

The environmental health of the Goiás judiciary servers: advances and perspectives based on data from the municipality of Luziânia-GO

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ABSTRACT

In this study, a considerable rate of absenteeism due to illness was evidenced among the employees of the Luziânia District - GO. The importance of health for the proper functioning of the Goian Judiciary is highlighted, as the lack of adequate care negatively affects the performance of their work activities. The research highlights the relevance of constitutional regulations, such as fundamental rights and the right to health, and also emphasizes the need for care regarding health-related changes, especially those related to modernization, and their impact on the employees. The results indicate the need to improve health care for public servants, with a focus on mental health, taking into account environmental, social, and technological factors. This research paves the way for broader investigations on how the management of the Judiciary can ensure the quality of life of its employees in accordance with the fundamental right to health.

Keywords: Health. Society. Environment. Judiciary.

INTRODUCTION

In the context of the Goiás Judiciary, it is essential to highlight the importance of preserving health in the workplace to ensure human dignity, as stipulated in the Constitution of Brazil (1988), which establishes the fundamental right to health as part of social rights, holding the State accountable for its implementation. This study, aligned with the UN SDGs (2023), emphasizes mainly SDG 8, which seeks to promote sustainable and inclusive economic growth.

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⁴ BRAZIL. Federal Constitution, art. 196 "Health is the right of everyone and the duty of the State...". Brasília/DF. 1988.

⁵ Sustainable Development Goals.

⁶ United Nations

In the Brazilian context, the national target 8.8, related to SDG 8, aims for decent work and sustained and inclusive economic growth, full and productive employment, and decent work for all. Similarly, the observance and implementation of SDG 16, which aims to bring peace, justice, and effective institutions: promoting peaceful and inclusive societies for sustainable development, providing access to justice for all, and building effective, accountable, and inclusive institutions at all levels.

However, there is a growing impact on the health of public servants in the Judiciary in contemporary Brazil, with a substantial increase in absenteeism rates due to illness in recent years. In 2022, this rate reached 1.4% among magistrates and 2.1% among civil servants, highlighting the public authorities' negligence in promoting the health of the employees (CNJ, 2022)⁷. In this alarming scenario, the National Justice Council (CNJ) promulgated Resolution No. 207 in 2015, establishing the Comprehensive Health Care Policy for Magistrates and Judiciary Servers. However, it is important to emphasize that the CNJ acts as an administrative body within the Judiciary, leaving the responsibility for implementing health programs to the courts.

The research, in its inaugural scope, was the basis for a dissertation that aimed to investigate the perception of the employees stationed in the Luziânia District, Goiás. Regarding the final product of the dissertation, a program for the implementation of the Permanent Health Center and the Labor Activity Center in the Goiás Comarcas was suggested to the Judiciary. Based on the acquisition of revealing data related to the collective health of these employees, a more comprehensive research plan was outlined, starting from the doctoral level of the researcher, encompassing the entirety of the Judiciary of the State of Goiás, with an emphasis on the interrelation between environmental health, new technologies, and quality of life.

METHODOLOGY

⁷ CNJ. National Justice Council. Data indicates disparities in healthcare services for Judiciary professionals. 2022. Available at: [https://www.cnj.jus.br/dados-apontam-disparidades-nos-servicos-de-saude-para-profissionais-do-judiciario/#:~:text=Uma% 20 of them 20% is the index, 2.1%, respectively](https://www.cnj.jus.br/dados-apontam-disparidades-nos-servicos-de-saude-para-profissionais-do-judiciario/#:~:text=Uma%20of%20them%20is%20the%20index,2.1%,respectively). Accessed on: 09/29/2023.

⁸ CNJ. National Justice Council. Resolution No. 207, of October 15, 2015. Establishes a Comprehensive Health Care Policy for Judges and Judicial Officers. Brasília, DF: CNJ, 2015. Available at: <https://atos.cnj.jus.br/atos/detalhar/2189>. Accessed on: 09/29/2023.

⁹ TRIVIÑOS, A. N. Silva. Introduction to Research in Social Sciences: Qualitative Research in Education. São Paulo: Ática, 1987.

The methodology incorporated qualitative and quantitative aspects, as recommended by Richardson (2017)¹⁰, allowing for the analysis of variable interactions, understanding of dynamic processes of the servers, and identification of individual particularities. The data were collected through questionnaires sent to the servers via personal email, institutional emails, and WhatsApp. The compilation of the responses allowed for the identification of the objectives outlined in the data analysis. Additionally, information from the HR department of the Luziânia District regarding employee sick leave from 2015 to 2019 was used to identify the most common illnesses. The data analysis, of an inductive nature, according to Silva and Fossá (2015), played a crucial role in interpreting the health of the employees and provided theoretical support for the analyses.

RESULTS

In this research, 26 (twenty-six) employees from the Luziânia - GO District collaborated by responding to the questionnaires during the methodological process. It should be noted that, despite the allocation of 78 employees in the District, it was not possible to interview all of them due to some resisting answering the questionnaires and others facing access difficulties. The majority of the participants (over 90%) have more than five years of affiliation with the Judiciary and are over 25 years old, with 16 (sixteen) of them exceeding the age of 40, representing 61.5% of the respondents, constituting a public more attentive to health issues.

In the questionnaire, the inquiry in question number 04 aimed to detect the existence of health issues related to work activities, leading to the finding that 69.2% of the employees had already experienced illnesses in this context. The most prominent health issues recorded include back pain (65.4%), stress symptoms (65.4%), depressive manifestations (26.9%), and RSI (23.1%). For the purpose of deepening the investigation, data related to the absences of all employees from 2015 to 2019, including the duration and reason for the absences, were obtained from the HR department of the Luziânia – GO district.

¹⁰ RICHARDSON, R. J. **Pesquisa social: métodos e técnicas**. 4. ed. São Paulo: Atlas, 2017.

¹¹ Recursos Humanos

¹² SILVA, A. H., FOSSÁ, M. I. T. Análise de conteúdo: exemplo de aplicação da técnica para análise de dados qualitativos.

Qualitas revista eletrônica, v. 16, n. 1, 2015.

¹³ lesões ocasionadas por esforços repetitivos

The findings of the research indicate a high prevalence of absenteeism due to mental health issues, with 180 days of absence in the year 2015 due to bipolar affective disorder (ICD-10 - F31) and 81 days for mental and behavioral disorders associated with the use of sedatives and hypnotics (ICD-10 - F13). Despite a decrease observed in 2016, with 30 days of absence due to CID - F31, from 2017 onwards, 44 days of absence were noted due to recurrent depressive disorder (CID - F32.2), increasing to 150 days in subsequent years due to the same pathology. The year 2019 proved to be alarming, with a total of 301 days of absence due to stress (ICD - F43), 240 days related to ICD - F31, and 150 days associated with personality changes (ICD - 62).

These data confirm the findings of the questionnaires, with 53.8% of respondents reporting health-related absences and 76.9% using controlled medications due to the implementation of electronic processes, which increased the workload for 53.8% of respondents, harming their health. The research explores the relationship between Public Health, Environmental Sciences, and workers' health, as presented by Alencar et al. (2020), highlighting their multidisciplinary interconnections and concerns with well-being and sustainability. The work environment can affect your health positively or negatively, especially in the context of the modernization of the Judiciary, as discussed by Amazarray, Oliveira, and Feijó (2019), where employees need to adapt to new technologies, increasing illnesses, especially those related to mental health. This study paves the way for broader research. About how the management of the Judiciary in relation to environmental health can ensure the quality of life of the employees, in accordance with the fundamental right to health.

¹⁵ ALENCAR, N. M. [et al.]. A saúde ambiental e a sua influência na qualidade de vida: uma revisão integrativa. **Brazilian Journal of Development**, Curitiba, v. 6, n.6, p.33093-33105 jun. 2020.

¹⁶ AMAZARRAY, M. R.; OLIVEIRA, G. F.; FEIJO, F. R. Contexto de Trabalho e Transtornos Mentais Comuns em Trabalhadores do Judiciário Federal no Rio Grande do Sul. **Revista Psicologia Organizações e Trabalho**, Brasília, v. 19, n. 3, p. 687-694, set. 2019.

CONCLUSION

Upon conducting the health analysis of the employees of the Luziânia District - GO, a high rate of absenteeism caused by illnesses was observed. Moreover, it is imperative to recognize that health plays a prominent role in the work sphere of the servers of the Goian Judiciary, as the lack of access to appropriate care significantly compromises the achievement of their functional activities. Ignoring this issue represents a disrespect to the objectives and principles of public administration, and the health guarantees enshrined in the constitution. From this perspective, the research gains prominence by enabling the expansion of reflections concerning the ongoing changes in the work environment and their potential impacts on workers' health. Based on the data collected in Luziânia, it is feasible to refine and expand the approach to the scope of the state Judiciary, promoting an assessment of the mental health of the staff in light of environmental, social, and technological influences, as well as their relationship with absenteeism due to illnesses.

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