

**QUALITY OF LIFE OF TEACHING PROFESSIONALS IN THE RETIREMENT
PROCESS: MAPPING OF BRAZILIAN SCIENTIFIC RESEARCH AND
PRODUCTION (2015 – 2020)**

CALIDAD DE VIDA DE LOS PROFESIONALES DOCENTES EN PROCESO DE
JUBILACIÓN: MAPEO DE LA INVESTIGACIÓN Y PRODUCCIÓN CIENTÍFICA
BRASILEÑA (2015-2020)

QUALIDADE DE VIDA DO PROFISSIONAL DOCENTE EM PROCESSO DE
APOSENTADORIA: MAPEAMENTO DE PESQUISAS E PRODUÇÃO CIENTÍFICA
BRASILEIRA (2015 – 2020)

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Abstract

This article aims to map the scientific production that deals with the quality of life of teachers, especially those professionals who are at the end of their careers, that is, the period of retirement. Methodologically, it is a State-of-the-Art bibliographic study that allows knowing the trends and main research approaches on the subject, in addition to facilitating the perception of existing gaps. From this perspective, it was possible to perceive the timeline of the productions, as they are distributed by region, and also determine a time frame (from 2015 to 2020) and identify the main categories. The results of the selected surveys indicate that the theme of quality of life of professional teachers is mostly investigated in higher education institutions, when in basic education, professionals who work with Physical Education are investigated.

Keywords: Retirement; Teacher; Quality of life.

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Resumen

Este artículo tiene como objetivo mapear la producción científica que se ocupa de la calidad de vida del profesor, especialmente de aquellos profesionales que se encuentran al final de su carrera, es decir, el período de jubilación. Metodológicamente, es un estudio bibliográfico de Estado del Arte que permite conocer las tendencias y principales enfoques de investigación sobre el tema, además de facilitar la percepción de las lagunas existentes. Desde esta perspectiva, fue posible percibir el cronograma de las producciones, ya que están distribuidas por región, determinar un marco temporal (de 2015 a 2020) e identificar las principales categorías. Los resultados de las encuestas seleccionadas indican que el tema de la calidad de vida de los profesores profesionales se investiga mayoritariamente en las instituciones de educación superior, cuando en la educación básica se investiga a los profesionales que trabajan con la Educación Física.

Palabras-clave: Jubilación; Profesor; Calidad de vida.

Resumo

Este artigo tem como objetivo realizar um mapeamento da produção científica que trata da qualidade de vida do profissional docente, sobretudo aquele profissional que está no final da carreira, isto é, o período da aposentadoria. Metodologicamente, é um estudo bibliográfico do tipo Estado da Arte que permite conhecer as tendências e principais abordagens de pesquisa acerca do tema, além de facilitar a percepção de lacunas existentes. Nessa perspectiva, foi possível perceber a linha do tempo das produções, como estão distribuídos por região e também determinar um recorte temporal (de 2015 a 2020) e identificar as principais categorias. Os resultados das pesquisas selecionadas apontam que o tema qualidade de vida do profissional docente é investigado em sua maioria em instituições do ensino superior, quando na educação básica, investiga-se profissionais que atuam com Educação Física.

Palavras-chave: Aposentadoria; Docente; Qualidade de vida.

introduction

This study presents itself as descriptive research of the state-of-the-art type, with the objective of elaborating a mapping of the scientific productions that deal with the thematic quality of life of the teaching professional, specifically those professionals who are at the end of their career. For that, we highlight the retirement period. We adopted as a time frame for our analysis the period from 2015 to 2020, especially in 2020, when we face the pandemic of the new coronavirus (SARS-CoV-2), normally identified as COVID-19 that has been affecting Brazil since March 11, 2020, in addition to changing the ways of working in this category.

The current historical moment is marked by a structural crisis of the capitalist system, in which the exploitation and precariousness of work assume huge inhumane levels. The neoliberal logic removes from workers essential conditions for their survival in the short, medium and long term. As an example, we can mention the labor reform carried out by the current Brazilian government.

It starts with the observation of changes in the way of working that this professional category has suffered over time, which, consequently, affect the quality of life of most of these professionals. The pandemic of the new coronavirus presents itself as a historical milestone that accelerated this process, therefore, there is a clear need to fill a gap in the scientific field. This is because it is observed that a large part of the studies that are aimed at quality of life are primarily about university teachers and when it comes to basic education, they are acting as physical education teachers. This justifies the need for studies that deal with basic education teachers who work in other disciplines. Therefore, it is intended to inventory the researches that deal with the quality of life of basic education teachers in public schools, especially those professionals who are at the end of their career, that is, who have already fulfilled all the requirements such as age and length of service and who are in the process of retirement.

With regard, specifically, to the professional teacher of basic education who works in the state network of Bahia, it is observed that there is a problem involving this specific period of the final phase of the career, as this process is slow and remarkably difficult for the professional, in such a way that this study intends to contribute to the understanding of the phenomenon that occurred and to investigate how it affects the professional's life. However, when searching for studies in the state, it appears that there are no previous studies that address the topic.

In terms of methodology, this is a state-of-the-art bibliographic study (FERREIRA, 2002), which focuses on the analysis of academic scientific production in a given field of knowledge, trying to discover what is being produced by the academic community at a certain time and place.

In order for this study to actually take place, we will resort to surveying productions through searches on digital platforms such as the Theses and Dissertations Catalog — CAPES, the Brazilian Digital Library of Theses and Dissertations (BDTD) — IBICT, the journal portal — CAPES, the bank of dissertations and theses of the Graduate Program in Education (PPGED/UESB). In addition, we will search the CAPES journal portal. From this perspective, this review intends to understand the movement of the area, to map the research field, indicating its trends, recurrences and gaps.

Epistemological definition of the terms work, quality of life and retirement

When thinking about the teaching activity, it is necessary to understand and reflect on the concept of the word “work”, which represents an essential task in life since ancient times. According to Araújo (2017), work can be conceived as a founding activity of humanity which through it man guarantees his survival, understood by many as a means of life and the achievement of human dignity. The ways of working change throughout history and the term took on different meanings, changing according to the historical moment. Currently, it is summarized as synonymous with paid employment and the worker has joined the working class. Thus, we can say that work has become a commodity to be traded in exchange for payment (FRIGOTTO, 1996).

In the perspective of the dialectical historical materialism of Marx and Engels, work “is the basic and fundamental condition of all human life; and to such a degree, to a certain extent, we can affirm that work created man himself” (ENGELS, nd, p. 269). Corroborating Engels, Marx (2004, p. 64-65) says that useful work, seen as a creator of use value, is “a condition of human existence, independent of all forms of society, an eternal natural need to mediate metabolism between man and nature and, therefore, human life”.

From this perspective, Lukács (1980) states that work not only guarantees man's existence, but also differentiates him from other species and makes him a social being. From the perspective of these authors, work is the means by which man produces his existence. Thus, if man needs to work to exist, then it would not be fair for people to live for the work of other people. When this happens, we are faced with a scenario of exploitation of man by his fellow man, featuring a relationship of subordination and alienation that does nothing to contribute to the construction of man as a social being.

It is noteworthy that work plays a central role in the capitalist system, as it is from it that surpluses are extracted to produce surplus value. It so happens that although capitalism is a system aimed at unlimited expansion, it happens in a destructive way, both from a human and an environmental point of view. In the course of its expansion process, capital creates its own crises and also looks for ways to readjust itself in order to resume its profit. Currently, these adjustments are materialized through reforms in national states, as well as through the development of new dynamics in labor relations guided by the neoliberal bias.

The world of work has undergone transformations since capitalism — as a way of maintaining its stability and profits — imposed a process of adjustment in its productive structure. It is known that work occupies a central position in this accumulation regime, as it is by extracting the surpluses of its strength that the holders of the means of production maintain their logic of infinite expansion.

Faced with this global process imposed on the working class, as a result of these structural adjustments, the current situation, marked by the withdrawal of labor rights and prioritization of financial capital, provided a fertile ground for the deepening of precarious work. As Chauí (2020) points out, we experience a neoliberal totalitarianism that enacts workers' exposure to inhuman working conditions, so that they become a disposable item in this process in front of the reserve army available on the market, for which it only remains for them to acquiesce and accepting such conditions to avoid complete misery, given the reality of inequality and aggravation of poverty and misery in the world, and even more drastically in today's Brazil.

Although we understand that work occupies a central position in the capitalist system and has undergone transformations since capitalism, in order to maintain its stability and profits, imposes a process of adjustments in its productive structure. This generates the extraction of surpluses from the means of production to maintain its infinite expansion logic. This assertion is illustrated by Marx (2008, p. 307), who points out that capitalist production, essentially, is the production of surplus value, absorption of surplus labor, by extending the working day, it does not only cause atrophy of human strength of work, which robs individuals of their normal, moral and physical conditions of activity and development. It causes the premature exhaustion and death of the workforce itself. Increases the worker's production time in a given period, shortening his life span.

According to Mészáros (2011, p. 199), “the power of capital is exercised with a real oppressive force in our era thanks to the intertwined network of its second-order mediations that emerged from specific historical contingencies”. Thus, throughout history, it has been consolidated and built an immense systemic power of domination in favor of the capital reproduction mode, in order to reach high levels of accumulation. Also according to the aforementioned author,

[...] the serious problems of the growing saturation of the capital system cast their shadows everywhere. We live today in a world firmly held under the reins of capital, in an era of broken promises and bitterly frustrated hopes, which so far can only be sustained by a stubborn hope (MÉSZÁROS, 2011, p. 37)³.

The world has been living in a state of crisis, which is only aggravated by this economic model that prioritizes the market and the criteria of profitability of social capital. The work, in this context, suffered many impacts that ended up generating a precarious process, as stated by Piozevan (2017). The exercise of teaching is just another activity that suffers consequences due to the major economic crises that lead to labor reforms that generally promote a balance of loss of rights, acquired through class struggle, and the welfare state.

³ Translated by the authors.

According to Antunes (2009, p. 102), "the class-that-lives-from-work, the working class, today, includes all those who sell their labor, with productive workers as the central nucleus", includes teachers, public servants in the federal, state and municipal education networks, as they are part of the service sector and suffer from the precariousness of labor relations.

With regard to quality of life, the concepts and conceptions are the most diverse, we can start by highlighting the etymology of the term quality, which derives from *qualis* [Latin] and means the characteristic way of being of something, both considered in itself, as related to another group, thus being able to assume both positive and negative characteristics. However, when talking about quality of life, it is believed that it generally refers to something good, dignified and positive (SANTIN, 2002).

One of the founding documents of the current health promotion, produced on the world stage on the topic "health and quality of life" was the letter from Ottawa, written in November 1986 at the first International Conference on Health Promotion that associates a set of values: quality of life, health, solidarity, social justice, equity, democracy, citizenship, development, participation and partnership and affirms that the following are essential fundamental conditions and resources: peace, education, housing, food, income and a stable ecosystem (WHO, 1986).

According to Matos (1999), the better the democracy, the broader the notion of quality of life, the degree of well-being of society and equal access to material and cultural goods. It is taken into account that quality of life is an eminently human notion, which is related to the degree of satisfaction found in family, love, social and environmental life and to existential aesthetics itself, among many other aspects, which can be adopted by an individual and not be on the other. Researchers such as Mertin & Stocker (1998) suggest that quality of life is defined in terms of the distance between individual expectations and reality, the less the distance the better.

Common sense has appropriated the term quality of life to refer to economic, social or emotional improvements in people's lives or even a high standard of well-being. However, it shows itself as an area of knowledge in the process of being defined, but which is always associated with a positive perception of life.

Quality of Life is considered by the WHO as the act of the individual perceiving his own existence as a result of a set of cultural aspects and values established in relation to his/her goals, expectations, concerns and social standards (WHOQOL GROUP, 1994). It is a definition that includes physical and mental health, which should preferably be analyzed based on the individual perception of each one (GILL; FEINSTEIN, 1994).

According to the World Health Organization (WHO), health is a complete well-being physical, mental and social and not merely the absence of disease (WHO, 1946). As for mental health, there is no official definition, therefore, the WHO states that the term is related to how a person reacts to the demands, challenges and changes of life and how to harmonize their ideas and emotions. Thus, physical health leads us to idealize a healthy individual, who does not have diseases, who has a functioning metabolism, who has had a healthy childhood and decent working conditions, therefore, we can think of quality of life as the individual's privilege of having physical and mental health.

According to Minayo *et al.* (2000, p. 8),

Quality of life is an eminently human notion, which has been approximated to the degree of satisfaction found in family, love, social and environmental life and in existential aesthetics itself. It presupposes the ability to carry out a cultural synthesis of all the elements that a given society considers its standard of comfort and well-being. The term encompasses many meanings, which reflect knowledge, experiences and values of individuals and communities that refer to it in different times, spaces and different histories, being, therefore, a social construction with the mark of cultural relativity⁴.

Due to the complexity and relativity of the notion, there is a great concern with issues related to quality of life, and it is clear that the lack of conceptual consensus is striking. Therefore, studies in the areas of human and biological sciences have been developed in order to value broader parameters. Thus, quality of life is approached by many authors as a synonym for health, while for others, it goes far beyond, given that health conditions would be just one of the aspects to be considered (FLECK *et al.*, 1999). Depending on the area of interest, the concept of quality of life often changes, which makes this issue difficult to understand, so that certain boundaries are necessary to enable its operationalization in scientific analyses.

⁴ Translated by the authors.

It is noticed a change in the approaches dealt with when talking about the theme, however, it appears that the intention is to add life to the years and life with quality. However, when going deeper, one ends up taking into account in addition to the objective aspects, also the subjective aspects, which cannot be separated, as there are conditions present in people's lives that will influence their perception or subjectivity about the quality of life. Martin & Stockler (1998) suggest that quality of life is defined in terms of the distance between individual expectations and reality, with the shorter the distance, the better.

Another relevant aspect that must be taken into account when dealing with the topic is the issue of mutability, considering the assumption that the assessment of quality of life can change depending on time, place, person and social context and, relatively, the cultural aspect that, according to Auquier *et al.* (1997), qualify it as an equivocal concept of intelligence, both endowed with a common sense that varies from one individual to another.

Given so many aspects presented, the theme is shown as a construct that moves in a multidisciplinary field, because on the one hand the notion of quality of life is related to the way, conditions and lifestyle, on the other hand, it is related to the field of democracy, human and social rights. It can also deal with aspects related to sustainable development and human ecology or even health. The notions come together in a collective construction of standards of comfort, tolerance and well-being that a given society establishes as a parameter for itself. With this, there is a difficulty in understanding demonstrated in several studies: would quality of life be just a domain or dimension of health? Or is health a dimension or domain of quality of life?

The interest in contemporary life and the desire that people feel to live well make it possible to overcome conceptual difficulties and consider the objective points that are important in an academic study. It is also worth considering the subjective aspects with their equally significant perceptions and, despite all its complexity, it is a current and extremely relevant topic in several perspectives, especially in the context of the pandemic in which we live since 2020, and which has affected education workers directly.

It is not just an individual issue, but a social and collective one, in which the fields of productive activities and leisure, including the use of new technologies, influence policies and practices, masking the anguish and dilemmas of a stressful daily life, especially in the current context.

The German philosopher Enzensberger (2003) considered that the luxury of the future, one of the highest levels of quality of life, would not be things that can be bought on any street corner, from the point of view of capitalist consumption, but meeting the prerequisites elements of life, that is, what would be less superfluous than strictly necessary. According to him, the new luxuries would be: time, attention, space, peace, environment and security. Nothing is more current in the midst of the structural crisis of the capitalist system that is even more cruel in the context of the Covid-19 pandemic.

Despite conceptual difficulties, the understanding improved over the years allows us to consider both objective and subjective aspects. Despite being complex, it is a current and extremely relevant topic from several perspectives, which makes its study challenging.

With regard to the term retirement, both etymologically and in common sense, retirement is related to the place of non-work, which retreats to rooms and withdraws from public life (COSTA et al., 2016). As defined by the Michaelis Dictionary, retirement can be defined as the act or effect of retirement, retirement, retirement. This right, which the employee has when he reaches a certain age, a certain length of service or for health reasons, is put into inactivity and starts to receive monthly remuneration, in full or in part.

The meanings established for the terms work and retirement are totally related and explained by the logic of the capitalist system, valuing people while they produce, according to the production relations, with the retired individual being, on the other hand, devalued, precisely because of their “inactivity”. Thus, various aspects such as experience and maturity acquired over the years of work are put aside, generating feelings of lack of perspective and, consequently, leading to isolation.

The work presents several meanings that have changed throughout human history. It is so important that it defines the meaning of human existence, attributing meanings in the construction of everyone's life. Therefore, due to its importance, job satisfaction and success reaffirm the sense of identity and bring social recognition, as it is related to quality of life and can be considered one of the pillars of self-esteem and a sense of usefulness.

After the period of work, a phase known as retirement arrives, capable of generating opposite feelings such as: crisis - by not accepting the condition of not working, due to the view related to inactivity and freedom - a feeling resulting from the search for pleasure in activities of implementation of plans, which were often postponed before and, therefore, impossible to be carried out due to the commitment to work (SANTOS, 1990).

According to França and Vaughan (2008), this period involving retirement must be understood as a long-term process, which can start long before the person leaves their job and extend it until some time later. Given the contradictions surrounding retirement, it is clear that the way individuals relate to their work and attribute meaning will contribute to their way of living in the coming years.

Therefore, it is important to discuss, in contemporary times, the rules of Brazilian social security, as a constant target of analyses, evaluations and projections. Thus, it is necessary to understand the Brazilian social security system, its most recent changes, with regard to the teaching professional and, consequently, in what all this entails for the precariousness of this work, for the loss of the quality of life of this professional and, even in this context, what changes this period of pandemic caused in the lives of these professionals.

We present some important points of Constitutional Amendment No. 103, of November 12, 2019, the Art. 4th § 5th The occupants of the teaching position will have a minimum age reduced by 5 (five years old in relation to the ages resulting from the application of the provisions in item III § 1, provided that they prove time of effective exercise of teaching functions in early childhood education and elementary and secondary school established by law complement the respective federative entity.

Art. 4 the federal public servant who has joined the public service in an effective position to the date of entry into force of this Constitutional Amendment may voluntarily retire when he fulfills, cumulatively, the following requirements:

§4 For the holder of the position of teacher who exclusively proves the time of effective exercise of teaching functions in early childhood education and teaching elementary and secondary, the age and contribution time requirements referred to in items I and II of the main section will be:

I - 51 (fifty-one) years old, if a woman, and 56 (fifty-six) years old, if a man;

II – 25 (twenty-five) years of contribution, if a woman, and 30 (thirty) years, of contribution, if a man; and

III – 52 (fifty-two) years old, if a woman and 57 (fifty-seven) years old, if a man, as of January 1, 2022.

§6 The benefits of pensions granted pursuant to the provisions herein article shall correspond to:

I - The total remuneration of the public servant in the effective position in which the retirement takes place, observing the provisions of § 8, for the civil servant who entered the public service in effective position until December 31, 2003, being the holder of the teaching position referred to in §4, 57 (fifty-seven) years old, if a woman, and 60 (sixty) years old, if a man.

II - To the amount determined in accordance with the law, for public servants not contemplated in item I.

In addition to Constitutional Amendment No. 103, of November 12, 2019, civil servants in Bahia must adapt to PEC 159/2020, which was approved by the Legislative Assembly proposing changes in the retirement of state civil servants. The text came into effect soon after approval, published in the Official Gazette of the State as Constitutional Amendment (EC) 26/2020.

The amendment provides for two transition rules for current civil servants who joined the State until 12/31/2003 and are entitled to parity and completeness, therefore the civil servant must opt for the rule of points that will add age to contribution time, or in the second case, pay a toll of 60% of the time the civil servant still had to work to retire on the date of approval of Constitutional Amendment 26/2020, on January 31, 2020.

In fact, PEC 159/2020 lowers the value of retirement and pensions, it reduces the value of the initial benefit, increases the contribution time and maintains even tougher transition rules, differentiating the retirement rules, where not everyone will be covered by retirement, without increasing the contribution time.

The new form of calculation fully includes only employees who contribute for 40 years, a fact that reduces the value of benefits and many retirees and pensioners who are currently in the social security contribution exemption range, will start to contribute due to the lowering of the exemption limit.

It can be seen that the reforms both at the federal and state levels have promoted changes in the rules for retirement that reflect the increase in the contribution time and in the exemption range, factors that further make the teaching work precarious and affect the quality of life of this professional.

Searches on capes and BDTD/IBICT platforms

In order to organize, clarify and summarize the main works on the platforms, identify the number of theses and dissertations produced on the topic, a search was carried out in the CAPES Theses and Dissertations Catalog and in the Digital Library Theses and Dissertations (BDTD/IBICT), in which we use the same criteria in both platforms.

At first, when we used the descriptors “quality of life” AND “teacher” AND “retirement” AND “pandemic” for the investigation, no study was found in any of the platforms. Then, we removed the term “pandemic” and continued the investigation with the first three descriptors, without inserting any filter. At CAPES, 29 results were found, when we applied the temporal filter, selecting only the works produced in the last five years, we found only 13 results, being 6 theses and 7 dissertations. Reading the titles and abstracts allowed us to select four results that will be analyzed below.

Next, we repeated the procedure in the BDTD/IBICT, removing the last descriptor. Thus, we found five results, applying the same time filter of the last five years and we have found only three results, of which a thesis and two dissertations remain. When reading the titles and abstracts, only one dissertation, with the descriptors above, is related to the theme of the proposed research, as shown in the table below:

Table I — Selected works in the last five years

| PRODUÇÕES | 2015 | 2016 | 2017 | 2018 | 2019 |
|-----------|------|------|------|------|------|
| CAPES | 01 | 04 | - | 04 | 04 |
| IBICT | - | - | - | 02 | 01 |

Source: CAPES and IBICT. Table prepared by the author (2020).

We continued our search on the platforms, using the following descriptors “quality of life’ AND “teacher” AND “Bahia” and the results will be reported below in Table I. Using the same criteria above and the same temporal filter, when searching CAPES were 94 works were found, 45 dissertations and 29 theses, thus, when reading the respective titles and abstracts, it was observed that only one work was related to our research. Using the same strategy in BDTD/IBICT, we raised the following data: 40 works were found, after reading the titles, it was found that none of the work was related to the proposed research.

We continued our search on the platforms, however using only two descriptors and applying the same filter as will be reported below in Table I. We used as descriptors⁵ in the CAPES platform "quality of life" AND "teacher" and found 1,317 , with 972 dissertations and 345 doctoral theses. As we progressed in reading the titles, we realized that most of the works were not related to the research proposal and only two were selected, so we started with the same procedure in the BDTD, so that the following data were collected: we found 404 results, after reading the abstracts and titles, 4 papers were selected, of which two had already been listed on the CAPES platform, thus, only two papers remained.

We also searched with the descriptors “Teacher” AND “retirement”, applying the same temporal filter in both platforms. Starting with CAPES, 58 results were found, when applying the filter, 28 were left, of which 15 dissertations and 9 theses, when we read them, we found that the four works that were related to the research had already been selected when we performed the first search with the three descriptors.

⁵ Here the descriptors are translated.

With that, we performed research in the BDTD/IBICT platform and using the same descriptors 46 results were found, then, when applying the filter, 30 remained, being 18 dissertations and 12 theses. After reading the abstracts and titles, only three results remained, which were also listed in the first search with three descriptors. It is noteworthy that the use of these descriptors did not add any additional results, however, it signals the attempt to exhaustively inventory existing works in the area, so that a theoretical framework that broadly covers all aspects of the research can be raised.

In this context, we decided to verify whether, from the existing changes in social security⁶, which ones occurred with the reform that reached the teaching category, there are already updated publications, for that, it was necessary to carry out the searches on the mentioned platforms, also admitting the terms "Social security reform" AND "teacher". This strategy allowed us to verify that there are few studies in this field. On the CAPES platform, we found 16 results, after applying the filter, 8 remained, being 5 dissertations and 3 theses, however, when reading the titles, it was noticed that none of the results were related to the research. When we continued with the search in the BDTD/IBICT, using the same criteria, we found only 9 results, after applying the filters, only 1 remained, which, when reading the title and abstract, was discarded for not having a relationship with the search.

Table 2 — Selected works

| Author | Title | Year | Institution | Program | Region |
|-------------------------------------|--|------|--|------------------------------|-----------|
| IORIO, Ângela Maria Cristina Fortes | Teachers' retirements: Staying in teaching as a life project | 2016 | Pontifical Catholic University of Rio de Janeiro | Doctorate in Education | Southeast |
| GERMANO, Ângela Grande | Teaching worker well-being in Physical Education in Basic Education at the end of career | 2018 | State University of Maringa | Master in Physical Education | Sul |

⁶ From the promulgation of Constitutional Amendment No. 103, of 2019, known as the social security PEC, consequently, Bahia was obliged to adapt the social security reform of state civil servants through the Proposal for Amendment to the Constitution (PEC) 159/2020.

| Author | Title | Year | Institution | Program | Region |
|-------------------------------------|--|------|---|--|-----------|
| ABREU, Cristiane Buhanna | Characteristics of Career Management of Higher Education Teachers | 2016 | University of Fortaleza (UNIFOR) | Doctorate in Business Administration | Northeast |
| SILVA, Rosane Batista da | Factors Influencing Decision-Making on Retirement by Teachers at a Federal University of Rio de Janeiro | 2016 | Catholic University of Petrópolis | Master's Degree in Psychology | Southeast |
| CABRAL, Maria da Conceição Rosa | The Permanence of Public University Teachers at Work, after the right to Retirement: A study in Brazil and Portugal | 2019 | State University of Pará | Doctorate in Education | North |
| SBEHEN, Isadora Loch | Professional Trajectories, Physical Activities and Quality of Life of Retired Physical Education Teachers from a Public University | 2019 | Federal University of Rio Grande do Sul | Master in Human Movement Sciences | Sul |
| BRITO, Mariana Aguiar Alcântara de | Development of the Teaching Craft: Activity, Temporality and Health | 2019 | Federal University of Ceará | Doctorate in Psychology | Northeast |
| FREITAS, Milena Cristina de | Aging and Work: Perceptions and Experiences of Teaching Teachers Superior in Maturity | 2018 | Universidade São Judas Tadeu | Master in Aging Sciences | Southeast |
| SANTOS, Adriana Glay Barbosa | Factors Associated with the Quality of Life of Teachers | 2017 | State University of Southwest Bahia | Masters in Nursing and Health | Northeast |
| FERNANDES, Adriana Cortes Marcellos | Permanent Education and Quality of Life: Healthy aging of workers in a public school | 2017 | Fluminense Federal University | Professional Master's Degree in Health Education: Interdisciplinary Teacher Training for SUS | Southeast |
| ALVES, Priscila Castro | Quality of Life and Professional Burnout of University Professor | 2017 | Federal University of Uberlândia | Doctorate in Health Sciences | Southeast |

Source: CAPES and IBICT. Table prepared by the author (2020).

Understanding the importance of the state of knowledge on the topic, as well as the breadth of paths that the search for descriptors takes us, we continued the search on the CAPES journal portal, performing the search by subject, the results that we found and the path we followed will be described Next.

At first, we searched by descriptor, thus using the descriptors "quality of life", "teacher", "retirement" and "pandemic" individually, the results found were as follows, for the descriptor "quality of life" there were 33,898 results, after using the temporal filter in the last five years, we got 13,921. Likewise, we searched for the descriptor "teacher", we found 40,062 results and after using the filter, 19,985 remained. Following the same criteria, we started with the descriptor "retirement", so that we found 1,995 results, after using the temporal filter. Finally, we used the descriptor "pandemic", to which we added the specification "covid 19", since this research proposes to analyze the pandemic only in this context. When we apply the search for the descriptor "pandemic covid 19", we find 12,775 results, when we apply the temporal filter, we continue with 12,775 results, as shown in the table.

Table III – Search by descriptors

| Descriptors | Works Found | Results after time frame |
|-------------------|-------------|--------------------------|
| Quality of life | 33,898 | 13,981 |
| Teacher | 40,062 | 19,985 |
| Retirement | 1,995 | 810 |
| Pandemic Covid-19 | 12,775 | 12,775 |

Source: CAPES. Table prepared by the author (2020).

It is possible to observe, when analyzing the search by subject, using the descriptors individually — as described above — that there is a large amount of publications, with a need for greater delimitation in order to approach the topic of interest in the research. We then went the opposite way, by using the four descriptors: "quality of life" AND "teacher" AND "retirement" AND "pandemic", following the search in this way, we did not find any results.

We continued the search, this time, removing the term "pandemic", so that it remained: "quality of life" AND "teacher" AND "retirement", 107 results were found, with 89 articles and 18 books. After applying the temporal filter, only 41 results remained, 39 articles and only two books. We started to read the titles and abstracts and only 2 articles and 1 book were selected.

We continued searching for the descriptors “teacher” AND “retirement”, 179 results were found, 169 articles and 19 books, we applied the temporal filter and 77 articles remained and two books, after reading the titles and their abstracts, only 2 articles remained.

We continued the search with the descriptors "teacher" AND "pandemic", 115 works were found, 108 articles and 7 books, using the temporal filter, 74 articles remained, we advanced in the reading of the abstracts and we did not identify any work that was related to the research theme.

We finished the search by subject in this portal, trying to delineate the researches in the state of Bahia, using the following descriptors “retirement” AND “teacher” AND “Bahia”, 50 results were found, 38 articles and 12 books. After applying the temporal filter, only 20 remained, 18 articles and two books. We then started to read the titles and found only two articles, 1 by Jequié, the other by Vitória da Conquista. We continued with the reading of the abstract and only 1 was related to the research, which had already been listed.

Table IV — Selected works.

| Author | Title | Year | Type |
|--|--|------|---------|
| PRESSER, Nadi | Modeling the information flow of the retirement process: application in a Brazilian federal public university | 2020 | ARTICLE |
| GOUVEIA, Andréa Barbosa | The right to retirement as a dimension of the struggle for the valorization of teachers: profile of Brazilian municipal networks from RAIS | 2019 | ARTICLE |
| SOBRAL, Maria Neide | The (non) place of retirees in the institution ⁷ | 2019 | ARTICLE |
| SQUARCINI, Camila | Occupational characteristics and lifestyle of teachers in a municipality in northeastern Brazil | 2016 | ARTICLE |
| COSTA, José Luiz Riani; Costa Amarilis M. Muscari Riani; Júnior, Gilson Fuzaro | What are we going to do after work? Reflections on preparing for retirement | 2016 | BOOK |

Source: Portal de Periódicos CAPES. Table prepared by the author (2020).

⁷ This title has a word between parentheses because of an intentional word placement made possible by Portuguese structure.

Content analysis

Based on the findings on the platforms, we will analyze the content of the works. According to the tables shown in the previous section, the lack of research on teachers working in basic education in Brazil at the end of their careers is evident, as well as the scarcity of jobs dealing with quality of life and retirement in this context.

The literature review shows that most of the works that deal with quality of life and retirement are restricted to professionals in Higher Education, Physical Education teachers, or in the health area. Therefore, few studies address the teaching worker after retirement or in the process of retirement, which is a perspective that has not been explored by researchers.

The attempt to exhaust the search possibilities is justified, in this way, in the sense of contemplating the descriptors “quality of life”, “teacher”, “retirement” and “covid-19 pandemic”. It should be noted that, with this last descriptor, no published work was found, as it is a recent landmark in the year 2020 and, therefore, there is not enough time to publish works in theses and dissertations banks.

We also carried out an investigation on the journal portal in search of articles that dealt with this topic and, consequently, reaffirmed the originality of the research, as the pandemic can be investigated as a factor capable of generating changes in the lives of professionals who have retired or are in the process of retirement in this period.

The doctoral thesis entitled “Retirement: Staying in Teaching as a Life Project”⁸, authored by Lório (2016), it aims to think about Teacher Retirement and the reasons why basic education professionals in the state of Rio de Janeiro continue working, even having the right to retire. For this, the author makes use of studies such as that by Huberman, which deals with the professional teaching life cycle, and if she sticks to the last phase of this cycle called divestment, the results show that all professionals chose teaching as a profession and do not regret choosing their career.

⁸ The title from this thesis just like the other texts listed below was translated from Portuguese, so any misunderstanding is probably due to translation or any word replacement necessary in translation so the main meaning could be preserved.

The thesis entitled “Well-being of physical education teachers in basic education at the end of their careers”, Germano (2018), analyzed how the physical education teacher is situated in this context and what challenges, dilemmas and achievements happen in teacher’s careers and how it reflects in changes in the behavior of these professionals. It also highlights that teachers can go through the same experiences during their careers and develop different ways of facing the final phase. In this sense, the author shows that aspects related to teacher well-being are interfered with over time.

The doctoral thesis entitled “Characteristics of career management of higher education teachers in the pre-retirement phase”, authored by Abreu (2016), analyzes issues related to the management of the teaching career, in view of aging based on the professional teaching life cycle, final stage of the career, called divestment, and it is concluded that the teaching career in higher education has its particularities that can illustrate the challenges of managing long and multiple careers.

The dissertation authored by Silva (2016), entitled “Factors that influence retirement decision-making by professors at a federal university in Rio de Janeiro”, proposes to analyze which circumstances can influence retirement decision-making by the professors of the institution who have already reached the legal conditions to enjoy this right, but choose to continue working. Therefore, the objective was to investigate the relationship between aging and decision-making by university professors in Brazilian public education, relating the themes of human aging and retirement in the context of the teaching career. The results reveal that the participants understand retirement negatively, associating it with old age and its physical and mental losses, those who expressed the option to retire, associated retirement with the loss of health and disappointment with the proposed reforms for the teaching career.

The doctoral thesis entitled “The permanence of public university professors at work, after the right to retirement: A study in Brazil and Portugal” by Cabral (2019) aims to analyze the reasons for permanence and the working conditions of higher education professors who choose to continue working, even after achieving the right to retirement. The results show relationships between the rules of social security and the permanence of higher education teachers.

The dissertation, by Sbeghen (2019), entitled “Professional trajectories, physical activity and quality of life of retired physical education teachers from a public university”, analyzes the professional trajectory, that is, the structures and foundations until the time of retirement, also the quality of life and aging. Thus, it finds that professional trajectories permeate individual choices that are wrapped in a construct of external influences to the teaching career. This work demonstrates that the perceptions and understandings about aging and quality of life result from the experiences of teachers and are highlighted as in constant training.

The thesis “Development of the teaching profession: Activity, temporality and health” authored by Brito (2019), part of the field of worker's health, focusing on the teaching activity of a federal higher education institution. Therefore, it aims to analyze the profession in its function of sustaining health in the work of incoming and end-of-care teachers. The perception of a threat scenario is shared by the two generational ends. The experience of insecurity and uncertainty in relation to the public service, due to losses in teacher retirement at the end of their career, the significant burden and the breaking of social pacts that point to the colonization of teaching work.

Freitas (2018), in his master's thesis entitled “Aging and work: perceptions and experiences of higher education teachers in maturity”, analyzes, given the current scenario of longevity and a strong participation of university professors, over sixty years old, in the strength of Work. Thus, it observes the perceptions and experiences about aging and work for mature teachers. The author notes that the participants relate the reasons for continuing work to physical and cognitive well-being, as well as highlighting the need to expand the topic through new studies.

The dissertation authored by Santos (2017) entitled: Factors associated with the quality of life of teachers analyzes, based on aspects such as the hectic pace of life, excessive workload and working conditions, the factors that favor the emergence of various problems of health in teaching professionals. Thus, it observes the difficulties in the physical, emotional, psychological or psychosomatic area, which

are linked to the quality of life of teachers in the municipal network of Vitória da Conquista — BA, in addition to verifying the association between quality of life and the psychosocial aspects of work teacher. The results showed that in high-strain teachers, all quality of life domains are reduced, which points to a compromised quality of life due to psychosocial factors at work.

Fernandes' master's thesis (2017) entitled “Continuing education and quality of life: Healthy aging of workers in a public school” aims to use continuing education with workers in this state school as a tool capable of contributing to improving the quality of life in the healthy aging process. The process of promoting permanent education in the school environment showed its innovative character, through the theme “quality of life”, in all stages of healthy aging. The possibility of transforming the reality of common sense into critical sense is envisaged, when it comes to physical, mental and nutritional health, with the improvement of the quality of life of the workers involved.

Alves' thesis (2017) is entitled Quality of Life and professional exhaustion of university professors. Therefore, it analyzes several factors that affect quality of life, highlighting relationships at work such as the burnout syndrome, and aims to investigate the impact of burnout on the quality of life of university professors. The results show that professional exhaustion negatively impacts the quality of life of university professors. This suggests the need for actions and programs aimed at teachers, with the aim of preventing this professional exhaustion.

The article by Presser (2020) entitled “Modeling the information flow of the retirement process, applied in a Brazilian federal public university”, proposes the construction of a governance matrix in the information flow of the teachers' retirement processes, with the intention of clear to solve immediate practical problems, using theoretical discussions and analysis of federal legislation, to identify, describe documents and build a governance matrix.

The second article selected was by Gouveia (2019), entitled “The right to retirement as a dimension of the struggle for valuing teachers: profile of Brazilian municipal networks from the RAIS”, bringing the discussion of the right to special retirement for teachers as a dimension of valuing professional teaching, since they have already suffered great impacts with the latest social security reforms.

The article by Vasconcelos (2016) analyzes the characteristics of professional teaching work, the profile and lifestyle and associates it with the professional development cycle proposed by Huberman. In addition, it analyzes the profile of state school teachers in Jequié — BA, which was the only work found in Bahia.

Sobral (2019) in his article “The (non) place of retirees in the institution”, analyzes the process of preparing university professors for retirement and post-retirement and also how professors live their professional career imprisoned at a time. At the end of the career, this time needs to be resized, re-signified and revised from another perspective, the time dedicated to the institution starts to be focused on their health and aging and their place of work occupied by another professional.

The book by Costa, Costa, Fuzaro Junior (2016), entitled “What are we going to do after work? Reflections on Retirement Preparation” presents different aspects related to retirement that can contribute to the implementation of retirement preparation programs. In addition, the book addresses aspects related to quality of life such as: the importance of physical activity in promoting health and well-being, food and nutrition, and the relationship with the environment. In an attempt to understand the changes promoted by retirement in the daily lives of these professionals, the author points out that several factors of a personal, family, institutional nature, among others, can modulate the feeling in relation to retirement.

Postgraduate Education Program (PPGED/UESB)

The choice to search the database of the Graduate Program in Education at the State University of Southwest Bahia (PPGED/UESB) was made because the aforementioned research is being developed in this program, and, based on knowledge of other researches carried out there, identify possible contributions to the program.

At first, a search was performed by the title and no results were found, then the following descriptors were chosen: “quality of life”, “teacher”, “retirement” and “pandemic”. As a result of the searches, no search was found for the terms quality of life, as well as for retirement and pandemic, which characterizes the relevance of the search for the program, since the only descriptor we found results was professors, when reading we did not identify any of the titles that relate to the research, which characterizes the relevance and originality of the research.

Some considerations

The bibliographic review research carried out allowed a rigorous search on the platforms, using the same criteria and the same time filter, considering the works published in the last five years, as during this period there were some factors that contributed to changes that directly affect the life of the teaching professional as an example of the pension reform, which increased the minimum age and the contribution time, as well as increased the working period. In 2020, the pandemic was responsible for sudden changes in the ways of working, which generated a need to use technologies without adequate training, as well as different feelings and illness in many of these professionals.

In addition, the Covid 19 pandemic, also known as Sars cov 2, has been characterized as a historic landmark, as it has affected the lives of many people around the world in retirement process or even retired during this period, which justifies studies in this aspect since the absence of research reflects a lack of direction and can culminate in the withdrawal of rights and an even greater precariousness of work.

Despite the studies found, both on the CAPES platform and on the EBDT/IBICT, the analysis of dissertations and theses reveals the importance of research that addresses the quality of life of teachers who work in basic education, in the final period of their career, especially in a moment in which there were great changes in the way of working, accelerated due to the pandemic.

This study proves to be able to fill gaps, mainly because of the few works carried out, as, through this mapping, the absence of research capable of showing the reality experienced by these professionals, especially in the state of Bahia, is perceived. Understanding this process, at the present time, allows the assessment of quality of life and quality of life at work, in addition to contributing to the claim and implementation of public policies aimed at these professionals.

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