

THE INDICATORS OF DECENT WORK IN THE CORPORATE ENVIRONMENT OF WOMEN IN THE CIVIL POLICE OF THE STATE OF RIO GRANDE DO SUL

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ABSTRACT

This study deals with the work of women in the Civil Police of the State of Rio Grande do Sul, under the decent work criteria of the International Labor Organization. The research is classified in the field of sustainability, in the social aspect, related to corporate social responsibility. The aim was to analyze the women's environment, based on the decent work criteria. The data collection was performed from several sources of evidence, making use of primary and secondary data. The study has a qualitative nature, based on an observation script and a flexible instrument composed of open questions. An interpretation for the use of a content analysis procedure. Women began to work from the 1970s onwards and occupy a prominent place, on par with men, despite some evidence of limited opportunities. The general perception is to disagree with the ILO's indicators, with the exception of criteria related to security and social dialogue, as well as stability and incomes, which are fully or partially met. However, there is no adequacy of work for ILO workers, especially for safety, equality, opportunities, conciliation and working hours.

Keywords: Decent Work; Social Responsibility; Decent Work Indicators, Social Sustainability.

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1 INTRODUCTION

The social organization finds its central nucleus in the work, which brings existential sense and contributes to the structuring of the personality and identity of the individual, in order to provide sustenance and bring social wealth. The concept is based on Borges and Tamayo (2001), and serves as an introduction to the theme related to the work of the police woman, a landmark of a new paradigm related to the feminine.

Women's work began to occupy an important part of the industry, which even encouraged the creation of specific protective legislation for the preservation of domestic work and of the double journey, inherent to the female gender. Thus, it led to maternity leave, night work limitation and weekly work restrictions (ALVESSON and BILLING, 1997).

For Moraes (2002), what the Constitution prohibits are arbitrary differentiations, odious discriminations, since unequal treatment of the unequal, as far as they are unequal, is the essence of the ideal of justice. According to the same author, the purpose must be taken into account when analyzing any discriminatory act or policy.

Besides the national normative order, the International Labor Organization (ILO)⁴ also brings important vectors on work and dignity, defined in the concept of decent work: generation of more and better jobs, with equal opportunities and treatment; eradication of slave labor and elimination of child labor; and the strengthening of tripartite actors and social dialogue as an instrument of democratic governance (ILO, 2015).

Therefore, it is appropriate to study the work of the police woman, who has been a constant in modern society. The Rio Grande do Sul Civil Police is composed of five thousand (5,000) civil servants, of whom 40% are women.

According to Betiol (2000), the taking of space by women gives new contours and nuances to labor relations. It should be noted that the study of the police woman is related to the field of sustainability, specifically regarding its social aspect, related to corporate social responsibility. Thus, it is justified to analyze the corporate environment in the RS Civil Police in relation to decent work for police women.

In this way, the general objective of this study is to analyze the degree of adherence of the indicators of decent work proposed by the ILO (2008) in the corporate environment of women in the Civil Police of the State of Rio Grande do Sul.

2 THEORETICAL REFERENCE

The referenced approach brings the foundations of social responsibility and social sustainability in close connection with decent work, aimed at women. The study was based on the decent work indicators established by the ILO (2008), distributed in thematic areas.

2.1 Decent Work

The perspective of decent work is linked to the concepts of responsibility and social sustainability, including in its scope the main indicators aimed at improving working conditions, which refers to the quality of life in the work environment.

The term "decent" goes to meet honest, adequate, terms that allied to work lead to the idea of compatibility of work activity with a minimum salary condition for quality of life at work.

4 The ILO was created in 1919, as part of the Treaty of Versailles, which ended the First World War. It was founded on the primordial conviction that universal and permanent peace can only be based on social justice ..

In this way, the ILO is attentive to its historic mission, and from the *Declaration on Fundamental Principles and Rights at Work*, the outcome of the 86th International Labor Conference held in Geneva in 1998, created the concept of decent work in 87th Meeting of the Conference, held the following year, in the same city of Switzerland.

Ghai (2003) notes that the notion of decent work was included in the ILO Director-General's Memorial at the end of the 87th session meeting, and it concentrates, under four elements, several issues related to work: social protection, employment, workers' rights and social dialogue.

The term decent work came to the globalized world by the ILO, with a view to sharing the characteristics and problems of life at work, in order to revive and instigate debates on the issue related to work and the worker (BARZOTTO, 2007).

In that sense, the theme gained prominence at the international level, as a priority at the World Economic Forum and Social Forum in 2000, at the United Nations Millennium Summit (designed as one of the Millennium Development Goals), at the United Nations World Summit 2005 and the UN Economic and Social Council Declaration of 2006. Following, in 2008, the ILO reaffirmed the importance of decent work policy with the "Declaration on social justice for a fair globalization".

The concept of decent work was then developed internationally on the basis of the four strategic objectives of the ILO (2015), aimed at promoting opportunities for men and women to have access to productive work of quality in conditions of freedom, equity, security and human dignity.

Therefore, the decent work, seen from the ILO's perspective, reveals important traits for its characterization, demanding adaptation to the four pillars or strategic axes already mentioned which can be better defined as follows: respect of international labor standards and labor rights; generation of more and better jobs and wages; social protection by the extension of security; and strengthening tripartite social dialogue, all with a view to eradicating poverty, mitigating social inequalities and guaranteeing democratic governance with a view to sustainable development.

Furthermore, it is also evident the intention of the ILO in the sense of articulate and interrelate its objectives and purposes from the elements that are part of the concept of decent work. This can be seen from the first axis, which deals with respect for the fundamental rights of work, a protective vector that has repercussions on the other three axes, as it is linked to freedom, adequate remuneration, equality, insurance and social dialogue, representation and also to the dignity of the worker.

It should be noted that Brazil is a signatory to several ILO's Conventions dealing with Labor Rights issues, which, although international, are considered by the constitutional system to be respected (MENDES, COELHO and BRANCO, 2010). The following may be cited:

- The Forced Labor Convention, 1930 (nº. 29) and the Indirect Labor Taxation Recommendation, 1930 (nº. 35);
- Freedom of Association and Protection of the Right to Organize Convention, 1948 (nº. 87);
- Convention on the Right to Organize and Collective Bargaining, 1949 (nº. 98);
- Convention on the Abolition of Forced Labor, 1957 (nº. 105);
- Equal Remuneration Convention, 1951 (nº. 100) and the Recommendation on the same subject, 1951 (nº. 90);
- Convention on Discrimination (Employment and Occupation), 1958 (nº. 111) and the Recommendation on the same subject, 1958 (nº. 111);
- Convention on the Minimum Age, 1973 (nº. 138) and the Recommendation on the same subject, 1973 (nº. 146);
- Convention on Maternity Protection, 2000 (nº. 183) and Recommendation on Maternity Protection 2000 (nº. 191).

The recognition of equality was established in the Universal Declaration of Human Rights of 1948 as a result of extolling the dignity of the human person, where it is anchored. The Declaration, when referring that all human beings are equal in dignity and rights, takes equality as a presupposition for the recognition of dignity (PIOVESAN, 2004). According to Sarlet (2001, p. 89), equality derives from isonomic treatment, non-discriminatory or arbitrary treatment, rejecting slavery, racial discrimination, persecution on grounds of religion, sex, and any offense to the iso- dimension, formal and material.

In relation to the the second axis, generating more and better jobs, it should be noted that the theme evokes, in addition to the creation of jobs, the promotion of quality in the work environment, in addition to adequate working hours and compensation, all these with a view to the exercise of decent work by the individual. It is also necessary to emphasize that, as with all human rights policies, decent work vectors are universal.

The third axis, focused on social protection, is related to safety at work, advocating guarantees to the worker in times of financial crises, health problems or events that make it impossible to work. This vector has a close relationship with fundamental labor rights (first axis), which guarantee sickness and accident insurance, unemployment insurance, maternity and paternity leave and social security (CLL).

In the scope of social protection, benefits of a universal character, such as public health, job placement and orientation, offer of courses to qualify the worker, and other programs and benefits that assist individuals and families in situations of vulnerability can still be mentioned.

In the fourth axis is the social dialogue, a vector that imposes the need for representation and voice to the worker, with a view to equity in the working relationship. The theme seeks to guarantee a level of balance in the poles of the relationship, with a view to productivity and good coexistence in the work environment.

From the four above mentioned pillars, it can be extract questions related to the remuneration, stability, rights and type of activity that the worker is carrying out, a point in which the assessment of worker's health risks, whether psychological, physical or any illnesses.

By broadening the perspective of social protection resulting from the ILO's strategic objectives, Moraes (2004, p.193) affirms that:

social rights are fundamental rights of the human being, being characterized as true positive freedoms, of compulsory observance in a Social State of Right, aiming at the improvement of the conditions of life to the hyposufficient ones, aiming at the realization of the social equality, and consecrated like fundamentals of the democratic State, by art. 1, IV, of the Federal Constitution.

Also, observing the fundamental axes of decent work it can be notice that they have their own characteristics, but they are not tight, being closely related and interconnected. It should be highlighted that the fundamental pillars of the concept of decent work are shown to be umbilically linked to the concept of human dignity of which the worker is subject. The dignity, which according to Piovesan (2000, 54):

(...) is established as the main principle of the Constitution, imparting a unity of meaning, conditioning the interpretation of its norms and revealing, alongside the Fundamental Rights and Guarantees, as a constitutional canon that incorporates the demands of justice and ethical values, giving axiological support to the entire Brazilian legal system.

Dignity gives unity to fundamental rights and guarantees, being inherent to the human person, and consisting of spiritual and moral value that manifests itself in the conscious and responsible self-determination of life itself, inducing respect for other people in a minimum invulnerable core of rights (MORAES, 1999).

Gosdal (2007) observes that in the scope of civil law relations, proposals for “flexibilization” of workers’ rights are increasingly being developed, arguing that the company occupies the center of work concerns, the dignity of the human person in the sphere of labor relations, and not only in subordinate work. Thus, with the initiative of the ILO, the first step is to build a global recognition agenda related to dignity, as it brings the mark of factors to a minimum wage of quality of life for the worker, be it autonomous or wage earner. The ILO therefore encourages the creation of a social protection network, aiming to cover not only the formal employment relationship, but also those workers who are not directly linked to a classic employment relationship (BARZOTTO, 2007).

It is at this point to emphasize that sustainability is a current theme that can not be left out of any human activity from the awareness of the finiteness of natural resources. At the same time, modern society is focused on competitiveness, but increasingly also focused on strategies focused on innovation and inserted in the concept of sustainable development in its three dimensions: environmental, economic and social (ELKINGTON, 2012).

The social dimension of sustainability, from the organizational point of view, is anchored in social responsibility, which needs to embrace two major dimensions: internal and external. The internship gains support in strategies and practices directed to employees, taking into account the levels of interference in their working conditions and career progression. In this context, the organization’s action on the attractiveness and retention of talents goes through the strategic management of careers which presents peculiar aspects. For Bianchi and Quishida (2009, p.89), “Unlike the individual aspect, organizations do not have a continuous process of activities to perform in career management, but they have a number of strategies to take that, if they performed independently, they enable strategic career management.”

From this perspective, productivity is then sought in an articulated way with quality of life at work, which reflects positively or negatively on the motivation, personal satisfaction and commitment of the worker.

2.2 Social sustainability and work

Sustainability is a subject that has been relevant and current for some decades, in order to influence individual and collective behaviors. Labuschagne and Brent (2005) point out this scenario, which has led organizations to incorporate policies and activities linked to sustainability to meet multiple social pressures.

Sustainable development began to emerge from 1983, with the establishment of the UN World Commission on Environment and Development, followed by the publication of Our Common Future report in 1987. The document is considered a milestone in the discussion of sustainable development and is also known as the Bruntland’s Report, in reference to committee chairwoman, Mrs. Gro Bruntland, Prime Minister of Norway at the time (JUNQUEIRA; MAIOR; PINHEIRO, 2011).

In Bruntland’s report, the notion of sustainable development is drawn from the format of a widely accepted concept among the dozens of definitions found in the doctrine in the intense debate on the subject of sustainability, which truly embraces social, environmental and

economic issues. The report defines sustainable development as one that meets the needs of the present without compromising the ability of future generations to meet their own needs.

Sustainability began to grow even more relevant and defined with the work of John Elkington who, based on the Bruntland's report and the discussions and concepts on the theme, coined a model called Triple Bottom Line (TBL, 1998), which ended up winning repercussion and wide global recognition. The Elkington model (2001) considers and articulates three different dimensions for the sustainability service. From this perspective, performance in terms of sustainability will only be adequate if attention is paid to three aspects: social, environmental and economic. Elkington (2001) clarifies that the articulation of these vectors implies some circumstances favorable to sustainability as a whole. The same author still exemplifies with the interaction between the economic and social pillars, which generates ecoefficiency; with the interaction between social and environmental dimensions, which leads to social justice; and with the intersection between the economic and social vectors, which results in attendance to organizational ethics, impacting internally and externally to the organization.

The concept of sustainability presented by Elkington (2012, p. 21) has been revealed as the "principle of ensuring that our actions today will not limit the range of economic, social and environmental options available to future generations."

The social dimension of sustainability should be seen in articulation with the other sustainability vectors, it counting on their own indicators of their size, such as those proposed by Labuschagne, Brent and Erck (2004) and Labuschagne and Brent (2005), which created a micro system to assess sustainability from the social perspective, taking into account the internal and external *stakeholders*, and the macro-social performance of the organization.

Labuschagne, Brent e Erck's (2004) studies take into account indicators in the Guidelines for the Preparation of Sustainability Reports (GLOBAL REPORTING INITIATIVE, 2002); Sustainability Indicators of the Wuppertal Institute (1998); United Nations Commission on Sustainable Development (CSD, 2001); and Sustainability Metrics of the Institute of Chemical Engineers (ICHEM, 2002); making a fairly complete set of indicators.

Therefore, the responsible social practice as a nuance of social sustainability, imposes strategic management by governments, organizations and employers in general aimed at the human development of employees so that productivity is pursued in an articulated way with the quality of life in the work, which reflects positively or negatively on the motivation, personal satisfaction and commitment of the worker.

2.3 Decent Work Indicators

In continuity with what was built in the 86th. and 87th. meetings, in 2008 was held by the ILO the 97th. International Labor Conference, in which a Declaration on Social Justice for a Fair Globalization was signed with a recommendation to the adoption of statistics or indicators for the purpose of assessing and monitoring the evolution of decent work by the Member States.

The Declaration was adopted by the ILO and other governmental and non-governmental entities, linked to workers and employers. In this context, a compilation of indicators distributed in ten thematic areas was created by the ILO (2008), namely:

- a) Employment opportunities
- b) Adequate income and productive work
- c) Decent Work Days

- d) Reconciliation of work, personal and family life
- e) Work to be abolished
- f) Stability and safety at work
- g) Equal opportunities and equal treatment in employment
- h) Safe working environment
- i) Social security
- j) Social dialogue, employers' and workers' representation

Decent work is defined by the International Labor Organization (ILO) as adequately paid work, exercised in freedom conditions, equity and security and capable of ensuring a decent life. According to Merino (2011), the Decent Work is not mediated in any circumstance, neither outsourced, so that there is no precariousness of labor's conditions, avoiding the over exploitation of the employee.

In addition to the ILO itself, indicators related to decent work are presented in several instruments that seek to develop corporate social responsibility. Among them, it can be highlighted: the Global Reporting Initiative (GRI); the Ethos Indicators of Social Responsibility and SA 8000 and ISO 26000 standards.

The Global Reporting Initiative (GRI) is a large, independent network of thousands of individuals and organizations located in more than 30 countries and headquartered in Amsterdam - Netherlands, and also arising a collaborative official core of the United Nations Environment Program.

In the Social category is inserted the Subcategory Labor Practices and Decent Work, which involves the following aspects: : (i) Employment; (ii) Labor Relations; (iii) Health and Safety at Work; (iv) Training and Education; (v) Diversity and Equal Opportunities; (vi) Equal Remuneration between Women and Men; and (vii) Complaint Mechanisms and Complaints Related to Labor Practices.

In addition to the GRI, there is in Brazil the Ethos Institute of Business and Social Responsibility, a non-profit organization, characterized as a Civil Society Organization of Public Interest (OSCIP), whose mission is "to mobilize, raise awareness and help companies manage their business in a socially responsible way, making them partners in building a sustainable and just society "(INSTITUTO ETHOS, 2012). Its main objective is to establish standards of relationship between the companies and their *shareholders* and *stakeholder*, in order to obtain mutual trust between the parts, considering this the basic and fundamental value of these relationships, in the hope that such actions may also influence suppliers and partners in the dissemination of socially responsible behavior.

In the Ethos Institute's conception (2007) corporate social responsibility requires dialogue and engagement practices between the company and its *stakeholders* in promoting ethics and transparency.

Regarding the Internal Public, the Ethos Institute, declares that the Social Responsibility of a company begins by investing in the welfare of its employees and dependents, thus promoting a healthy work environment, impacting on the high degree of communications, the credibility of shareholders to the expected return, and strengthening of partnerships, thus promoting the customer satisfaction (MELO NETO, FROES, 1999).

Pena (2003) adds that the continuity of CSR is based on internal examples developed and practiced by management, extended to the community through dialogue, respect for the individual and decent work. In the process of implementing CSR, it is important the participatory

management practice, both with the internal public and with the class entities, as a result of which the results can represent greater productivity, motivation and commitment (SROUR, 2000).

Another business commitment is related to non-discrimination and promotion of racial equality, "it is not enough to say no to discrimination, we must say yes to diversity, this positive horizon has a much greater mobilization force, because it takes us further and much faster" (ETHOS INSTITUTE, 2006, page 86). The way to say yes to diversity requires the development of strategic actions in organizations ranging from awareness-raising campaigns on diversity to the opening of dialogue forums.

No less important and related to the internal public is the commitment to the promotion of gender equity. UNGEEW (2013)⁵ highlights the partnership between UN Women (United Nations Entity for Gender Equality and the Empowerment of Women) and the United Nations Global Compact through the "Women's Empowerment Principles - Equality Means Businesses that "offer the business community a new tool at work to expand and enhance women's leadership in the labor market," and companies can promote equal opportunity between the sexes.

The document contains seven Principles of Women's Empowerment, to be adopted by companies that wish to sustain this equity: (i) Establish corporate leadership sensitive to gender equality, at the highest level; (ii) Treating all women and men fairly at work, respecting and supporting human rights and non-discrimination; (iii) Ensure the health, safety and well-being of all women and men working in the company; (iv) Promote education, training and professional development for women; (v) Support entrepreneurship of women and promote women's empowerment policies through supply and marketing chains; (vi) Promote gender equality through initiatives aimed at community and social activism; (vii) Measure, document and publish the company's progress in promoting gender equality.

In this context, *Social Accountability 8000* (SA8000) stands out as an international standard for the assessment of Social Responsibility that exists for suppliers and seller companies', whose main objective is to guarantee workers' rights.

In an attempt to promote the social action of organizations, based on their internal context, Norma SA 8000 was conceived with the purpose of developing the social awareness of the organization, ensuring the safety and integrity of the worker. According to BSD Brazil (2012), the Norma SA 8000 was inaugurated in October 1997 by the Council Priorities Accreditation Agency (CEPAA), currently known as the Social Accountability International (SAI), a US nongovernmental organization, and consists of nine requirements based on the Conventions of the International Labor Organization, the Universal Declaration of Human Rights and the United Nations Convention on the Rights of the Child. . The requirements of social responsibility, according to the SAI include: child labor; forced labor; health and safety; freedom of association and right to collective bargaining; discrimination; disciplinary practices; work schedule; remuneration and management systems (SAI, 2012).

ISO 26000 is an international standard that provides guidance on the underlying principles of social responsibility, the main themes and issues pertaining to social responsibility and how to integrate socially responsible behavior with existing organizational strategies, systems, practices and processes.

ISO 26000, whose guiding principles of social responsibility are relevant, namely: (1) accountability; (2) transparency, (3) ethical behavior; (4) respect for the interests of interested parts; (5) respect for the rule of law; (6) respect for international standards of behavior; (7) respect for human rights (ABNT, 2012).

⁵ Was established in December 1976[1] originally as the Voluntary Fund for the United Nations Decade for Women in the International Women's Year. It provides financial and technical assistance to innovative programmes and strategies that promote women's human rights, political participation and economic security.

This International Standard emphasizes the importance of results and improvements in its performance in social responsibility and within the central theme: Labor Practices presents the following issues, strictly linked to the concept of decent work, as previously highlighted: : (i) Employment and labor relations; (ii) Working conditions and social protection; (iii) Social dialogue; (iv) Health and safety at work; (v) Human development and training in the workplace.

The term Quality of Working Life originates in Louis Davis, term that appeared in studies related to projects on positions, in 1970, attending at one and at the same time to the worker's wishes - related to his/her well-being and satisfaction - and to the interest of the organization, which seeks greater productivity and quality based on the employee's quality of life in the work environment.

The theme of the QWL is of great relevance and is gaining prominence in the following decades, when it came to be studied for its influence on the productive process, from the increase of the social responsibility of the company with direct reflexes in the worker and in the work (MARQUES; ADORNO, 2008).

In this line, the balance between work and total living space of the worker emerges in the Walton's studies (1973), which highlights eight interrelated vectors that influence QWL according to Table 2:

Table 2 - Vectors influencing QWL

adequate and fair compensation: fairness of remuneration in relation to the work performed by the worker;
Safety and health: type of work developed, hours and working hours, aspects that may be damaging to the worker;
opportunity to use and develop human capacities: knowledge; work process' information, planning, skills, autonomy, complete tasks;
job guarantee and opportunity for professional growth: personal and professional development, job stability and career development;
social integration in the organization: hierarchical gaps, prejudices, mobility and access to higher positions, collaboration and community spirit, interpersonal relationship;
constitutionalism: principles and organizational rules, rights and duties, privacy, freedom of expression, equality, equity, justice at work;
balance between work and total space of life: conciliation between the family and leisure space of the worker with work commitments;
social relevance of work: image of the company and its social responsibility and its influence on the worker's self-esteem.

Source: Based on Walton (1973).

For Limongi-França and Rodrigues (2012), there is a direct link between the origin of the QWL's concept and the human conditions and work ethic, which encompass not only issues related to the risks to safety and health, but also themes related to the own meaning of work, thus considering its ethical, ideological and equity implications in consideration for the effort of the worker.

2.4 Woman's Work

To speak of woman's work is to speak from a gender perspective, and the term gender derives from a socially conceived concept, which alludes to the distinction between the sexes, but it also has relation with structures, institutions, rites and practices constituting the daily social relations between men and women (GROSSI, 1998).

The principle of equality presupposes that people placed in different situations are treated unequally: “To give isonomic treatment to the parts means treating equally and unequally the unequal, in the exact measure of their inequalities” (NERY JUNIOR, 1999, 42).

Since ancient times the gender perspective discriminates and determines the division of labor. Activities such as fishing and hunting were attributed to men, who had greater physical strength; the collection of fruits and the cultivation of the land to women, for being considered more fragile and delicate tasks. Thousands of years have passed and the contemporary labor panorama is still strongly marked by the gender issue. Engels (1985, p 178) states that:

The man goes to war, gets in charge of hunting and fishing, looking for the raw material for food, produces the necessary tools. The woman takes care of the house, prepares the food and makes the clothes: kitchen, cold and sew. Each one commands in his/her domain: the man in the forest, the woman in the house. Each one owns the instruments that makes and uses: the man owns the weapons and the equipment of hunting and fishing, the woman owns the homemade utensils.

The Federal Constitution of 1988 makes explicit reference to equality in several devices, especially the Article 5th, caput, and article 5th, 1 which provides, respectively, that everyone is equal before the law, and specifically equality in rights and obligations.

Pamplona (2000) notes that the introduction of women into the labor market was more due to their condition as docile and cheap labor than through the recognition of equality.

According to the same author, this would lead to the conclusion that the reflexes of capital are behind of the great social and legal transformations, also reflecting the emergence of Labor Law.

According to Alves (2007), the vision based on a supposed inferiority of the female gender has its support in the patriarchal culture, which influences everything from family education, school, mass media and religions. All this leads to the elaboration of a embedded legislation with a strong discriminatory burden, which is often an obstacle for women to take positions of command and decision in organizations and in society.

All this leads to the drafting of legislation with a strong discriminatory burden, which is often an obstacle for women to take positions of command and decision in organizations and in society.

Bandeira and Melo (2010) affirm that, in spite of all barriers and difficulties, the literature identifies the presence of women in important moments in Brazil's history, since 1822. Since then, many advances have occurred in relation to women's work, but in the 21st century women continue to be discriminated and under-represented in the labor field beyond domestic boundaries, denoting the validity of a model still based on the ideological-cultural perspective of exclusion and domination.

For Bruschini (2000), the women's participation in the Brazilian labor market showed significant growth, especially since the 1990s. However, along with all the achievements, gender relations are still marked by many inequalities.

Nascimento (1996) observes that the differences between women and men are socially constructed and, therefore, changeable.

In a discrete way, the most prominent positions and the highest wages in the organizations still belong to the masculine gender (CÁLAS and SMIRCICH, 1999). The breakdown of cultural barriers has been occurring over the years, with the consequent rise of women from an individual and professional perspective. Currently, the female gender is in a relevant portion of the functions, including in the area of public security, a situation unthinkable a few decades ago (CARVALHO NETO; TANURE; ANDRADE, 2010).

Bulos (2002) speaks in proportional equality, when he denies equal treatment for situations arising from unequal factual situations. For this author, "The reasoning that guides the understanding of the principle of isonomy has an objective meaning: to equate equals equally and unequally unequal situations" (BULOS, 2002, p.52). It is thus verified that the constitutional order allows and even fosters the distinction of treatment, based on value judgments, that determine the unequal treatment of the sexes, exactly to ensure equality when there is verified a purpose reasonably proportional to the purpose (MORAES, 1999).

Regarding the distinctions between feminine and masculine, and from the perspective of material equality, some constitutional provisions are highlighted, which aim to ensure the equality of rights and obligations exactly with the prediction of differential treatment, they are: Article 7 XVIII which provides for leave to the pregnant woman in a period superior to the paternity leave; article 40, paragraph 1, III, a and b, as well as article 201, paragraph 7, of the Federal Constitution, which treat women differently, reducing the time required to retire.

Although, the advices above mentioned, the article 7, XXX of the CF prohibits the difference in wages, performance of duties and admission criteria by reason of gender, age, color or marital status.

From the above reasoning, to give equal treatment to women and men, presupposes considering the differences, lowering them, under penalty of committing discrimination by the use of equality itself, when stripped of its substantial dimension.

Canotilho (1998) makes a chorus, stating that violation of the principle of equality only occurs when individuals or situations are not arbitrarily treated as unequal. For this doctrinaire, it is the prohibition of agency; the rejected distinction is one that derives from unreasonable, disproportionate, arbitrary discrimination.

Betiol (2000) reports that the world labor market has been impacted throughout history by demographic changes, social, cultural and legal transformations that have led to several researches and studies based on the gender perspective and focused on the movement for women's rights (SCOTT, 1995; MILL, 2006; BEAUVOIR, 2009; BANDEIRA e MELO, 2010; TOURAINE, 2011).

3 METHODOLOGY

As a research method, a qualitative approach was chosen, emphasized by Beuren (2004) as being the one that allow deeper analysis in relation to the object of research and study, being therefore, a very adequate way to know the nature of a social phenomenon. The data collection was done through semi-structured interviews in order to instigate the interviewee to spontaneously follow the line of his/her thoughts and experiences within the main focus of the researcher, without identification of the interviewees (TRIVIÑOS, 2007). In addition, for being a qualitative research, the data interpretation was performed using the content analysis procedure (BARDIN, 2009).

The sources of evidence, units of analysis and data analysis procedures will be presented below.

3.1 Sources of Evidence and Units of Analysis

The data collection was done from several sources of evidence making use of primary and secondary data. The primary data were collected through interviews with delegates and police officers of the State of Rio Grande do Sul and the secondary data were collected from documents, research reports and records of the State Civil Police, which found scientific support in Denzin (1989).

For the interviews, it was elaborated a script for observation (Annex 01) and a flexible instrument with open questions (Annex 2), which enabled the interviewee to discuss points related to the central theme of the study (SANTOS, 2005).

The script was based on the referential notes and also on the reality lived by the servers interviewed. For this reason, ten interviews were conducted. It should be emphasized that a pre-test was performed with three professionals with adequate profile for research, which were then complemented and integrated the final result along with the other findings of the research.

The semi-structured interview is:

[...] the one that is part of certain basic questions, supported by theories and hypotheses, that interest the research, and which then offer a wide field of questions, fruit of new hypotheses that arise as the answers of the informant are received. In this way, the informant, spontaneously following the line of his/her thought and his/her experiences within the main focus placed by the researcher, begins to participate in the elaboration of the content of the research (TRIVIÑOS, 2007 pg. 146).

In order to protect secrecy, without interfering with the veracity of the research, the interviewees who served as units of analysis were coded, being called for the names DELTA1, DELTA2 and DELTA3; and police officers - the registers and the inspectors - under the codes ALFA1, ALFA2, ALFA3, ALFA4, ALFA5, ALFA6, ALFA7. It should be emphasized that it was used for the same instrument for both, although different realities have been captured because they are distinct functions.

The research subjects' choice has as goal to provide the greatest possible scope of the study. Thus, in accordance with the criterion of accessibility, units of analysis were chosen in different regions and cities, with different positions, functions and service times.

The professional characteristics of the cities, functions, and distinct regions were also pursued, with the aim of pluralizing the research, to capture different realities with the local peculiarities of each region of the State of Rio Grande do Sul.

Servants who perform different functions in the structure of the police were interviewed, in order to collect perceptions of different realities in the organizational environment. The interviews were recorded, with the authorization of the interviewees, therefore, it was possible to collect as much evidence as possible.

The interviews and the observations both were carried out by the researcher, from December 1, 2015 to February 10, 2016. All interviews were transcribed and coded, performing a content analysis of the main evidences exposed, based on the categories of the concept of OIT's decent work.

The observations were made *in loco* from the visits to the police units and the interviews with the servants, which according to Triviños (2007 p. 154) "satisfies the main needs of the qualitative research, for example, the relevance of the subject, of the manifest practice of it and total or partial absence of establishment of pre-categories to understand the phenomenon that is observed".

The researcher took care of the regional characteristics and the municipality where the agency of the interviewed ones was located, starting with the socioeconomic situation and the numbers related to local crime. The main evidences of the observations are related to the structure of work and human resources, which follow building conditions, cleaning, equipment, vehicles, armaments, number of policemen crowded in the police station, command structure and other aspects.

3.2 Data Analysis Procedures

As a qualitative research, the data interpretation was performed using the content analysis procedure (BARDIN, 2009).

The analysis was developed by a process of progressive and analogical systematization, with an inductive-constructive approach (MORAES, 1999) leading to the categorization of the data.

Following Vergara (2005), the categories were rearranged during the course of the study.

The steps of content analysis, according to Dellagnelo and Silva (2005) are organized in:

(i) pre-analysis; (ii) exploration and analysis of the material; (iii) interpretation.

For this, the steps suggested by Moraes (1999) were followed:

- ◇ Preparation of information (selection and coding);
- ◇ Unitarization or transformation of content into units of analysis;
- ◇ Categorization or classification of units into categories;;
- ◇ Description.
- ◇ The results of the research and analyzes are presented below.

4 RESULTS AND DISCUSSIONS

The presented following results are organized according to the four strategic pillars of the decent work indicators proposed by the ILO, 2008.

4.1 Employment opportunities

The employment opportunities (and at work as well) criterion was referred by practically every interviewee. As being the main circumstance that took them to the police career, it is adequate to emphasize that they all took civil service examinations, therefore having participated in open public selection, which, theoretically, indicates meeting to the isonomy criteria and non-discrimination for women concerning employment opportunities. Some accounts furthermore report on the adequate and distinct condition in analysis through the female gender perspective, for example; "The running was shorter for the women... than for the men... the time was shorter... I mean... there was that specific thing for what women could do...", moreover specifically about aspects related to the entry in the Civil Police, it is verified that the most referred circumstance as the determiner of choice in the police career is the opportunity of the examination itself, which emerged meeting the perspective of the interviewees' other eagers.

In addition to the opportunity of the examination, motivations driven by incentive and support from friends and relatives, such as the attraction to the dynamism of the police career and of the Criminal Law, complemented with experience accounts given by professionals from the active duty. The first obstacles to the woman's opportunity in the police started to be depicted on the accounts that allude to the physical training for the examination, describing circumstances that impose greater difficulty to women in general on account of the maternity issue, exclusive to the female gender. Another aspect reported concerns the high number of women who failed psychotechnical and physical tests. It is also emphasized that certain servant, with 31 years of police service, having held different positions in the corporation, still hasn't been able to achieve the final rank in the career, what may be related to issues concerning female police officers' growth opportunities, however, still according to this same servant's perspective,

women have more opportunities (now) than at the time of her entry in the police, including why she adapted herself to the mechanisms of the police career: “There is more opportunity... They even out... it’s because in my time it was very rough... we were very few...”, and also understands that women have fewer opportunities in the exercise of the role, getting limited by the female stereotype, nevertheless she had the aptitude to exercise tasks that have been assigned to men, also quoting that opportunities related to higher ranks in the institution are offered more often to them (the men).

The lack of opportunities during the exercise of the position was stated by nearly all the interviewees, mentioning the cultural issue and sexism. Another circumstance significantly described, for example, is related to the opportunity loss associated with the benefit from the maternity leave, which reveals a situation of big inequity for women, which end up being penalized by a natural situation that demands the exercise of working women’s legitimate right. Almost every interviewee acknowledge the greater fragility of the feminine, evidencing the perception of limits of the exercise of a few police activities that demand physical strength. However, there was reservation in terms that it is not about inferiority, but rather distinction due to gender singularities, therefore not being an obstacle for the exercise of the police role.

Concluding the presentation and analysis regarding the ILO’s decent work first criterion, a deficit to police women in relation to men was observed in the conditions of career and training course entry, as well as in the opportunities during the exercise of the activity, having less chances of career growth and impacts on other decent work criteria. These limitations can pose obstacles to rank ascension and free exercise of work, thus not meeting the ILO’s decent work criterion. This aspect is supported by Proni (2013) which also stressed greater incidence of vulnerable situations between women in comparison to men. In absolute terms, the number of economic active women was much lower than men’s.

4.2 Adequate earnings and productive work

It is observed from the analysis of the collected data, that the interviewees can be segmented in two groups when it comes to their approach regarding their earnings. On one hand, opinions can be identified in terms that they earn well, or that the wage is adequate and fair; and on the other hand, non-conformity with the wage, based on the risk environment and other peculiarities of the role such as the excessive and exhaustive working hours.

From another perspective, when separating interviewees by rank, there are distinct approaches as well. The ones who are police officers - registrars and detectives - and recognize their earnings as adequate expressly allude to workers from other areas, whose incomes are lower than theirs. However, in the case of the interviewed chiefs, the opposite happens as they compare the activity with other careers in the State legal department and understand that there is not proper recognition to police work, nevertheless every complication that makes it much more demanding.

It must be stressed that, with a few dissonant speeches, the interviewees in general showed conformity with their earnings, yet mentioning that the position should receive a better income and there is not proper remuneration for on call and overtime hours. In the same way, nearly the whole group refers that there has been subtle improvement in the income situation, hence recent achievements in terms of career and salary, which are being implemented gradually.

Regarding social recognition of the work executed, nearly all interviewees mention the esteem coming from the community. Therefore, they expose traces that reveal sexist culture, in terms that police activity is still seen by some community members as being inherent to men.

Moving away from the matter of earnings and recognition by the community, it is equally important to state that many of the interviewees agreed on being grateful for exercising police work. In a matter more closely regarding internal recognition, the institution showed concern for at least two of the interviewees, which reveals little internal recognition to police officers and to the work executed. According to these perspectives, the most part of the appreciation and acknowledgement would come from the community and not from higher police departments.

In the final analysis related to the indicators concerning the earnings and productive labor, it can be assured that, despite the fact that there is room for improvement, the matter is adequate to the international labor standards. Several interviewees referred that there have been significant development with the Government in terms of salary and career growth in the last years, whose inclusion has been gradual, proportioning considerable improvement over time.

Therefore, what concerns the ILO regarding adequate and fair income for female officers' work is partially met, which are represented in the first and second pillars of decent work, respectively fundamental rights at work and quality jobs with adequate wages, aiming at the workers' dignity and, at a greater scope, poverty eradication and reduction of inequities, thereby focusing on sustainable development.

4.3 Decent working time

Based on the analysis on the collected data related to the working time, it must be stressed from the outset that excessive, exhausting and poorly remunerated working hours were often mentioned. This perspective finds itself strongly highlighted in several accounts about the lack of overtime work, remuneration on working hours, seldom services, on call shifts, round-the-clock shifts among others. This inadequacy on the working time is found both in small city precincts as well as the ones located in bigger cities. In some cases, for instance, the precincts do not have off-schedule shifts, thus establishing almost permanent on call shifts. These examples reveal totally inadequate working hours before the international labor standards, 2008. In addition to the exhaustion due to staying on call for a whole week, there's also no payment nor compensation with day offs for it.

Concerning the working time indicator, the inadequacy to the international labor standards is identified, revealing greater difficulties to meet minimum dignity criteria regarding labor activity, stressing several negative points.

In this decent work indicator, Marques; Borges and Adorno (2008) can be mentioned as they reference quality of work life (QWL) as a result of social responsibility, which poses meeting to a minimum of conditions for workers and affects the production process.

In final analysis regarding the working time indicator, the international labor standards are evidently not met, concerning fundamental rights at work and quality jobs. Excessive working hours that frequently did not receive adequate compensation were brought to light. As for the analysis through gender perspective, the circumstance is even worse for women, however for reasons that are connected to other decent work indicators, such as the work environment, managing the working mothers' double burden and the lack of material equality mechanisms.

4.4 Combining work, family and personal life

The interviewees emphasized statements regarding maternity issues, the double burden and its outcomes, as well as the heavier responsibilities for women in family relationships.

The necessity for husband, family and even friends support to meet the children's needs is also frequently mentioned. This was demonstrated in several accounts. Some interviewees also mention problems with acceptance from the husbands regarding peculiarities of the task, such as outside and overtime calls.

When questioned about the gender perspective, the interviewees' approach revealed that it is easier for men to combine professional and personal life. "Yes, I believe that it is easier for men, even when it comes to children." Several of them are single mothers for this reason. Many break up because of it... have serious issues because of it... and many however say that are single by choice...".

Referring to the conclusions about this indicator, accounts that mention an overall framework of difficulty for women in family relationships as well as in social relationships must be emphasized, furthermore claiming that police work changes people. Aranha (1996, p.15) brings up this matter as he mentions that "work also changes your way to think, act and feel resulting that we never stay the same until the end of a task, no matter what it may be... the man auto-builds himself as well as his own culture".

Considering women's greater difficulty to combine their personal life with the police work, it could be said that, most commonly in the interior districts, exclusive and round-the-clock commitment is demanded from the police officers. This issue influences more on the lives of married women and mothers of young children, not meeting this important component of the ILO's decent work standards, 2008.

The inadequacy to the ILO's decent work criteria is evident on this indicator, conspicuously regarding fundamental rights at work and quality at work, by circumstances that, as noted on the previous analyses, are bound directly with other indicators, such as the work environment, the working time and equity.

4.5 Work that should be abolished

The most frequently mentioned issue by the interviewees on the research were the on call shifts and the lack of personnel, which often causes police officers to work alone at the precinct or on outdoor calls. This circumstance was stressed by some of the interviewees who expressly mentioned unsafe and risk work conditions, a framework that would be even worse for women, due to physical vulnerability.

As previously stated in other moments of the analysis regarding collected data in this research, the personnel issue is a matter that was understood as underlying to several decent work indicators researched. This effect revealed loss to police officers, particularly women, due to more vulnerable physical condition.

Despite the issues concerning personnel, the interviewees mention situations relevant to the need of legislative adequities and an internal management agenda. Occurrence reports and the establishment of unnecessary police procedures were also mentioned. In addition, the poor management of personnel, with overlapped tasks and the waste of human resources on administrative matters was also brought up.

In conclusion to the analysis of meeting to this indicator, the work that should be abolished criterion emphasized ordinary issues to other indicators such as security at work and decent working hours, stressing in this matter the lack of necessary personnel for police tasks, which was mentioned repeatedly and confirmed through observation on the precincts.

4.6 Stability and security of work

The results and the correspondent analysis of the data concerning this decent work criterion reveal a stable and safe situation, thus being primary circumstances on choosing a legal career in which they entered by examination, even though affected by current remuneration-related political issues.

The analysis of this indicator emphasizes the overall perspective that there is stability for female officers equivalent to men's, consequently meeting this decent work standard.

4.7 Equal opportunities and treatment in employment

In this case, there were several referrals regarding the meeting of fundamental equity mechanisms on the first part of the examination, such as modified physical tests for women.

Overall, the group of interviewees mentioned many issues concerning equity, such as discrimination, respect for women and equity at the workplace, all often mentioned during data collection. Regarding discrimination circumstances that lead to disagreement among the interviewees, the most frequently mentioned was the fact of women not (or barely) being summoned, in comparison to men, for police operations or street tasks. The background brought about by the gathered data also shows that registry, office and administrative roles are more frequently assigned to women in police agencies, whereas roles in criminal investigation are assigned to men.

The greater fragility and lack of physical strength was mentioned by nearly all interviewee, furthermore being recognized as restrictive of some tasks. However in the researcher's analysis as well as in the background, the allusion to fear does not show cowardice, on the contrary, the interviewees revealed to be unafraid of not meeting expectations placed on them for being female officers.

The information noted above meet Betiol's (2000) understanding that women conquering spaces results in new scopes and agendas regarding working relationships, which receive other meanings as men and women ultimately split opportunities, positions and high ranks in organizations and society.

Another topic mentioned is related to personal and defense equipment, designed aiming male use, indicating inadequacy to the female body and structure.

In conclusion to the presentation and analysis of the equity aspect, the finding of indicators that do not meet the ILO's 2008 concept of decent work must be brought to light, noticeably regarding the first element - fundamental rights - which reveals desire to eliminate every means of discrimination at work, hence posing eradication or discrimination motivated by gender and any other circumstance. Along with the interviews, the collected data reveals non-conformity among situations experienced by women in the Civil Police, concluding that the police must improve substantially on the fight for equipment equity, seeking adequacy that allow women to exercise their job with freedom, equality and dignity, on the same terms as men.

4.8 Safe work environment

To begin with, the building issue was referred as inadequate by nearly all interviewees, and also for being one of the highest risk factors at police work. When questioned about this risk environment facing the female condition, they commonly refer that the environment is more unsafe to women due to physical vulnerability, what results in higher risk to work and to stay

alone in a police precinct, as it frequently happens in our State facing lack of human resources. Likewise, going on external tasks is stated as unsafe.

It is equally important to emphasize that a few of the interviewees mentioned the changes that the police environment brings to personality: “many women toughened up... started to behave just like men...”, one of the interviewees stated. Given the interviewees’ accounts, conclusions ultimately point out that the work executed by the Civil Police is unsafe beyond its roles own risks.

The research revealed instability, fragility and poor security in buildings, vehicles, vests and equipment. Moreover, the precariousness on human resources personnel, which leads to excessive workloads and extreme unsecurity to police officers who work alone at the precincts and on external activities.

4.9 Social Security

Throughout the interviewees’ accounts, security was not frequently mentioned, while most of them stated that the concern is adequate; some further pointed out recent improvements regarding women’s special retirement and promotion opportunities even while on maternity-leave. As a matter of fact, this adaptation of the promotion criteria, allowing women in maternity leave to try out for it, shows achievement of rights according to Alvesson and Billing (1997).

The data gathered from the interviewees revealed meeting to this decent work standard. However, it is important to realize that the security indicator is related to social protection, factor of the third pillar of the ILO’s (2008) decent work, which aims at security at work and advocates rights for workers in times of financial crises, health issues or occurrences that prevent employees from working. This factor is strongly associated with fundamental rights at work (first pillar), which guarantee support on sick leaves and accidents, unemployment insurance, maternity and paternity leaves and social security (CLT).

4.10 Social dialogue, employers’ and workers’ representation

Regarding social dialogue, although there had been references to political influences and difficulties in relations between police and Governments, there’s overall perspective that there is social dialogue and there is adequate union representation. Likewise, women in general have internal and external voices, with colleagues, chiefs and trade unions.

It is equally important to stress that the indicator is placed in the framework of the fourth pillar of the ILO’s decent work 2008, which advocates a voice and representation rights for workers to ensure a level of equity between the edges of the relation, aiming at productivity and a harmonic labor environment, seeking equity at working relationships.

The grid nº 3 presents the perspective of the research regarding conformity or not to the ILO’s 2008 decent work indicators.

Grid nº 3: Level of conformity to the international labor standards, 2008.

DECENT WORK INDICATOR	CONFORMITY TO THE ILO, 2008
Employment opportunities	Non-conformity
Adequate earnings and productive work	Partial conformity
Decent working time	Non-conformity
Combining work, family and personal life	Non-conformity
Work that should be abolished	Damaged Analysis

Stability and security of work	Total Conformity
Equal opportunities and treatment in employment	Non-conformity
Safe work environment	Non-conformity
Social Security	Total Conformity
Social dialogue, employers' and workers' representation	Total Conformity

Source: data from the research

From ten analyzed indicators, only 03 (three) were ranked with total conformity to the ILO, 2008; 01 (one) ranked with partial conformity and 05 (five) not meeting the established standards advocated by the ILO, 2008. One of them, "Work that should be abolished", did not present equivalent analysis on the answers that could allow the researcher to conclude the desired conformity level.

5 FINAL CONSIDERATIONS

The situation encountered shows an evolution in terms of material work conditions and valorization of the police career over the years, but there is still much that needs to evolve in search of the ideal conditions. The main weakness is the small amount of human resources found in the police stations, which has a negative impact on almost all of the labor indicators specifically researched.

The women surveyed revealed a general perception of nonconformity with the ILO's indicators, except for the criteria related to security and social dialogue, as well as stability and adequate income, which were considered totally or partially attended to. In the other points, very significant evidence was highlighted that there is no adequacy of police work to the ILO's vectors of decent work.

The most relevant notes are related to the lack of compliance with minimum safety conditions in the workplace, followed by the unfavorable environment for women in terms of equality and opportunities. Likewise, when the working day was verified and the possibility of reconciling the police activity with the personal life, were highlighted indications of greater loss to the women.

This study brought an important result, in order to transform empirical findings of the realities lived by the servants into scientific evidences able to assist the understanding of the police work, especially the work of the woman in the Civil Police, revealing a challenging environment, with many difficulties both for the decent work by women as well as by men's.

The work also provided the observation of police work from a scientific point of view, based on several doctrines and institutions, bringing relevant evidence on a very current topic and making possible the possibility of further studies to broaden the understanding of the subject and contribute to management strategies more focused on sustainability by the social responsibility bias, with a view to the well-being of employees.

The study can subsidize the Civil Police of the State of Rio Grande do Sul in order to re-assess and improve its working environment to meet more equitable criteria for its employees, reflecting on social responsibility practices with internal and external gains to the police work environment.

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