

Sickening in the Teleworking Environment and Moral and Organizational Teleharassment

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Abstract: A balanced workspace is also one of the fundamental rights of the remote worker. However, why are there so many occurrences of withdrawals due to workplace related conditions? To investigate the causes and consequences of workplace illness is within the present scope of this article, which has organizational moral harassment as a background. It questions whether virtual work can lead to the sickening of workers and also lead to degrading situations as a consequence of harassment? After all, what is organization moral teleharassment? It's necessary to reflect on the matter when confronted by the fact that, with new technologies and a new model of work, distance work, telework, and remote work may provide new forms of “digital slavery” and cause impacts on the health of the worker, such as depression, panic syndrome, repetitive strain injuries, and other malaises directly linked directly or indirectly to the stress of the working environment. Companies should invest in prevention, in times of the 5.0 Revolution, more than ever before its necessary to assure the fundamental rights of the remote worker. To create tools of time management even in the face of a flexible schedule and to make it possible to rest to respect the right to dignity, intimacy and a new right, to disconnect. This tool is the implementation of compliance programs that are to be integrated to the company's vision, the sickening can and must be avoided, so that health and wellbeing policies may be a part of management, especially in remote work where the activity is happening outside of the company's dependencies, although the setting of goal posts may lead to an existential damage to the employee.

Keywords: Workplace Environment, Teleworker Compliance, Organizational Moral Teleharassment, Fundamental Right

Introduction

Modernity comes with some complex paradoxes, like the phenomenon of workplace mobbing, that with the advent of network technologies give rise to a new kind of moral harassment “remote mobbing” in the workplace. This article will be presented with the theme of sickening in the remote workplace and its relation to moral organizational remote mobbing. What are the ways that remote/technological/virtual workplace relations have been providing new configurations of moral remote mobbing?

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The advent of the COVID-19 pandemic, of global proportions, brought with it an unprecedented crisis in the 21st century, unemployment, damages to the economy, many companies had to migrate to remote working in order to stay afloat, which has done digital work, home office, in which a new workplace environment is born. In this context telework is a necessity and a reality

The internet / technology caused a deep modification of the labor world, these are new times in which the clock marks a high definition dimension, requiring versatility, knowledge, flexibility and innovation from the worker. Telework is the immersion of the worker at work, and there is no way back. There is simply no way to be out of the net and survive. However excessive work hours and the very flexibility of telework may cause sickening on the employee caused by the degradation of the working environment. The advancement of technology makes possible new forms of perverse persecutions, situations of disrespect towards the fundamental rights of the worker, which are put on check in the face of new technology, that make possible new forms of mobbing referred here as “remote mobbing”

The Concept of Remote Mobbing

To proceed with this study it is necessary to conceptualize what REMOTE MOBBING means in the scope of remote work. Nunes asserts:

Remote mobbing, also called virtual mobbing is the conduct directed towards a worker or group of workers, be it veiled or not, reiterated, in which the victim or victims are exposed to humiliating and vexing by

means of written messages or audios, sent by apps, virtual mail, virtual meetings or teleconferences, regardless of the intentionality of the agent. (NUNES, p.252 252, 2018)

These new technologies make possible what's called "interpersonal labor mobbing, with the incentive of violent practices in relation to the victims via email, social media, apps, leading to a kind of cyberbullying in the virtual labor environment" (Marino, Renato de Castro, Lúcia Helena Fazzane de Castro. p.497,2018)

Organizational mobbing in remote work is an important theme in the context of economy, sociology, psychology, in the scope of contemporary society, in the very evolution of labor rights, more than making it possible to flexibilize the hours of a working shift, digital work may make possible a form where the labor turns into a form of "digital slavery", with no respect to pauses, where goalposts exceed reasonable time limits to completion, forcing uninterrupted working shifts and the sacrifice of leisure time

Existential Damages: The Consequences of Remote Work or A Reflection of Remote Mobbing

About the right to disconnect Scalzilli establishing parameters:

"This situation emerges from a scenario where there is no separation between the workspace and personal living, having in mind that work can be done at any place in which one can connect. The rupture of the dichotomy of the labor environment caused by remote work and by telematic means of communication transposes this disconnection". (SCALZILLI, Roberta.p226, 2021)

Time is not measured like it was before, in the digital age days, hours, minutes are counted in an interactive clock, with online responses, but man can't lose its essence, it needs time to rest, to not produce, the creative idleness that is so necessary to life, remake meanings, make it so life has significance..

Still talking about the reflection about the right to work; Scalzilli asserts:

"Therefore, if realized in an unproper and unmeasured way, remote work is capable of causing great prejudice to workers, having in mind that it subjects them to a stressful and intense workday, with no observance of the health regulations. As a result of the mental exploitation, psychological illnesses grow at an exponential rate in the 21st century, anxiety and depression being the most common, but also potentializing the appearance of malaises like burnout syndrome, besides restricting the worker's right to freedom, being subject to a kind of contemporary captivity" SCALZILLI, Roberta, p.226,2021

"Work has a fundamental importance in the life of the human being, but technology should not enslave but serve man. Considering, unfortunately, that being digital is a human characteristic, it makes it necessary to limit the indiscriminate use of technologies in order to protect the right to disconnection in work, guarding the worker's mental health and the fundamental rights like leisure, rest, health and social living" (SCALZILLI, Roberta, p.229,2021)

Just as there is a right to work, the employer must respect the right to rest, that being, with remote work and the constant access to the virtual world, it's harder and harder to disconnect from work, making possible an abuse via online hours, with no respect to resting pauses, which damages the health of the worker. Even with remote work it is the duty of the employer to protect the right to disconnect, respecting the time assigned to private life, responding to the mobbing that configures an abusive practice, harmful to the accomplishment of remote work. However, at which point does abusing the work hours constitute mobbing?

In every occasion that this practice is reiterated and has as its objective establishing unreasonable goals, in the case for banking employees, the goals of the system are so high that, an employee that doesn't accomplish them suffers a retaliation from the boss, losing the chance at a promotion being a common practice, as well as criticisms from the other employees, as a way of lowering the worker's self esteem

In the last decades, financial institutions have acquired centrality in the economy. Banking activities are extremely relational. The result of the company does not depend only on the employee, but fundamentally depends on the customer and the reaching of goals. The bank employee has goals in the sale of cards, goals in insurances, goals for pensions, goals for capitalization titles, and for consortiums, in short the bank employee lives for goals. But at what point is it legitimate to assign unattainable goals, the way that these goals are elaborated is the object of our study about a theme that is current, and present in public and private institutions, it is mobbing/ remote mobbing as a modern way of perpetuating power relations, where information and its relationship to hyperconnection make the worker a slave to their work,

Still on the differentiation of mobbing to remote mobbing, Adriana Wyzykowski, punctuates: "Virtual institutional mobbing, shares the same from in person organizational mobbing characteristics, though distancing

itself from the latter by the means used for the practice of this abusive conduct, which is by the means of technological resources or relating to the exercise of remote work” (Wyzykowski, Adriana. Ver. TST, São Paulo, vol.86, n°3, jull/set/2020)

Remote mobbing has as its elements harassment by technological means, there is a hyperconnection, on that, the remote work regime in the times of the pandemic, studies indicate that there was an increase in the practice. However, structural unemployment makes it so that with the fear of losing their position, the employee does not denounce, causing to psychic illness. Another factor to be considered is the ease of the employee to access alcohol or drugs, which stimulates situations of vulnerability, even more so by the isolation of being at home.

In that sense, the stress at work has another connotation according to Hirigoyen:

“Stress, in its beginning is a physiological phenomenon to adapt to aggression, be it which ever it may be. In animals it is a survival reaction, they have to opt between fight or flight. For the wage worker this choice doesn't exist. Their organism, like an animal, reacts in three successive phases: alert, resistance, and finally exhaustion”

(HIRIGOYEN, Marie France, p.94, 2019)

In relation to the damages experienced due to remote mobbing, a light can be shone with the study of Off-balance sheet damages by Alexandre Agra Belmonte as a basis, in which he asserts:

“The usual imposition of an excessive workload or an extreme shift may and often does result in sickening and early aging, affecting the health of the worker.” (Belmonte, Alexandre Agra, 0.210.2021)

“Often work is over the capacities of the human body, especially in front of harassment it produces chronic diseases, like panic and Burnout Syndromes, affecting the psychic capabilities of the person and the possibility to produce liveliness for personal projects, a healthy family relation and social interactions Therefore, the existential damage to the physical and mental integrity of the worker is an effective deterrent to personal life and familial and social relations. (Belmonte, Alexandre Agra, p.330, 2021)

Remote Work and the Remote Worker

With the advancement of technology remote work gains importance as a sustainable practice, making possible a betterment of the quality of life and configuring a new kind of management. In this context a “remote worker” means every worker that performs their job outside the dependencies of the company by means of access to technology, therefore the concept of the remote worker is intimately linked to the concept of remote work.

But, what can even be defined as remote work? According to Ana Beatriz Vieira Rodrigues: “Remote work is a modality of work at a distance, as the origin of the word can tell us (teletrabalho, tele, lelou, far and work, trapaliare, work)” (RODRIGUES, Ana Beatriz Vieira, p.9, 2020)

punctuates road:

“According to the International Labor Organization-ILO remote work is any work fulfilled in a place where, away from offices and central workshops, the worker does not maintain personal contact with their co-workers, but can communicate with them by means of new technologies” (ESTRADA, Manuel Martins Pino. P.89, 2014)

In Brazil remote work is depicted in art.75-B of the CLT (Consolidação das Leis do Trabalho, Consolidation of Labor Laws), instituted by the Law 13.467/2017, entitled the labor reform, which determines:

art. 75-B, Remote work is considered the providing of services overwhelmingly outside the dependencies of the employer, with the use of information technologies that, by their own nature, do not constitute an external work.

Single Paragraph. Attendance to the dependencies of the employer for the execution of specific activities that require the presence of the employer do not disqualify the regimen of remote work. to the employer's premises to carry out activities.

Therefore, the concept of remote work is linked to work at a distance and the access by means of a net of computers. The legislation regards the remote worker as the one who operates work outside the dependencies of the employer and by the means of information technology.

In Brazil, contrary to other countries, remote work is restricted to home office, given that it is work done outside the dependencies of the employer (1), and that it is not characterized as external work (2)

Although, it can be melded with in person work, as long as it is executed mostly outside the employer's dependencies. According to the above article..

The Origins of Remote Work

The first vestiges of remote work appeared in Pennsylvania in 1857, when J. Edgar Thompson, owner of the Penn Railroad company, discovered he could use a private system of his company to manage teams that were far away, going on to control his units remotely (Silva, p.86, 2009.)

The concept of remote work distinguishes itself from home office. According to Célio Pereira de Oliveira Neto: "Home office is a species of the genus remote work, conceptualized by the activities being executed in a decentralized manner, from the home of whoever exerts said activity by the means of telematics/technology + information/communication , (NETO, Célio Pereira Oliveira, p.10, 2020)

One of the questions faced by workers in remote work is the lack of a delineated work schedule, making possible labor journeys in which the production, not time, is counted. In this medium of work one right that is discussed is the right to disconnection, is there such a right?

"The right to disconnect- understood as the right to leisure and rest, in opposition to work. Besides, how can you think in a total shutdown from the labor or company activities when a new message alert or the mere incursion into social media already reminds you of work?"(NETO, Célio Pereira Oliveira, p.13, 2020)

Although it is not directly expressed in the legislation the right to disconnect is a real right, just like it is a right for the worker to have leisure, hours of pause between the journey and lunch. And the disrespect for the offense of their fundamental rights, affecting their health and dignity, causing the loss of their life projects, is what is called existential damage. Being that there is already basis in the jurisprudence for the conviction of employers in this regard.

An important question concerns the fiscalization of work during home office, there is an apparent conflict between the right to privacy/intimacy and the right to health/safety. Which must prevail?

"As it's known the employee must not only guide, but also tutor the working environment. However, how will the employer supervise the observance of health and safety norms in the conditions of remote work?

Here the rights to privacy and intimacy will grant to the right to health and safety, without being infringed in their essential core so that the employer may have a fiscalization program in the residence of the employee (if on home office) in regards to the realization of a safe work journey." (OLIVEIRA, Neto, Celio Pereira. P.14, 2020)

Existential Damages: Consequence of Remote Work?

The necessity to go through many hours of remote work gives the employee some advantages such as being at home and being able to do their work activities with a flexible schedule, but it also makes possible a kind of damage called "existential damages", because the abuse of the right of the employer to determine goalsposts that demand all the free time from the employee configure a damage to their life projects, causing a loss of free time on the employee, hampering their freedom of choice.

On existential damages Manuel Martin Pino Estrada explains:

(...) remote slave labor is one in which instead of realized in the physical world it is realized through the internet by the means of technological tools that allow the use of telecommunications and telematics, depriving the remote worker of their freedom by the means of virtual control (even more in the environment of the home) and they find themselves deprived of breaking this relation because of moral or psychological coercion that comes from artificial debts taken with the employer.

It can be accentuated however that the worker may choose the location, at home, in the park, at a farm, but they will still be bound to the computer or notebook, ie, it doesn't matter in which environment the remote worker finds themselves in, they will have to

concentrate on their work, isolating themselves from their surroundings and accomplishing the goals set by the company and these very goals are the ones who deprive them of their freedom to come and go, and that means if the remote worker is in their home, will they pay attention to their children or their job? (ROAD, Manuel Martin Pino. P.99, 2014)

The existential damages are a harm to the quality of life of the worker, frustrated in their personal projects by the excessive workload. These damages can be felt in the sickening of the remote worker, which bound to work, can't separate the time for labor from the time for living, losing quality of life and overburdening physical and emotional aspects.

Sickening at Work: Why does it Happen?

This present article can't touch on all the illnesses that affect remote workers, however to punctuate that some illnesses are intrinsically related to this new form of labor, in which the worker has to adapt to the demands of technology.

On that theme Amélia Romana Almeida Torres asserts:

Currently, workers have to adapt themselves to technologies and update themselves in the face of a competitive job market. In the face of these situations, the human being is involved in a complex and dynamic process that encompasses somatic conditions, cognitive and emotional processes and social questions 2. We can then observe that, when workers are faced with these transformations, that happen at an elevated pace, many times even larger than a capacity humans can keep up with. Therefore, the union between technological innovations and new management styles have been generating an intensification of work, which translates itself as a series of attacks on health: early onset aging, an increase in illness, death by cardiovascular diseases and many other chronic-degenerative illnesses 3. Among these diverse illnesses that hurt workers, a few of them stand out like repetitive strain injuries (RSI)/musculoskeletal disorders (MSD). Both RSI and MSD are characterized by permanent or temporary labor incapacity, resulting from the overloading of the musculoskeletal system with the lack of proper time for their recovery.

The working environment degraded by mobbing/remote harassment is a determinant factor for the sickening of the employee, effectively work with a factor of production may lead the subject to situations that risk their health if their right to quality of life is not respected. Even in remote work where the schedule is flexible but comes with many working hours may cause the physical and mental sickening especially if the worker is subjected to generalized anxiety, stress related to meeting quotas and in which the maintenance of their job is at stake.

In that same vein the same author punctuates:

The instability of the job and the conditions where the worker exerts their labor activities, create new vulnerable situations, making it so that the worker, due to their need to survive, accepts jobs that leave them exposed to unhealthy environments, putting their health at risk 7. The presence of pains and limitations, caused by such diseases, contributes to the emergence of depressive and anxiety symptoms, and the fear in relation to an uncertain future. Starting from these modifications, the worker loses a piece of her identity and gains insecurity in the working, family and social environments. Although the worker is normally the most affected, occupational diseases also affect their co-workers, neighbors, friends and family 8. The repercussions of this sickening exceed the frontiers of home and work, spreading themselves to the units of health, courts and the involved community. (Amélia Romana Almeida Torres and others, *ILLNESS AT WORK: REPERCUSSIONS ON THE LIFE OF WORKERS AND THEIR FAMILY*, 2022)

The focus must necessarily be on the quality of living at work that will be afforded in respect for the integrity of the remote worker. The repercussions of the sickening are present in the data referring to the laying off of employees, these data points are sensible because they many times reflect an inadequacy on the working environment that affects the health of the remote worker, when the environment sickens by mobbing, determined by the employer, and that by telematic means, offends the dignity, the honor in an insistent way. To implement policies that respect the rights of the remote worker is necessary that companies, public or private, must adhere to. In fact remote mobbing is present in banks and companies,

The World Health Organization (WHO) recognized in early 2022, burnout syndrome as a work related phenomenon, with the institution of the International Classification of Diseases (ICD-11).

On the subject it is important to note that mental health at work regards the emotional, psychological and social state in regards to work. It refers to the capacity of the workers to face the tensions and challenges of the labor activity, with conscience, productivity and learning. Depression, anxiety, and burnout syndrome are some mental illnesses related to work.

However, the fact that a remote worker does not have these illnesses doesn't mean that they find themselves in a healthy working environment. A healthy working environment is also a fundamental right to be given to the remote worker, that even in the dependence of their home works in favor of the company. The virtual environment must also obey principles and rules that respect the worker's right to disconnect.

According to the WHO, mental health at work is a state of wellbeing and, although there are factors of stress related to work, the individual still needs conditions to recover themselves. These conditions come both internally and externally. At the same time the remote worker has to be ensured internal means to have the ability and guidance to deal with the stressors.

Therefore, implementing policies in companies that enable the personal perfecting of the employee are necessary for tackling this problem. Expenses in preventive health are a tendency, and so the company needs to offer the necessary tools in order to face this matter, especially when related to the prevention of remote mobbing. The focus at work must have as a pillar ensuring the quality of life of those who work, in light of a respecting working environment, that ensures that the conditions for the development of the employee are put in place in order to avoid the sickening due to a degraded environment, on that companies in both the public and private spheres have already ensured the adequate conditions for work, for example of SAIBIN that has already gained awards for having a healthy working environment.

Therefore, mental health at work does not have to be analyzed only from the perspective of psychological diseases. A culture of prevention is needed, especially related to the regulation of goalposts, pre-established shifts that respect rest in order to avoid existential damages. Even because many other diseases are indirectly or directly related to psychological questions. Anxiety and depression lead to the person to reduce care and attention to other areas of their health, like eating and physical exercise.

Data from social security points that, in Brazil, during 2021 more than 75 thousand people have withdrawn from work due to depression. Besides that, mental problems are among the main causes of withdrawal from work, according to the WHO. In Brazil 37.8% of the medical licenses for mental disorders are for depression. Therefore investing in mental health is not only an important matter for the quality of life of the collaborator. It means investing in productivity, profitability and reducing turnover.

Statistics on mental health at work

1. Depression and anxiety cost much. According to the WHO depression and anxiety cause a loss of approximately 1 trillion USD in the global economy
2. Investing in mental health gives returns. On the other hand, the same study asserts that, for every 1 USD invested in mental health and mental wellbeing of the contributors 4 USD are gained in productivity.
3. Companies already invest in the mental health of their employees. On a study by Wellable, it was verified that a great many companies already adopt policies for the betterment of the mental health of their collaborators. Among the factors that call attention are, 67% of companies offer assistance to employees; 46% value education in mental health resources, such as lectures, training and webinars; 30% adopt flexible working hours; 29% value the access to digital mental health tools, such as cell phone apps.
4. The practices of mindfulness and meditation are well observed, these practices - exercises for the betterment of concentration and attention span- are being looked at as being beneficial alternatives for companies. More than half of them demonstrated the intention to increase investment in these initiatives. Also, many coworking spaces already offer regular practices of guided meditation for their goers. Companies and liberal professionals that are already part of this movement already reap the rewards of a more centered routine.
5. Stress is more present than ever in organizations. Another survey published by Capita, revealed alarming data on the presence of stress in the companies' daily lives. See some of these numbers: 79% of employees reported having suffered stress at work in the last 12 months; 22% said they felt stress very often or all the time; 47% think it's normal to feel stress and anxiety at work; 45% considered leaving a job due to the stress it generates; 53% had colleagues who were forced to give up work due to stress; 49% don't think their manager would know what to do if they talked to them about mental health

6. A stressed employee contaminates everyone around them. Also according to Capita, stress causes an increase in irritability and with that, other people in the environment are affected, spreading these maluses in all of them team. Among the "collateral effects" identified in the responses, some are especially important: 44% claim to be more irritated at work; 25% confess taking out their frustrations on family members. 25% increased their alcohol consumption; 15% increased their use of cigarettes.
7. Mental health problems are another taboo. Another worrying factor noted by the same research is that 25% of the workers already had to resign due to stress. However, less than half of resignations have any registration relating to mental health. Another point of data justifies this situation, 37% of the respondents assert that they don't feel comfortable telling their co-workers or the company that their resignation was motivated by mental health.
8. Professionals are not sleeping well because of stress
Mental Health American's 2019 survey showed that stress is increasing workers' sleep-related problems. More than 65% of respondents said that stress at work is affecting the quality of their night's sleep.
9. Stress is causing behavioral changes in people. Half of the people who responded to the survey said that stress causes unhealthy behaviors to help deal with the problem, which is in line with what was already mentioned in topic 6 about the data obtained by the Captain.
(<https://blog.beerorcoffee.com/saude-mental-no-trabalho/>)

Faced with the situation of threat to health caused by the work environment that allows stress factors and situations of teleharassment, it is important to envision the need for the employer to invest in programs to prevent moral harassment. To ensure a healthy, balanced work environment.

Conclusion

Health is a fundamental right and so is the right to a sustainable, healthy, productive and respectful work environment. Moral harassment in a new digital version of tele-harassment must be eradicated. To what extent can teleworkers' right to health be threatened by their own work? Work is a fundamental right, a necessity as a social tool that fosters subsistence, production, and economic movement. The teleharassment in the search between having and being, what is the role of the teleworker protagonist, victim of illness due to the perverse persecution of the employer (owner of the means of production). We live in new times of instabilities, from the agrarian to the industrial, from the industrial to the modern, what are the complex paradoxes of modernity? Work itself, which should be a source of health, becomes a source of illness.

The paradox of modernity concerns the inauthenticity of more apparent changes, from the Colony to the Empire, from the Empire to the Republic. The demarcation mark is the independence from legal Brazil to real Brazil, from Colonial Brazil to Republic Brazil, they reveal to us that moral harassment has been redesigned in current times to a perverse form of persecution of the worker called "Teleassing", which in other words translates moral harassment being perpetrated by electronic means. The colloquia between the unheard and the unsaid, those who suffer harassment are victims of veiled violence, moral violence that sickens the mind, the body, impacts on existence.

Teleharassment is an unspoken reality in the world of virtual work. It is a real threat to the physical and mental health of teleworkers, who are subject to various types of diseases related to degradation in the work environment. When does work make you sick?

Moral harassment/tele harassment has serious consequences for the worker's life, affects the company and has economic impacts with social consequences, not limited to the health of the employee who is a victim of the degrading process.

Research carried out by Hirigoyen demonstrates that the process of moral harassment almost always ends with the victim leaving the job in such a weakened state of health that they end up with no physical and mental conditions to return to the job market. The numbers are impressive in 35% of cases of moral harassment the victim is dismissed from the company, 20% of these the person is dismissed due to failures, in 9% the dismissal is negotiated, in 7% it is people who resign, in 1% remaining the person is placed in pre-retirement.

Hirigoyen states that the degradation of working conditions is present in 53% of cases of moral harassment. Isolation and refusal to communicate in 58%, disqualifying and discrediting the victim is frequent in 56%, while verbal, physical or sexual violence is witnessed in 31% of cases. (HIRIGOYEN, Maria France, p.111, 2019).

The company that allows moral harassment / teleharassment must respond for the damage caused to employees because it allows the abuse of power, on the subject Hadassa says:

"It was verified that moral harassment originates from the abuse of power. Within the company, such abuse of power is understood as perverse management or manipulation, whereby the employee is not necessarily the direct harassing agent, but allows the phenomenon to be installed among employees to serve their interests. It is in these areas that the consequences of abusive conduct and the harassing agent themselves are verified."

(DOLORES, Hadassa. FERREIRA, Bonilha.p.62, 2004)

The Swedish researcher Heinz Leymann summarized five behaviors of moral harassment: making it impossible to communicate properly with the victim, refusing direct communication, isolating the victim, attacking the victim's reputation, degrading working conditions and directly attacking the victim's health with a effective violence. (HIRIGOYEN, Maria France, p.43, 2019).

It is pointed out that the harasser's objective is to pursue the victim, so that she seems incompetent, to isolate, refuse communication, it is verified that the perverse conduct in the context of telework is more felt because the person is already isolated because of being in home, more subject to external control and manipulation.

As has already been said, the phenomenon of moral harassment crosses borders and what can be done to prevent teleharassment and avoid degradation of the work environment? Banks invest in quality of life programs, encouraging their employees to practice sports through gym support. Companies are changing their way of establishing quality of life at work, encouraging positive practices to achieve possible goals, being necessary to respect breaks to avoid existential damage. Telework is a reality in companies even after the pandemic. Labor law balanced with respect for the fundamental rights of teleworkers is both a challenge and a necessity.

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