that there was no link between the researched and the researcher, being that the data collection was so slow and without haste, began in 2006 and it was concluded that m 2008 in December of the same year, because of the difficulty in locating and mapping the group of research focus.

For this type of theme and situation involved opted- if still classify taxonomically in exploratory research, explaining the type:

> Ex post factum, with the qualitative analysis with tab and classification of data, that after the observation of the results obtained were performed crosses and analysis of information from the data, consequently making it also the quantitative research, according to the orientation indicated by Vergara (2013) and Mizukami (1996).

An important observation in relation to qualitative research is to recognize that it reveals an interpretation: " ... that is not the only, nor the best, but leaves open possibility that other may arise. AND is its richness to reveal scenes of everyday life through the analysis of data and by exploitation of the theoretical framework" (Mizukami, 1996).

Thus by virtue of the above, this study delineates in the city of Manaus, without the identification of workers and their respective corporations. The study was organized taking into account the context and organizational culture to which these workers are inserted. The result of these approaches was distributed in graphics and a table.

1. TRAINING OF PROFESSIONAL DREAM

Going backwards in history, as well, as suggests Karl Marx (1972), displays the individual dependent, and hence the individual producer and the assembly to which it belongs. Of beginning this seems in a way still quite natural, within the family and the tribe, such a family expanded. Later, comes in many forms of community

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[1] Not random Sample without replacement of the network type of attraction. After the first questionnaire responded asking the interviewee if he knew one other people in the same situation as her, so the social network obtained was of 30 people up to the present moment, because of the difficulty in exposing the degrading situations suffered.

resulting from the antagonism and the merger of tribes. Only in the 18th century, in "bourgeois society", is that the various forms of social set began to present itself to individual as simple means of carrying out their private purposes, such as the need outside, and this is present.

There is no doubt that the entrance of amazonian hinterlands women into the globalized world will be very tough because of globalization. Mattos (1998) stresses that globalization has disappeared about 1,000 formal jobs, installing as well to search for informal jobs and by this style of production. The companies require a competent professional and competitive, versatile and creative, but not always provides an organizational support promoter of health at work.

Faced With this situation, it is visible in the distance between what the organization expects and prescribes (task) and what the worker performs (activity). In this perspective, the woman originated from the interior of the Amazon is obliged to use mediation strategies in order to meet the demands of the company and maintain their employability and physical and psychological integrity (Frost, 2000).

The mediation of this discrepancy between the task and activity implies human cost that embraces the physical dimensions, psychic and cognitive. The incidence of cases of occupational diseases, such as DORT, READ, depression, stress and burnout, represent the expression of psychological distress experienced by the worker in the context of production of goods and service, the result of this divergence (Tavares, 2003).

The mechanical work is part of the routine industrial, Dejours (1999) affirms that perform a task without material or affective involvement requires effort of will that in other circumstances is supported by the game of motivation and desire To experience depression in relation to work and to himself, it feeds the feeling of falling asleep intellectual, mental sclerosis, paralysis of fantasy and imagination; in fact, the brand of some form the triumph of priming in man's relationship with the significant contents of the job, it is possible to consider, schematically, two components: the significant contents in relation to the subject and the meaningful content in relation to the object. When the progress and the advancement of this relationship are blocked for some reason or circumstance, it was observed that the incidence of suffering.

The importance of the social dimension, since it leads to a reflection about the implications that the model of work by production can cause the worker health, potentiating the predominance of experiences of suffering, as well as provides subsidies to rethink this model.

The questions guiding this study were: How to set up the context for the production of goods and services where the women born within that today are workers in Industrial Pole of Manaus? How is characterized his suffering? The inter-relationship between the psychological distress, come from the conflicts between the subject and the reality of work, that mediation strategies are employed by workers to deal with the suffering and transform the work into a source of pleasure?

We sought to analyze the strategies of individual and collective mediation used by workers to avoid the illness and remain healthy.

The three assumptions that substantiate the assumptions refer to the subject as the holder of a life history and active participant in the construction process of subjectivity at work, which implies a relation in which the subject, at the same time, transforms and is transformed by the work; to the interdisciplinary character that subsidizes theoretically having its base in psychology and behavioral approach of the administration; and the main aspect of suffering ensues from the world of work that you submit the woman hinterlands of Amazonas State when inserted in Industrial Pole of Manaus.

Another factor detected by virtue of a pre-test, was the moral and sexual harassment which refers to the practice of humiliation, persecution and threats in places of work, all components of a process of psychological violence that can reach up to risking the health of victim. The hostile attitudes as purposive deterioration of working conditions, the insulation and refusal of communication, attacks against the dignity and the use of verbal and physical violence constitute the means by which the offender reaches the victims of harassment (Hirigoyen, 2001).

2. RURAL EXODUS IN THAT STATE AND THE COSMO HINTERLANDS

It is worth noting that the perception of time and how to administer it, according the individual who dwells in the interior of the State of Amazonas, differs from the perception of urban woman in Manaus, mainly on the issue of control time. A woman hinterlands, for example, you can spend the entire morning in the kitchen preparing lunch, there is no hurry and neither "runs-runs" early to get to work, your daily read is not controlled by anyone, it has its own concept of time (Bellusci,2003). But the lack of money in the State of Amazonas and Reprinting the constant in the media to increase inflows and in income from Manaus, makes with that increase the desire for acquisition of products and information and this is not inside the Amazonas, many say, "I'm going to Manaus behind work".

It is understood by work in general worldview hinterlands amazonian much money with little physical effort and employed (or popularly called employment or work). Other natural factors, such as the flow of rivers and the natural cycles contained in the Amazon forest, adds to the difficulty of cultivation on poor soils, as well as the cessation of farming cycles make up to now in the 21st century with which to search for an activity employed (work), or is a predominant factor for rural exodus, as

seen in Figure 1.

It is understood historically by exodus in the Amazon, the abandonment of the interior of the Municipalities in the State of Amazonas by countrified due to major difficulties identified in the region such as: flooding of rivers (flooding) by rainwater, difficulties of disposing of products such as rubber, jute. Isolation of riverside population among others.

There are, however, some situations in which the exodus was motivated by the taste of adventure and/or by the desire to make fortune, being that the last reason, most of the times, is intercropped with the condition of flagellates of the immigrant, as note-if this report of a farmer, portrayed by Bechimol (1992) in the battle of "Romanceiro rubber":

> I have come to know this mode here. All they said to me that the Amazon was a land of goodness. If multitudes came together money with broom. Was only catch money with the hands and back? Then, I told myself, that I am still learning this land (Bechimol, 1992, p.92).

Was the desire to know this land where if "the silicone money with the broom", who drove 57% of women to Manaus was the work (Figure 1), many of them have internalized the Pole Manaus Industrial as single opportunity to break the cycle of poverty that accompany their families.
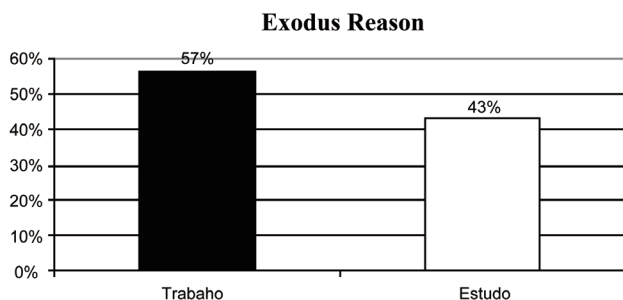
Exodus Reason

Figure 1
Exodus Reason Inside Amazon City of Manaus-AM (Brazil), 2008

3. ADMISSION IN INDUSTRIAL ORGANIZATIONS

The industrial revolution profoundly changed the productive process, thus new ways of working were emerging and consequently needs to organize the industrial production process was necessary exit the mode production empirical and adopt scientific methods, such as for example the taylorism (Drucker, 1999).

The taylorism appears the name of Engineer Frederick Taylor who has formulated in industrial organizations, a form of control of tasks in respect of the time, the movements of workers distributed along a treadmill. Such rigid form of razor scapel control efficiency as a goal and

principle. The taylorist model, by his side, was perfected by Henry Ford, who developed the concept of assembly line, and it is usually in this assembly line that we find the woman originated from inside and worker of the Industrial Pole of Manaus (Drucker, 2003).

This classic style of administration in spite of being severely criticized and target of research in the United States congress, served as a selection criterion. The scientific criteria of selection, subjectively it had in mind the homo economicus, which was based on the assumption that the worker to be admitted had to work at a pace within a model of time and motion, i.e., to eliminate the unnecessary movements for which could achieve the organizational objectives (Drucker, 1999).

Despite the advent of the 21st Century, in the midst of the robotics industries existing in the administration of the time goes to give in a collective way, by priming of all workers to pace imposed by treadmill. The Fordism will not be limited only to disciplinary matter inside the factory. The fordist social project reveals a political project and razor scapel to assimilate the knowledge and political perception of the worker (Drucker, 1999).

The criteria for admission to employment in this model are simple, simply does not have experience, because it does not have enough vices, proliferates the work disqualified on the basis of an administrative structure monocratic, in which alienates or already contractive the more alienated potential whose virtue or criterion "scientific" was obedience without questioning as also observed indirectly according to the criteria indicated by the interviewees, as demonstrated in Figure 2.

It should be noted that this phenomenon has already been observed by Guimaraes (2002) is widely used even in large urban centers such as the City of São Paulo, which contradicts the theory of qualification to have employment, because the companies prefer without experiences, because some companies choose to employ people who have never worked believing that these people are not contaminated by organizational vices as: indiscipline, lack not justified to work, systematic delays, or as in the case of Manaus as already indicated by Fraxe (2006) where it is culturally common justify the delay or failure in virtue of rain that almost always is torrential.

It is observed that analogous to fordism-taylorism, the criteria for admission to employment, they are quite flexible in Industrial Pole of Manaus, mainly due to the urgency of hiring, companies only open external selection when the number of vacancies is significant, for few vacancies the cost will be lower when it operates in the database with persons already registered or that appear in companies waiting for opportunity to wave.

In contrast to the 3% who were hired on the basis of experience (Figure 2), 97% indicate a lack of experience as the main criterion. It should be pointed out that the criterion for admission therefore varies from company to company in the PIM, but 50% indicate that such hiring

was his first and only employment (up to the time of data collection). Already 37% of the interviewees do not know or do not want to speak in what conditions had formalized their admission, a small representation, but important indicated several other non-traditional forms, such as the indication per degree kinship, degree of friendship, or particular interest, under the nomenclature of others we can draw from networking or as it is known pejoratively by manauaras as "peixada", as it is observed in Figure 2.
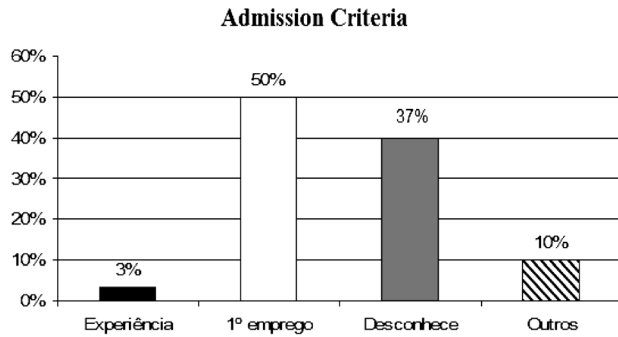
Admission Criteria

Figure 2
Admission Criteria of Employment, Second Perception of Interviewees: City of Manaus-AM (Brazil), 2008

Admission Criteria of Employment
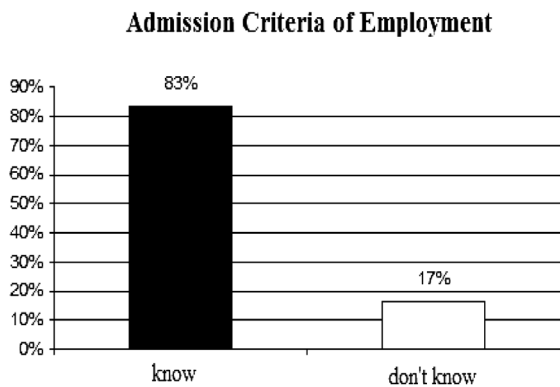
Figure 3a
Admission Criteria of Employment, Second Perception of Interviewees: City of Manaus-AM (Brazil), 2008

As observed by Barreto (2000) on the theme moral harassment, the individual is led to the ruin and if afflicting "whoever knocks knows because he knocks, but who picks up makes no idea of reason". It is still indicate that, second shown in Figure 3, approximately 83% indicated that they have suffered such abuse by headship immediately. Barreto (2000) confirms this phenomenon also in their research attested to the number of 90 %, in which the leadership pursues the employee without apparent reason direct. Although there is a pattern of behavior that instigates the persecution and neither, profile of the harasser that determine such action, some factors are pointed out by the doctor as possible causes for which the head is "glue" in the subordinate because one that stands out in functions whose boss is unaware or not plays

4. MORAL HARASSMENT

As indicated previously, the hard part is not be admitted, but stay in employment industriaria, because with the passing of time it starts, according to the interviewees, the recoveries intense and rites of public humiliation, thus generating an organizational climate unwholesome and increasingly untenable, and often without any reason, and in almost all under the threat of loss of employment, or making the environment unsustainable upon moral harassment (Figure 3).

It should be pointed out that the exposure of workers and workers the humiliating situations and embarrassing, repetitive and prolonged during the work day and in the exercise of their functions, being more common in hierarchical relations authoritarian and asymmetric, in that predominate negative behaviors, inhuman and immoral relations of long duration, of one or more heads addressed to one or more subordinate(s), destabilizing the relationship of the victim with the working environment and the organization, forcing him to give up employment, 83% of the interviewees identified that already passed by harassment (Figure 3b).

Interviewees Who had Suffered Some Type of Harassment
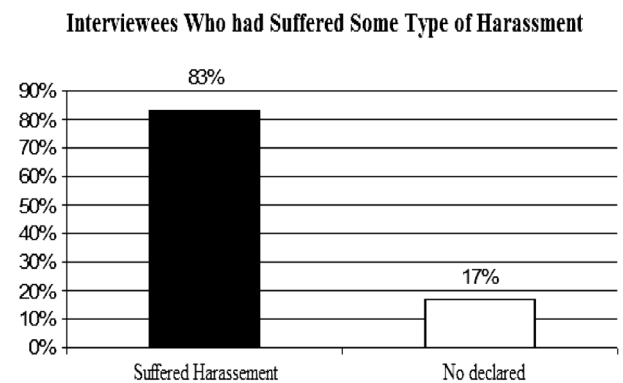
Figure 3b
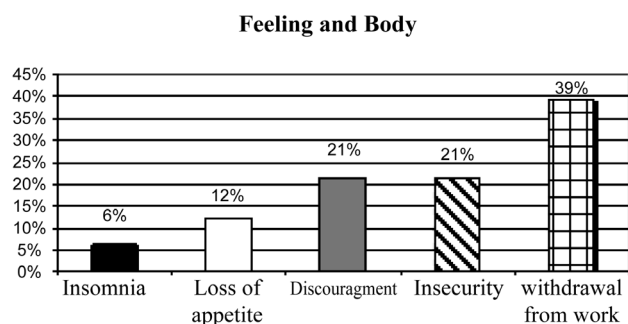**Interviewees Who had Suffered Some Type of Harassment: City of Manaus-AM (Brazil), 2008**

so well and that employee inquirer who does not accept the rules of the company have predisposition to being the targets of bullying.

Second Merlo (2003) many of the workers do not realize the real reason which leads to persecution within the organization that consequently bring the terror and suffering. The victims come in a universe of insulation, in part created by the aggressor, in part built by themselves, in which they do not find support from colleagues or friends for advice or react. Nor, Indeed, you know for sure what to do and if react is the best alternative.

It is recommended to search for specialized professionals to ask for help, because when you face alone the aggressor, the defense mechanisms are beginning to crumble, as highlights Heloani (2005) "The aggressor

is almost always a coward, once that he find a barrier to continue, either by positioning the victim, or through a third party, he will tend to change behavior". It is worth noting that in the case of respondents have knowledge of these practices of harassment, but consider common, even if feeling down, these facts also already observed in previous studies as the de Macedo (1992).

Second Alfred Adler, the creator of the term "Feelings of inferiority" and "inferiority Complex" widely used in cognitive psychology, individual feelings do not exteriorized will generate psychosomatic diseases and consequently there will be no loss of the employee's long-term, sometimes irreversible manner. It is important to mention that Alfred Adler knew from near the horror and the harassment done by totalitarian ideology when the occasion of World War II had several of their clinics in Vienna closed by the Nazis, as well as their articles and researches censured by Reich (Cobra, 2003).

According to data from the survey (Figure 4,) observed that 83% of respondents feel low. Such data coincide with the trend of research of Adler in whose sampling, which made in a period of war and the environment of Nazi occupation, pointed out the same trend of 83% of you feel ostracized and abashed as seen in Figure 4.

Some characteristics has already indicated in the work of Seligmann-Silva (1994) of the effects of this condition, labor was the demonstration of feeling (mental state) presented on the occasion of the collection of data. The majority of the interviewees (39 %) indicated that they have willingness to give up the job, followed by 21% who felt insecure and downhearted, 12% have lost the appetite, and 6% suffer from the symptoms of insomnia or lack of sleep.

Feeling and Body

Figure 4a
Capacity of Perception of the Effect of Harassment on the Feeling and Body:City of Manaus-AM (Brazil), 2008

Perception of Reaction

Figure 4b
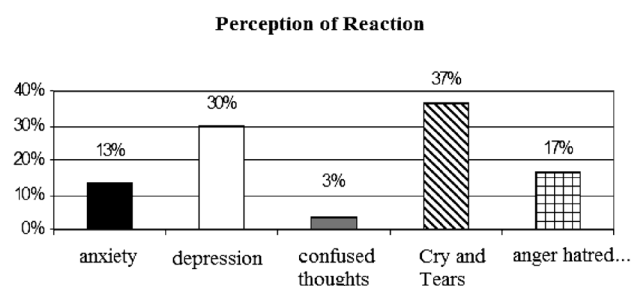**Perception of Reaction Time of Harassment: City of Manaus-AM (Brazil), 2008**

Among the symptoms that afflict the physiological be, according to Figure 5 the workers interviewed highlighted the Insomnia and Loss of appetite. In relation to the first it was observed, according to the words of the interviews that there is a difficulty in initiating or maintaining sleep, or simply do not have a restful sleep, which culminates consequently in fatigue, early fall of the "performance" professional and humor change. As far As the loss of appetite was another factor found in those women, approximately 12% indicated that they felt humiliated and the feeling is as if you were at funeral of them same, simply because they have been exposed to shame. According to Freud (1921), such sensations of insomnia allied to an improper feeding can lead to victims to what he called "anorexia melancholic", this fact is corroborated with the insomnia because according to the studies of Ghisleni (2003) it was observed that the same is highly detrimental to the physical and mental health, being even triggering factor of work accidents.

As also seen in Figure 5, the discouragement and insecurity are blocked by with 21% of psychological manifestations. It was identified that the women in question indicated that they were stressed, frustrated and sick and by consequence of the lack of satisfaction at work felt tired and disinterested "everything in life", even in formerly pleasurable activities that brought enthusiasm and good expectation regarding the future.

According to the theory of the hierarchy of the need, proposed by Abraham Maslow *apud* Schirato (2000), one of the primary needs is the perception of feeling safe. It was observed that according to the women interviewed, this item touched on deep feeling that went beyond the psychological suffering, because the uncertainty in relation to the maintenance of employment insecurity, she took to the family. The insecurity, according to data collected, was indicated by 21% of the people, having in view that some did not want to express itself on this item, one of the surveyed reached the record "the fear of losing the job makes with which I stay silent and closed mouth does not enter mosquito".

The interviewees in general informed that in virtue of the harassment suffered became more aggressive with people of his family circle and friendship, it is believed by cannot return to the aggressor, because cannot overstep within the company to be fired. The interviewees indicated that in their homes argue with her husband and children to feel degraded by physical and emotional, 80% of the interviewees had already tried to resign, but even if they

submit because of the need at work and another person without employment who accepted study in Manaus City becomes more difficult each year, mainly by the insertion of robotic equipment and great proliferation of higher education course, but even so 39% (Figure 4), on the occasion of the implementation of the questionnaires have already renounced the work suffer harassment.

5. IDENTIFICATION OF HARASSMENT IN ITS TOTALITY AND VARIETIES

The exposure of employees to humiliation is not characterized simply by direct harassment, but simply by leaving the organizational environment untenable. Although the Brazilian workers of the 21st century has various rights won historically, in practice what works is a kind of coronelism because other characteristics of moral harassment as unattainable goals, delegate increasingly task to plead inability of worker, deny clearances and holidays when others are dispensed, excessive rigor, to complain about the health of the employee are other ways that configure the moral harassment. To be informed of these other forms, all the women were able to identify what are the most common situations of harassment that they suffered and or perceived in his work environment, as it is observed in Table 1.

Table 1
Harassment situations

Harassment situations	%
Assaults on the alone	7%
Humiliating tricks	8%
Slander and defamation	4%
Complicate the work	8%
Mental Illness problem	9%
Imaginary errors	7%
Pejorative expressions	7%
Induction the resignation	4%
Isolation of sector	7%
Denigration public	8%
False instructions	9%
Remove unnecessary objects	4%
Overload	8%
Work "urgent"	10%
Total	100%

Source: the authors, Manaus City, 2008

It was also observed, in agreement with the data obtained, that 42% of the greater of the headship of immediate victims of harassment mostly pretended not to know and who ignore was the mechanism of defense

corporate more used in women, as seen in Figure 5. Such behaviors are not news, they are part of a culture of maintenance of power in organizations, where many times, as has already been pointed out by Pages (1987) on the occasion of the advent of commercial blocks that multinationals exert a form of domination over individuals.

Figure 5
Reaction of the Leaders of the Companies on the Occurrence of Harassment: Manaus City, 2008

6. FINAL CONSIDERATIONS

It is observed in various literature, official websites, campaigns and blogs of orientation of the subject. Observes that the harassment was one of the principal means of requests for resignation because of violence that is usually exercised by persons with needs of autoafirmation who feel unsafe and are hidden by a kind of authoritarian narcissism.

In addition to the hierarchical superiors, main responsible for the formation of organizational culture, have their peers by repeating the models of humiliation, especially if the humiliated are silent in such situation. The problem is structural in companies, is already in the structures of firms, especially if the employer does not want bear the burdens of a dismissal without just cause.

A factor that appeared in that research, but it deserves deepened in another moment, was passionate attempts to initiate cases cute, so after the rejection of these women, the same passed are ignored, frustrated and harassed morally. One of the people interviewed said that yielded sexually to keep on working and only then realized it had been more a hinterlands without study dodged with the promise of easy job in Manaus.

Of the interviewees there is the fear of not wanting to expose themselves, especially when it comes to sexual harassment, it was perceived initially the denial of respondents about the existing psychological disorders, which only later with the help of a woman infiltrated in the group, you can see various aspects mentioned in this Article, which may serve as a point of departure for further research.

Therefore, in view of the foregoing and of the adapted method on this scientific research, in the case of women arising from the interior of the Amazon to work in PIM, many are accepted initially by her naivety and by interests

on the part of the loving headship immediately often. There is evidence that in addition to the moral harassment there is sexual harassment involved in the organizational culture of the companies of the IMP which employ women without studies and prior experience.

This research is limited by financial factors and by virtue of being a theme of difficult exposure in any business organization. On condition of researchers, strangle the secrecy of the interviewees and the companies to which they are working, even for being factors of difficult formal finding and that often the embarrassment occurs in situations without a witness, making it easily denied by industries.

It is important to note, that informally the women participants of the sampling knew others who have gone through the same difficult situation, thus forming a sort of social network, and that in addition to the 30 volunteers located could be with all the other more certainty that opted for silence.

Observed that this research is not limited and the field is vast, and that in addition to the acquired knowledge of this amazonian reality, the results of these investigations shall use to implement policies on quality of life of employees and as guidance to women about their rights main victims of bullying.

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