

# Law And Technology: Impacts And Benefits In The Judiciary, An Analysis From The Perspective Of The Home Office

Ivanilson Alexandre Guedes Da Silva<sup>1</sup>,  
Magaly Rosângela Alves Lima De Melo<sup>2</sup>, Suenya Talita De Almeida<sup>3</sup>,  
Maria Emilia Camargo<sup>4</sup>, Aprígio Teles Mascarenhas Neto<sup>5</sup>,  
Mariane Camargo Priesnitz<sup>6</sup>

<sup>1, 2, 3, 4</sup> Veni Creator Christian University In - V.C.C.U, Orlando Fl, Usa

<sup>5</sup>postgraduate Program In Intellectual Property Science, Ppgpi, Federal University Of Sergipe, Ufs, Se, Brazil

<sup>6</sup>Veni Creator Christian University In - V.C.C.U, Orlando Fl, Usa, Federal University Of Santa Maria, Rs, Brazil

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## Abstract:

The screen research aimed to carry out a literature review on the constitutional protection of health and the supply The post-pandemic world and more specifically Brazil has been the stage for issues of great repercussion in the field of teleworking/home office. In effect, work relationships changed during and especially after the Pandemic that tormented humanity. The already known and limited form of work, called Home Office, began to gain more and more importance, without a shadow of a doubt there was a significant reduction in costs both in the private sector and in the public sector, in this case we emphasize the Judiciary. Faced with this new working condition, new challenges arise, challenges that encompass the benefits and harms brought by the home office work system. The use of new technological resources that allowed the pandemic world to continue to spin, initially, full attention was paid to ensuring that private capitalist business activities and public judicial activities remained operating at full steam. This article, then, aims precisely to demonstrate, through legal argumentation, accompanied by studies of already published articles, national doctrine, and jurisprudence, that the home office work system has undoubtedly brought, with its expansion, significant improvements to both organizations as well as for workers, but it has been gaining more and more strength, especially during the new coronavirus pandemic taking place around the world. Given this scenario, this article seeks to present information about the possible advantages and disadvantages of working from home, both for the company and for the employee, considering that this work model was the best solution found for many servers, as well as professionals from different areas could continue their work, in a safer way in the face of the chaos that was the pandemic. However, this same work model, when used appropriately, causes great benefits and when not controlled, it causes several losses in the lives of human beings, benefits and losses that will be related.

**Key Word:** Judicial power. Home Office. Advantages and disadvantages. Public server.

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## I. Introduction

The year 2020 was a huge milestone in history. The beginning of a pandemic made the lives of many people undergo intense changes and one of them was social isolation, which was the main strategy for preventing the new coronavirus, SARS-CoV-2, which causes COVID-19. As a result, all types of work, whether public, private, self-employed, such as restaurants, shops and companies, had to reinvent themselves, look for the best way to continue working, avoiding unemployment and stopping the spread of the virus. Delivery was an option for restaurants and businesses, and home office for companies (remote work or teleworking).

Working from home was the solution found for many employees, and its quick and emergency implementation was soon established by small and large companies. And so with the Judiciary of Pernambuco, it was no different and to continue all the demands within its competence, it implemented several actions due to remote operation due to the Coronavirus pandemic (covid-19), which facilitated the work of servers, since all information could be accessed from home.

The measure, adopted for all sectors of the 1st and 2nd Grades, brought a new perspective of work for magistrates and employees of the institution. The home office was an example of increased productivity at the TJPE among medium-sized Brazilian courts, having ranked first in productivity during the pandemic. To achieve the desired results, however, it is necessary to pay attention to some factors, especially in the context of the current pandemic, as not everyone was prepared to experience remote work and the model also implies a series of advantages and challenges.

In this article, we highlight the topic of advantages and disadvantages in remote work, as we understand that one of the main skills for a good career is to harmonize personal and professional life, wherever it happens, regardless of the place or sector where the work is located. person, whether at home or at your organization's headquarters. Discipline, creativity and organization, we can go through this adaptation phase with greater well-being at work and the satisfaction of well-being makes us have better acceptance of the new and thus be able to work and produce.

To develop these argumentative lines, bibliographical and jurisprudential research was used, in addition to the interpretation of Brazilian legislation and reading of articles published on the topic under analysis.

## **II. Teleworking legislation in the home office modality**

Even before the worldwide devastation by the pandemic catastrophe caused by the coronavirus virus SARS-CoV-2 cause of Covid 19, the world was already using home office work, with the global ravages of the Pandemic, this type of work inevitably had to become the most used in all fields of action, including in the Judiciary, in view of the growth of this way of working.

It should be noted that until then few regulations dealt with teleworking, among them we have law no. 13.467/13 of July 13, 2017, which emerged in the labor reform, including in its title II of the Consolidation of Labor Laws (CLT), General norms of labor protection, where more specifically chapter II-A discusses the legal regime for teleworking in Brazil. This is the most specific form of teleworking aimed at workers of the State Judiciary and in a more specific way for employees of the institution Court of Justice of Pernambuco (TJPE) and its employees, therefore, it is worth discussing, albeit briefly, about the rules and resolutions that regulate the home office regime. Considering the teleworking regime in the CNJ, there are a series of rules that establish guidelines, such as Resolution no. 227/2016, amended by Resolutions no. 298/2019, 371/2021 and 375/2021, as well as IN 74/2019, amended by INs 59/2020, 70/2021 and 73/2021 (CNJ). Within the scope of the TJPE, teleworking is regulated in internal resolutions published by the institution:

### **Telecommuting**

It is the type of work carried out remotely, outside the premises of this Branch, observing the guidelines, terms and conditions established in the regulations that regulate this type of work at the Court of Justice of Pernambuco. Legislation:

Resolution 489 of April 24, 2023 - Disciplines the teleworking of civil servants and magistrates and the holding of hearings and trial sessions telepresent or by videoconference. Resolution 442 of December 1, 2020 – Special working conditions for magistrates and civil servants with disabilities, special needs or serious illness or who are parents or guardians of dependents in the same condition (TJPE).

It should be noted that even before the pandemic, the TJPE had already started a pilot project on the adoption of home office work, with the migration of physical processes to the PJE – Electronic Judicial Process, it was possible to implement a pilot project on remote work.

With the same cost-saving objective, the teleworking regime was developed at TJ in Pernambuco. The system was established based on Resolution 227/2016, of the National Council of Justice (CNJ). Since April 2016, 12 civil servants have worked part-time and 41 full-time at the 1st Degree Civil Directorate of the Capital. In addition to saving resources for the Court, the regime aims to increase the productivity of civil servants. By not needing the server to travel to the forum to carry out their duties, there is a saving of travel time and an increase in motivation (TJPE).

### **The positive impacts for the TJPE institution**

There is not much to question in relation to the increase in productivity in the TJPE among Brazilian courts during the pandemic period, which occupied the first places in productivity among medium-sized Courts in the country, always ranking among the best when the criterion discussed it was productivity. With the use of home office as the main form of work adopted by the TJPE during the pandemic, the gains for the Court of Justice of Pernambuco are undoubtedly one of the best in its existence. In this sense, there is news on the TJPE website itself:

TJPE is among the most productive in the country during the pandemic. In the 1st Degree, 632,995 sentences, 659,239 decisions and 2,358,245 orders were handed down. Specifically in the Special Courts there

were 195,477 sentences, 99,007 decisions, and 375,123 orders. The overall total of the 1st Degree and Special Courts was, therefore, 828,472 sentences, 758,246 decisions, and 2,733,368 orders.

In the 2nd Degree, in the same period, there were 101,978 judgments, 72,234 monocratic decisions, 126,714 orders, and 32,121 monocratic judgments. In the Appeal Panels, the numbers were 36,166 judgments, 5,054 monocratic decisions, 12,173 orders, 1,119 monocratic judgments. The sum of the numbers of the 1st Degree and Appeal Panels was 138,144 judgments, 77,288 monocratic decisions, 138,887 orders, and 33,240 monocratic judgments.

The president of the Court of Justice of Pernambuco (TJPE), judge Fernando Cerqueira, believes that commitment, overcoming and focus on the work of civil servants and magistrates made the difference. “We overcame adverse conditions to work remotely and then in person. We completely changed the way we operate, to ensure that society could use our services virtually. Public servants and magistrates faced complex situations, and, even so, they provided adequate judicial provision, demonstrating commitment to citizens. We accelerated the process of digital transformation of the Judiciary and continued to serve the population effectively”, assesses the president of the TJPE, judge Fernando Cerqueira.

Productivity was one of the thematic axes evaluated by the National Council of Justice (CNJ) to award the Silver Seal in the CNJ Quality Award to the Court of Justice of Pernambuco, in 2021. In addition to productivity, other thematic axes evaluated were Governance, Transparency and Technology. It was the first time that the Pernambuco Court of Justice was awarded this initiative. The institution achieved a score of 60.2% in the award.

For Fernando Cerqueira, the TJPE met very important requirements to improve the provision of judicial services. He cites as examples the installation of Justice Centers 4.0 - Medicines Treasury Court, designed to assess requests for the supply of medicines worth up to 60 minimum wages; the extensive training of judges working in the area of Domestic Violence; the creation of a central restorative justice body, in accordance with Resolution no. 225/2016; and the implementation of the 100% Digital Court in dozens of judicial units in the State, according to CNJ Resolution no. 345/2020.

Cerqueira also emphasizes that this progress was the result of work aligned between the Presidency of the Court of Justice, the General Inspectorate of Justice, Data Governance, the Strategic Planning Coordination, the Technology Secretariat, the School of Judiciary, judges, and civil servants of the institution (TJPE).

In view of the above, there is no doubt as to one of the main benefits brought to the institution when the predominant work modality among employees was teleworking in a home office regime. But the gains for the court do not stop there, otherwise let's see about savings in expenses with electricity, water, office materials among many others, the savings generated to the public coffers of the Judiciary were of significant value.

### **Positive impacts for Servers**

It must be noted without a shadow of a doubt that the home office work regime has brought workers, whether in the private or public sector, an unquestionable series of benefits. Among the benefits we can mention direct improvement in quality of life, significant reduction in stress, opportunity to practice physical activities and greater family coexistence.

The vast majority of employees need to travel to their place of work, some use their own car and others use the already precarious and stressful public transport, not to mention the endless traffic jams, all of which cause early fatigue, and it is possible say that many of the servers already arrive at their workplace exhausted and several are unanimous in saying that they wear out much more commuting to the workplace than carrying out their daily work.

It is noticeable that the barriers of distance to carry out work have been broken down, making it possible to even work outside the country where the physical headquarters of the company or public body is located. It is worth mentioning that all the advantages mentioned here will depend greatly on the organization of the server, and they must have an appropriate and non-improvised place to carry out their daily work. Another essential point is the establishment of schedules to comply with, never losing control of your work. daily working hours. In other words, if there is no organization in working from home, the server may end up having more disadvantages than advantages.

Furthermore, the advantages also reflect on the environment, with a significant reduction in the number of vehicles in circulation, reducing the emission of polluting gases into the environment.

If, in conjunction with remote work, spending on physical environments were rethought, as well as expanded actions to improve the quality of life of civil servants and magistrates, the results of using this modality would possibly be much more significant for the environment. Therefore, the home office work system, by the Courts, has great potential to be a more sustainable way of carrying out judicial activities. However, the way it was carried out in 2020, without strategic planning to reduce expenses or environmental impacts, it cannot be said that it was a “watershed” in terms of the socio-environmental responsibility of the Judiciary (CNJ).

Kovaleski and Oliveira (2011) are concerned with the mechanisms of control and subjection that deny the individual's autonomy. In this context, the judiciary server would have to seek the best way to conduct themselves in their teleworking work, always seeking the healthiest way possible to achieve the goals established by both the CNJ and the Court. In this case, the judiciary server has that deal all the time with the search for balance between improving your quality of life and your health, taking care of yourself, the benefits of working from home and quality of life.

### **III. Negative impacts for Servers**

The term home office comes from the English language and means work done at home, and can have a slightly broader meaning, such as work that can be done anywhere and remotely. From when impacts are considered negative and until when they can become harmful to human health and what to do to mitigate this commitment.

It is possible to conclude that, among the multiple definitions of Home Office, the following peculiarities are present countless times, defining the following main characteristics: (a) it is located in an external physical space; work carried out remotely; (b) tasks performed through information and communication technologies and; (c) alternation in the organization and work relationship (MORGENSTERN; SANTOS, 2016, p. 14)

It should be noted, out of caution, that it is not considered external work and also does not generate overtime. According to Lara Jr (2014). , home office employees can work as long as they are in a suitable location and have their own technological tools for this purpose. This modality is defined as working hours carried out partially or entirely at home. You don't have your boss by your side, nor co-workers, most of the time.

In the home office, the employee can work remotely, as if they were at the company and, as a result, their commitments and responsibilities do not change.

Productivity needs to be satisfactory, as it will not be evaluated by fixed working hours.

It is because this productivity depends on being satisfactory, having results, showing that it is adapted to the model and fulfilling a different workload than in person that people are increasingly involved in this work system.

The demands, the goals to be met in record time and because they believe that the requirement to work from home is a privilege, makes the employee completely focused on providing maximum service and extending themselves body and soul in the home office.

Certainly, the pandemic was almost responsible for this new technological resource, which worked, at the exact moment we needed it to avoid having to be subjected to direct contact with a virus that was beginning to take hold in any and every place across the world. . However, after going through 2020 and 2021, where things are beginning to return to their normal state of living with human contact, we realize that, although working from home has been beneficial, bringing several benefits to employees, not just the Court of Justice of Pernambuco, like other Courts and public and private sectors, which have resorted to this tool, it appears that all this can also leave, not only advantages, but also many disadvantages for human beings, especially if there is no control .

The home office working model brings a great advantage to people who perform this type of work: it eliminates the cost of time and gasoline required to travel from home to the workplace. On the other hand, this model requires more organization from the person, so that they can maintain productivity, working from the comfort of their home.

Regarding difficulties, having a specific time to end the workday can be a problem, since the office is at home. This challenge can generate enormous tiredness and mental exhaustion, in addition to increasing stress, insecurity and loneliness, which ends up, in some way, harming professional performance.

#### **Main disadvantages**

Home office is consolidating itself as something definitive in many sectors and should become one of the main legacies of the pandemic for the future of work. However, there is still a lot to be developed so that the home-office system is sustainable in the long term, at least from the point of view of health and well-being. Among the main disadvantages are:

- 1) Feeling of isolation, especially for those who live alone;
- 2) Difficulty establishing a work routine;
- 3) Loss of personal privacy;
- 4) Lack of a quiet place to serve as a workstation;
- 5) Greater distance from colleagues who could answer questions and exchange experiences;
- 6) Lack of immediate support if there are problems with equipment, programs and internet;
- 7) Lack of fixed times for meals or to end the working day;
- 8) Charges in excess of productivity (excessive workload);
- 9) Goals to meet;
- 10) Excessive information received by email; It is

11) Excessive videoconferences.

Working from home, in your comfort, makes you a manager of your own time. Practicing the profession at home is an option for many workers from the most varied areas and everyone agrees on one point: the quality of life increases and costs such as food, transport and clothing decrease, but it requires administration, organization, and a large dose of discipline. of time and space, limit so as not to accumulate physical and mental discomfort that could be transferred throughout life, increasing stress, causing anxiety, fatigue and mental exhaustion.

Good communication is an essential characteristic of any work environment and in the home office communication has become much less so, as face-to-face work allows employees to meet in their daily lives, from a building corridor, elevator, lunch time, in the office itself. Therefore, it is necessary to clearly define among colleagues and leaders what the work policy is: until what time they can exchange messages about work and what is the deadline for ending work. The insecurity of being able to achieve productivity is one of the biggest concerns for employees. As a result, working hours often become unlimited, and as a result, stress and conflicts arise between people.

All this is not immediately apparent. Just as time passes. The more we work, the more we want to produce and the more we produce, we think we can even more. Furthermore, it is necessary to make it clear which systems will be used to carry out the work, how the flow should be organized and the days and times of team meetings. Insecurity about being able to maintain productivity and work remotely is one of the main concerns of employees, which is why companies need to make the rules very clear to avoid burnout and conflicts between people. The Italian sociologist, Domenico De Masi the new technologies, which we live in post-industrial society, a society in which 'knowing' counts even more than 'doing', those who cultivate other interests develop their work better, and spend the day at office can represent a waste of time, which we don't realize this and we continue to work in the same way as a hundred years ago; We would be much happier and more serene if we tried to adapt our behaviors to the rules of post-industrial society, integrating leisure and work into our lives, in order to create a single and satisfactory continuity (DE MASI, 2002, p. 91-92).

Take time off from work, school or college, a moment of leisure, to enjoy and rest. Leisure is free time, vacant time to do absolutely nothing, just to relax, and not think about anything, to have a moment of rest all your own. However, in current times, idleness is considered idleness, that is, unproductive time, wasted time, impacted by social, political and economic trends. The tension between working time and leisure time increases, decreasing the end of leisure lived in free time, because, for many, no time is free, all time is money, time is gold. In large urban centers, the impact of this tension is reflected in the lack of time for health care, leisure, culture, citizen participation, among other dimensions of daily life. The absence of this time also generates the desire for a more singular and collective life versus more workforce to face the competition imposed by commercial production (VENTURA, 2014).

Health care is also necessary, since, when it is left aside, it can create stress for workers, who insist on something doomed to failure, just trying to follow standards that, at some specific point in history, were established, thus leaving of thinking about what would be best for oneself, pretending to believe that this is just the way it should be, and will continue to be. But everyone needs time alone to reflect on who they are, what they want, where they are going, and especially where they want to go. Taking time to take care of yourself brings several health benefits, such as reducing stress, anxiety, depression, as well as improving your mood during the day. Feeling good about yourself can generate good vibes both at work and in your personal life. Leaving aside a moment of leisure for yourself, in your daily life, only leads human beings to be in tune with their essence. A few moments of happiness and empathy even alleviate several moments of stress.

Life revolves around time, and it is this time that we need to grow, progress in a job, obtain small or large achievements, be what we would like to be, achieve our goals, make our dreams come true. But, for a moment to forget and stop living, "there are those who argue that there are advantages and disadvantages to work carried out remotely. I prefer to say that there are companies that correctly implement teleworking and others that do not. If there is a correct policy in this process, there are only benefits" (OTÁVIO, 2020, p. 22).

Remote interaction may not surpass in-person interaction, but when we were living and still living, it was necessary to innovate and develop improvements as much as possible without letting difficulties affect activities. The pandemic not only affects the physical health, but also the mental health of workers. Those who work from home, for example, have the privilege of protecting themselves from the risk of contagion and guaranteeing income. However, after more than a year of mixing personal and professional life in long hours at home, the model has shown side effects, especially on the emotional state of workers.

Working from home, in your comfort, makes you a manager of your own time. Practicing the profession at home is an option for many workers from the most varied areas and everyone agrees on one point: the quality of life increases and costs such as food, transport and clothing decrease, but it requires administration, organization, and a large dose of discipline. of time and space, limit so as not to accumulate physical and mental discomfort that could be transferred throughout life, increasing stress, causing anxiety, fatigue and mental

exhaustion. Good communication is an essential characteristic of any work environment and in the home office communication has become much less so, as face-to-face work allows employees to meet on a daily basis, from a building corridor, elevator, lunch time, in own office.

Therefore, it is necessary to clearly define among colleagues and leaders what the work policy is: until what time they can exchange messages about work and what is the deadline for ending work. The insecurity of being able to achieve productivity is one of the biggest concerns for employees. As a result, working hours often become unlimited, and as a result, stress and conflicts arise between people. All this is not immediately apparent. Just as time passes. The more we work, the more we want to produce and the more we produce we think we can even more.

### **Home Office Challenges**

In times of pandemic, one of the greatest challenges faced was social isolation, which was used to avoid social contact and thus reduce the spread of the COVID-19 virus. By working from home, it is possible to respect this measure without compromising the activities of technology companies. But other challenges arise and the need to face them in the best possible way. One of the biggest challenges encountered when working remotely is related to health. "In the information society, we now need actions that help us improve our physical health and well-being, but that are not paternalistic when it comes to people's freedom to choose which lifestyle they want to lead" (CASTELLS; CARDOSO, 2005, p. 364).

Home office is consolidating itself as something definitive in many sectors and should become one of the main legacies of the pandemic for the future of work. However, there is still a lot to be developed so that the home-office system is sustainable in the long term, at least from the point of view of health and well-being. Regarding health, companies must offer training on ergonomic rules while working from home to avoid workplace illnesses, although remotely it becomes more difficult to monitor whether the employee is complying with health and safety standards.

For Castells and Cardoso (2005), we spend more and more time sitting, in incorrect positions, consuming information. Although work linked to information is not as physically demanding as industrial work, it causes different stress, through static work positions (the increase in teleworking from home has made it necessary to give special importance to ergonomics not only in companies, but also in homes). The situation is further aggravated by the growing habit of people spending their free time in a static virtual world (computer, television, virtual games).

The activities that are usually carried out in teams and the routines in which group relationships take place end up being changed to an electronic communication environment, thus resulting in fewer formal and informal interpersonal relationships, and causing isolation. The expansion of remote work in Brazil and around the world, without a doubt, brings a very positive balance to employees and employers, so far. However, this does not mean that remote work does not require certain precautions, despite its wide acceptance.

Because in many cases, workers are unable to "disconnect" from work, and even after the end of the working day they often end up carrying out work-related tasks, as well as becoming mentally connected to professional issues, which can thus lead to harm. psychic, transforming excess work into stress. A psychological disorder caused by extreme exhaustion, this is how Burnout Syndrome is defined, an increasingly common disorder that exceeds one's ability to deal with day-to-day issues efficiently. However, this syndrome specifically refers to phenomena in the occupational context. In other words, it is not applicable to describe experiences in other areas of life, according to the updated definition of the World Health Organization (WHO).

In this sense, Burnout is the manifestation of chronic stress felt exclusively in the workplace. In fact, the main cause of the disease is precisely its excess. Therefore, this syndrome is very common in professionals in stressful work situations, which demand a lot of competitiveness or responsibility. Furthermore, it can also happen when the professional plans or is assigned very difficult work objectives. In other words, situations in which the person may feel, for some reason, that they do not have sufficient capabilities to fulfill them. It should be noted that the Brazilian Courts already recognize the right of workers affected by such a pathology to compensation for moral damages.

It is in this sense that the national jurisprudence:

**OCCUPATIONAL ILLNESS - BURNOUT SYNDROME - COMPENSATION.** Burnout Syndrome (syndrome of "professional exhaustion") was diagnosed during the course of the employment contract, which led to the author's retirement from social security, during the course of the notice period, for one year and four months, due to an occupational illness equivalent to an accident at work, is due reinstatement to employment and also moral compensation, in accordance with arts. 118 of Law No. 8,213/91, second part of item II of Summary 378 of the TST and articles 186 and 927 of the CCB and art. 5th, items V and X of the Federal Constitution. (*TRT-3 - RO: 00110126220175030048 MG 0011012-62.2017.5.03.0048, Relator: Des.Antonio Gomes de Vasconcelos, Data de Julgamento: 04/03/2021, Decima Primeira Turma, Data de Publicação: 05/03/2021*)

Burnout Syndrome involves nervousness, psychological suffering, and physical problems, such as stomach pain, excessive tiredness, and dizziness. However, among the main symptoms that a person may present are: Excessive mental and physical fatigue, Insomnia; Difficulty concentrating; Loss of appetite; Irritability and aggressiveness; Memory lapses; Low self-esteem; Discouragement and apathy; Headaches and body aches; Constant negativity; Feelings of defeat, failure and insecurity; Social isolation; High pressure; and Excessive sadness.

Healthy behaviors prevent the development of the disease, as well as helping to treat signs and symptoms early on. Therefore, the best way to prevent Burnout Syndrome is to create strategies that reduce stress and pressure at work. Set limits on your work. Don't live intensely focused only on work. Work is very good, it dignifies and enhances man, without it, in whatever form, we are missed. But know how to deal with it. Make time for yourself. Have comfortable furniture; stretch throughout the day and seek medical help if necessary.

There is still a lot to be studied regarding the harmful effects caused to people, in relation to physical and mental problems, when working at home. It all depends on control and limits. Discipline and organization can help a lot when moving from office to home, compared to remote work.

### **Michel Foucault's theories**

Foucault (1990) points out four “technologies” linked to human behavior: a) Production technologies (closely related to work and the act of manipulating objects); b) Sign system technologies (use of symbols, representations or meanings); c) Technologies of power (are the ways in which the subject objectifies himself, determines his conduct and submits himself to an end of domination); d) Technologies of the self (establishment of a set of attitudes about oneself, about one's body and soul, to obtain transformations about oneself with the aim of achieving a certain degree of happiness, purity, wisdom or immortality.

Although working from home is considered a comfort zone, because we are being considered working from home, this does not lead us to isolate ourselves from everyone and not have time for ourselves. Focusing only on work can lead to a lot of damage in the future, especially when we are not aware or aware of the harm that all this can cause. Dedication to work, responsibility, keeping schedules, meeting your commitments, wearing the “shirt”, as many say, of a certain sector or company is very good, and is part of life, therefore, work when done well and with good results and especially with recognition, only makes us strengthen our ego more, feeling that everything we did, sometimes with a lot of sacrifice and commitment, was worth it.

But everything must have a limit. One should not live to work, nor should one live without work. But know how to manage both of your time. Having and reserving time to take care of yourself a little is essential. If we are well, we can manage and organize any situation, whether at work or in our personal life. Leisure time is essential. Take a moment to look at yourself and see what you need to feel better and better about yourself and your life. The consumerism of excessive work can even take away what you need most, your health. And in the face of this, psychological and social problems appear. But you need to be careful to let the transformations flow over you to achieve a certain degree of happiness, purity, wisdom, according to Michel Foucault. Physical and psychological health and well-being are fundamental. Taking care of your mental health prevents you from developing a series of related illnesses, such as those mentioned above.

At this point, it is essential that we highlight the importance of taking care of yourself and the people around you, as the consequences of neglecting warning signs can also affect friends and family. All work is essential, but when it is done with pleasure it becomes the bridge of balance in the personal satisfaction of each human being.

## **IV. Final considerations**

With the beginning of the pandemic, to try to provide greater protection against the virus that was dominating the world, COVID-19, social isolation, through home office was the best solution found immediately to contain unemployment, continues the work and mitigate virus contamination.

Today, with the pandemic under control, with low levels of contamination, the home office continues to exercise its importance. Having been admitted among companies and employees, it is here to stay. However, it is necessary to be aware that this new technological means, with extraordinary resources, has advantages and disadvantages that the face-to-face model does not have.

Therefore, it is essential to respect and consider the limitations of each person when faced with this type of work, so that it can benefit both the employee and the employer, avoiding deterioration of working conditions, where the worker exceeds his working day beyond the legally permitted, he receives messages outside of working hours, he does not have good control over his workday, which makes his routine a constant professional pressure that affects his personal life.

Knowing how to set limits at the right time becomes essential. Doing the work is necessary, responsibility must be paramount and fundamental. Productivity is the basis for moving companies, especially in a Judicial Branch where we work with society and there are priorities. Goals must be met. But, given all this, we must not

forget that behind this entire process there is a generating machine, made up of human material, which with all its limitations manages to do its best, aiming to serve society in the best way possible general.

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