

VOLUNTARY SERVITUDE IN THE WORLD OF WORK: A NARRATIVE REVIEW

SERVIDÃO VOLUNTÁRIA NO MUNDO DO TRABALHO: UMA REVISÃO NARRATIVA

SERVIDUMBRE VOLUNTARIO EN EL MUNDO DEL TRABAJO: UNA REVISIÓN NARRATIVA

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ABSTRACT: This article is a research review published in Brazil and France about the servitude use's concept in the understanding dynamics organizational, in the neocapitalist context. The SciELO and CAIRN databases, also Tavailler magazine have been consulted. In accordance with the inclusion criteria, the search has found 33 published articles. The article's analysis has showed that the similar contents found on both portals ratify the neoliberal's system contribution for the establishment of vertical and subjectively weakened relations, this condition has the strength to cause voluntary servitude. This pathology is associated with the imperative view of neocapitalismo and that due to the subjective commitment of workers take them to attempted suicide as a way to stop suffering, it becomes a miserable reality. For this reason, there is a need for further research to understand this social pathology on the part of other areas, such as psychoanalysis and sociology.

KEYWORDS: Voluntary servitude. Psychodynamics of work. Social pathologies. Subjectivity. Neocapitalism.

RESUMO: Este artigo é uma revisão narrativa de pesquisas publicadas no Brasil e na França sobre o uso do conceito da servidão na compreensão das dinâmicas organizacionais, no contexto neocapitalista. Foram consultadas as bases de dados SciELO e CAIRN, revista Travailler, cuja busca encontrou 33 artigos, segundo os critérios estabelecidos. Os conteúdos semelhantes publicados nos dois portais permitiram a categorização em cinco eixos: capitalismo, imigrantes-gênero-raça-subemprego, psicanalítico, liberdade-poder e suicídio. A análise ratifica a contribuição do sistema neoliberal para o estabelecimento da Servidão Voluntária. Expressa em relações verticalizadas e enfraquecidas subjetivamente, a instauração da patologia da Servidão Voluntária está associada à visão imperativa do neocapitalismo que implica o comprometimento psíquico, tornando uma triste realidade o ato do suicídio como forma de cessar o sofrer. Por esse motivo há necessidade de maior investigação para a compreensão dessa patologia social por parte de outras áreas, como a psicanálise e a sociologia.

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PALAVRAS-CHAVE: *Servidão voluntária. Psicodinâmica do trabalho. Patologias sociais. Subjetividade. Neoliberalismo.*

RESUMEN: *Este trabajo es una revisión narrativa de manuscritos publicados en Brasil y Francia con el concepto de servidumbre en la comprensión de la dinámica organizacional, en el contexto neoliberalista. Se consultaron las bases de datos SciELO y CAIRN, revista Travailler. cuya búsqueda encontró 33 artículos, según los criterios de inclusión. El contenido similar en los dos portales permitió la categorización en cinco ejes: capitalismo, inmigrantes-género-raza-subempleo, psicoanalítico, libertad-poder y suicidio. El análisis confirma la contribución del sistema neoliberal al establecimiento de la servidumbre voluntaria. Expresado en relaciones verticalizadas y subjetivamente debilitadas, la patología de la servidumbre voluntaria se asocia a la visión imperativa del neoliberalismo que perjudica el funcionamiento psíquico, haciendo del acto suicida una triste realidad ante el sufrimiento. Por ello, es necesaria una mayor investigación para comprender esta patología social por parte de otras áreas, como el psicoanálisis y la sociología.*

PALABRAS CLAVE: *Servidumbre voluntaria. Psicodinámica del trabajo. Patologías sociales. Subjetividad. Neoliberalismo.*

Introduction

The field of mental health related to work has focused on investigating situations that generate suffering and illness. Mental health is intrinsically linked to better health conditions in general. In the world of work, this is reflected in the subject's search for an activity that can bring some meaning to his life and with which he can identify, constitute his identity, feel productive and recognized.

According to Dejours (2011), recognition is decisive for the subjective mobilization of intelligence and personality at work. Within the Psychodynamics of Work, recognition can be inserted in the dynamics of ego realization, an important instrument in the constitution of identity.

However, the process of capitalist production, based on the organization of flexible work and on the valorization of the neoliberal meritocratic ideas, extracts beyond the maximum that one is capable of doing. Thus, instead of the subject experiencing the laurels of recognition, capable of bringing relief, pleasure, exaltation and praise, the worker is taken to a state of unstructuring suffering (DEJOURS, 2011) due to pressure for collections, in the impossibility of acting within of a rigid organizational space, in an extremely competitive, productive environment and with worn-out social relations.

Within this scenario, collective defensive strategies are dimmed and the threat at all times of the risk of losing or not getting a job becomes a risk factor for the occurrence of the social pathology of Voluntary Servitude.

The social pathologies of overload, violence and Voluntary Servitude are based on studies in which Dejours verifies its origin in the unbridled use of defensive strategies and their failure in the face of the real work. Mendes (2007, p. 55) proposes “the existence of three social pathologies related to work: overload, Voluntary Servitude and violence”. The pathology of violence is related to aggression against oneself, others and the organization, which can be translated into acts of vandalism, sabotage, moral harassment and suicide. The overload would be due to a volume of work beyond the worker's capacity, being reinforced by the expectation of recognition. And Voluntary Servitude is established for the needs of employment and comfort, which permeated by the ideology of excellence and performance, naturalizes the trivialization of violence.

The concept of Voluntary Servitude created by Etienne de La Boétie in the 16th century, at the age of 18, encompasses the concepts of freedom and tyranny. In addition to the characteristics of the despot, the author reflects on the enigmatic condition of submission of the population, to the minority and subversive power of the tyrant, who accepts domination and chooses to be servile, against the natural tendency to fight and resist for their freedom.

For La Boétie (2009 [1549]), it is at this point that Voluntary Servitude is paradoxical, as subservience resembles a subjection expressed in a desire related to the voluntary desire to serve. Thus, the human being would not have lost his inherent freedom, but would have gained servitude, intrinsic to the tyrant's power, in the authority attributed to one.

At that time, subservience found an echo in the collective, since among equals, vassals, the despot's power would become even stronger in groups with a servile feeling. In an attempt to understand the mental change caused by the group of belonging to an individual, Freud (1921) presents the ideas of Le Bon (1855 *apud* FREUD, 1921) and highlights the strength of cohesion as a generator of the feeling of power invincible in the group, leading individuals to obey the leader's determinations, which at times put them in contradiction with their character and habits. Therefore, devotion to a collective ideal would imply the loss of part of the personality, transforming the subject into an automaton, obedient to authority and capable of the highest achievements through selflessness, detachment, succumbing to the orders of the tyrant (FREUD, 1921).

Understanding this susceptibility of group union in favor of an individual refers to the intrasubjective mechanisms activated and described in the helplessness theory (FREUD, 1950

[1895]). In the case of the construction of civilization, “fearing helplessness, man would have narrowed the relationship with his peers to collectively overcome his weaknesses, even at the expense of pulsatory renunciations” (OLIVEIRA; RESSTEL; JUSTO, 2014, p. 22). Later, Freud (1927) understands helplessness as a structuring feeling that accompanies the subject throughout his life, being one of the sources of anguish with which the subject needs to deal, due to the fear of abandonment and the loss of love for the other.

If the subject initially dealt with the feeling of helplessness by approaching his peers and developing regulatory mechanisms such as family, education, politics, work and religion for group living, the weakening of these institutions today leaves the subject increasingly lonely and individualized, consequently, more fragile and helpless. Increasingly removed from the possibility of being recognized, he launches himself in an unbridled attempt to please, not questioning the imposed rules and goals, alienating himself.

Thus, in the face of a potentially sickening work scenario, it is necessary to resume the discussion on the concept of servitude in the flexible world, in order to advance with the understanding of the subjective implication of neoliberal values. Thus, this work aims to identify the use of the concept of servitude in the understanding of organizational dynamics, within the capitalist system, in Brazil and France.

Methodology

A narrative review was carried out to map research and studies published in Brazil and France on the concept of servitude related to the work context. As it is an “exploratory review whose selection of articles is made arbitrarily, without worrying about exhausting the sources of information” (FERENHOF; FERNANDES, 2016, p. 551), the narrative method proved to be adequate because it has the purpose of “Describing and discussing the development or the 'state of the art' of a given subject, from a theoretical or conceptual point of view” (ROTHER, 2007, p. 5).

The first stage of the review included the search for articles and publications in the *Revista En(cena)*, Brazilian, and in the *Revue Internationale de Psychopathologie et de Psychodynamique du Travail - Travailler*, a French journal hosted on the CAIRN International Edition (CAIRN) portal.

These journals were chosen because they are privileged spaces for the dissemination of critical and clinical studies on the world of work from the perspective of Psychodynamics of Work, an approach that studies social pathologies. In view of the lack of articles in line

with the criteria established in the Brazilian journal, the search was also made on the SciELO Brazil portal, first with the keywords *Servidão Voluntária* and *Servitude Volontaire* (Voluntary servitude). In view of the restricted results through the specific term, the term *Servidão* and *Servitude* was searched between 2001 and 2019.

It is noteworthy that the CAIRN *Travailler* portal, when searching, presents as a result: articles, editorials, introduction, reading notes and, in some moments, the complete magazine. When the full magazine was shown as a result, the authors chose to click on the *articles les plus pertinents*³ option, in which were the most appropriate files (among articles, editorials, introduction and reading notes) according to the keyword shown and including them in the result count. For this reason, the results found in this portal, due to this narrative review, are greater than the results obtained in a quick search through the CAIRN *Travailler* portal website.

Figure 1 – Table with search strategies in the databases of Brazil and France

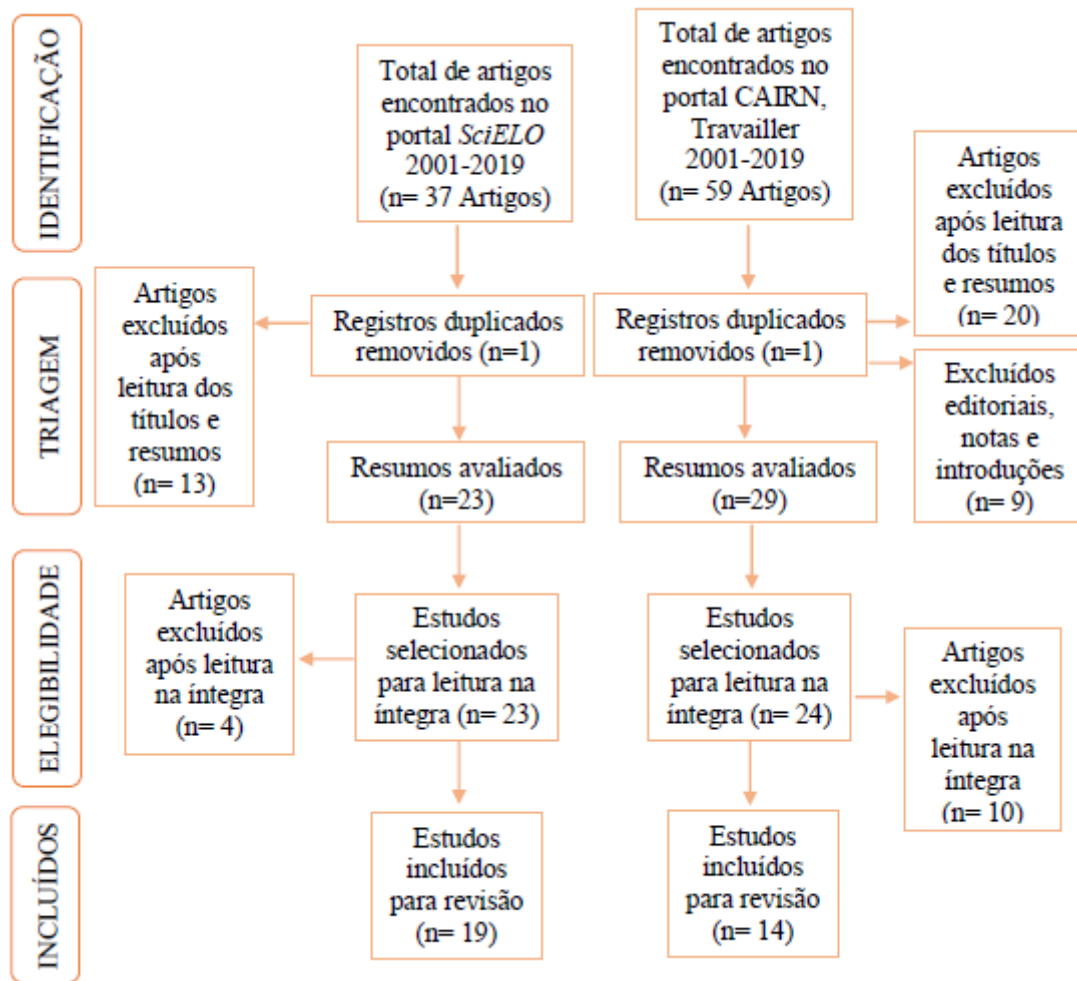
	Portal	Estratégia de busca	Resultados	Total
1ª tentativa	Revista En(Cena)	Palavra-chave: 'servidão voluntária'	0	48
	CAIRN Travailler	Descritor: 'servitude volontaire'	48	
2ª tentativa	SciELO	Palavra-chave: 'servidão voluntária'	8	56
	CAIRN Travailler	Descritor: 'servitude volontaire'	48	
3ª tentativa	SciELO	Palavra-chave: 'servidão'	37	96
	CAIRN Travailler	Descritor: 'servitude'	59	

Source: Elaborated by the authors based on the results found in the searches

The inclusion of the articles was due to their relevance to the understanding of the social pathology of Voluntary Servitude at work, with the exclusion of texts that did not have servitude in the context of work, Voluntary Servitude or work as the central object of reflection. Editorials and notes were also discarded.

³ Our translation: most appropriate articles according to the keyword.

Figure 2 – Flowchart of the article selection process for narrative review



Source: Prepared by the authors based on the prism diagram

Results

As a result of the research to carry out the narrative review of literature, 19 articles were obtained on the SciELO Brazil portal and 14 articles on the *CAIRN - Travailler* portal, whose content enabled the grouping into five thematic axes: capitalism, immigrants-gender-ethnicity-underemployment, psychoanalytic, Voluntary Servitude x freedom-power and suicide.

Figure 3 – Table of articles that compose the narrative review grouped according to the thematic axis and the corresponding portal

	EIXO TEMÁTICO	AUTORIA	ANO	TÍTULO
SciELO	Capitalismo	PIRES	2015	A crise do capitalismo como crise de subjetividade
		BENTO	2009	Do corpo e do ativismo na conjuntura de mercado e consumo
		FONTES	2006	Da atualidade da servidão voluntária
		ROCHA	2004	Paradoxo da formação: servidão voluntária e liberação
	Imigrantes- Gênero- Raça- Subemprego	SILVA; BARTHOLO	2003	Três caminhos para a servidão
		BERTOLDO	2018	Migração com rosto feminino: múltiplas vulnerabilidades, trabalho doméstico e desafios de políticas e direitos
		UHDE	2016	<i>Social bias within the institution of hired domestic care: Global interactions and migration</i>
	Psicanalítico	GOLDBERG	2014	<i>Contextos de vulnerabilidad social y situaciones de riesgo para la salud: tuberculosis en inmigrantes bolivianos que trabajan y viven en talleres textiles clandestinos de Buenos Aires</i>
		HOFFMAN	2010	O ideal em questão
	Servidão Voluntária x Liberdade - Poder	MENEZES	2005	Pânico e desamparo na atualidade
		RINALDI	2001	A subjetividade hoje: os paradoxos da servidão voluntária
		SILVA <i>et al</i>	2018	Uma reflexão spinozista entre servidão e liberdade vividas por cuidadores
		OLIVEIRA	2018	O humano, o pastorado e a psicologia
		PIRES	2015a	Condi(a)ção humana e liberdade
		FRANCO	2015	Trabalho criativo e cuidado em saúde: um debate a partir dos conceitos de servidão e liberdade
		SAWAIA	2009	Psicologia e desigualdade social: uma reflexão liberdade e transformação social
		PAULA; MARANHÃO	2009	Opressão e Resistência nos Estudos Organizacionais Críticos: considerações acerca do discurso da servidão voluntária e da pedagogia do oprimido
PAÇO-CUNHA; GOMES; BICALHO		2009	Laboratório do controle e controle do laboratório: práticas e táticas do poder e o problema da servidão voluntária	
Suicídio		FINAZZI-SANTOS; SIQUEIRA	2011	Considerações sobre trabalho e suicídio: um estudo de caso
CAIRN - Travailler	Capitalismo	EMMENEGGER; GALLINO; GORGONE	2019	<i>Entre complicité et souffrance. Penser la servitude volontaire dans le monde du travail</i>
		TESSIER	2017	<i>Des alliances inattendues au service de l'idéologie managériale: les conditions culturelles postmodernes: Réflexions à la lecture de Apprendre pour transmettre de François Rastier</i>
	Imigrantes- Gênero- Raça- Subemprego	MORE	2014	<i>Les employé (e) s domestiques dans le travail de care: corps et investissement de soi entre éthique et contrainte</i>
		MOLINIER; CEPEDA	2012	<i>«Comme un chien à carreau». Des employées domestiques colombiennes entre care et justice.</i>
		MOLINIER	2005	<i>De la condition de bonne à tout faire au début du XX siècle à la relation de service dans le monde contemporain: analyse clinique et psychopathologique</i>
	Psicanalítico	HIRATA	2012	<i>Travail et affects. Les ressorts de la servitude domestique Note de recherche</i>
		TESSIER	2019	<i>Métapsychologie, pratique psychanalytique et pensée de l'émancipation: les apports de la psychodynamique du travail à la psychanalyse</i>
	Servidão Voluntária x Liberdade - Poder	DEJOURS	2016	<i>Psychodynamique du travail et politique: quels enjeux?</i>
		UCHIDA, SZNELWAR, LANCMAN	2011	Aspectos Epistemológicos e Metodológicos da Psicodinâmica do Trabalho
		HAMRAOUI	2005	<i>Servitude volontaire: l'analyse philosophique peut-elle éclairer la recherche pratique du clinicien?</i>
	Suicídio	IBARRA	2018	<i>En marche vers la dégradation dans les transports: une étude de cas sur le travail des chauffeurs dans le Plan Transantiago au Chili</i>
		MÜHLSTEIN	2015	<i>Face aux suicides au travail: l'action syndicale entre banalisation et déni</i>
		JOBIN; TSENG	2014	<i>Le suicide comme karo-shi ou l'overdose de travail. Les suicides liés au travail au Japon, à Taiwan et en Chine</i>
DEJOURS		2005	<i>Nouvelles formes de servitude et suicide</i>	

Source: Created by the authors based on the inclusion criteria and grouped into thematic axes

Discussion

The proposal to map and analyze in specific vehicles of Work Psychodynamics the contributions to the advancement of the understanding of servitude allowed to verify the importance of the study on mental health at work in countries like France, bringing relevant reflections about the consequences resulting from this social pathology, like suicide. The similar contents found in the two portals confirm the contribution of the neoliberal system for the establishment of verticalized and weakened relationships from the subjective point of view, with this condition having the power to cause the occurrence of Voluntary Servitude.

As the greater degree of commitment of workers in situations of pathological subservience is capable of culminating in the act of suicide as a way of ceasing suffering (DEJOURS, 2005), there is a need for further investigation for the understanding by psychoanalysis, philosophy and society. sociology, since some thematic axes resort to their analysis to La Boétie's theory (2009 [1549]).

The thematic axis called capitalism, composed of five publications from the SciELO portal and two from the *Travailler* journal, comprises ideas about how the current productive system, neoliberal, which aims to increase profit on the part of organizations, however, at the expense of the subjective weakening of workers. This process occurs through the separation of intrapsychic processes from the historical-social context, to remove the subjects' singularities. When the objectification of the worker occurs, it would be easier to extract 'overwork', using tools such as: discipline, increased demand, fear of unemployment, the valorization of excellence and the search for recognition.

This panorama is intended to provide a climate of helplessness, anguish, insecurity, instability, exclusion, and social disintegration, so that it is easier to establish a labor policy based on the use of insecurity and fear as a form of manipulation.

In the French scenario, the two publications of the *Travailler* magazine on the capitalism axis had debates similar to those made possible by the publications of the SciELO Brazil portal and reinforce the argument of the development of the pathology of Voluntary Servitude as a way of increasing profit by the neoliberal system. An example would be the subjection to voluntary work for a future promise of admission, which in practice presents a very small rate of effective hiring.

The articles on the thematic axis Voluntary Servitude x freedom-power of the SciELO portal, promote two lines of discussion. One that discusses the double possibility that the work finds in the capitalist context, Voluntary Servitude or emancipation, reflecting mainly

on the exit from the situation of subservience through autonomy, and another that bases its studies on the assumptions of Foucault to trace a correlation between the exercise of power and the bondage bond that can be produced by the use of authority.

According to the first line, work processes are in a variation between serfdom and freedom, this would be possible through the expression of creativity in search of an emancipatory posture that can occur both through social transformation and through a collective resistance action.

For the second line, the disciplinary mode of functioning of power relations and safety devices is observed in contemporary times, closely linked to the practices of psychology to influence the production of subjectivities, which points out the paradox expressed in the previous axis, on development of a servile posture developed and formatted according to the ideals of morality and science imposed by capitalism and which serve to extract 'extra' profit.

The articles on this subject published in the French magazine also discuss this double possibility, Voluntary Servitude, or emancipation today. They resume the discussion proposed by La Boétie to dialogue with the Psychodynamics of Work based on the issue of consent, the 'servile zeal' of the employee who, through symbolic domination, can be led to subjective devastation, by preventing free expression, and the occurrence of Voluntary Servitude.

With regard to the thematic axis immigrants-gender-ethnicity-underemployment, it proved to be comprehensive, since these contents are intertwined, because the situation of social, political and economic vulnerability experienced in the countries of origin makes the subjects opt for migration in search for a better life. However, when they arrive in the destination country as immigrants, they suffer ethnic-racial discrimination, which means that they are forced to make themselves available to underemployed to survive, thus, there is a maintenance of this structure, through Voluntary Servitude. In short, neocapitalism produces social vulnerability through the concentration of capital.

SciELO presented three studies with this content and CAIRN Travailler four. In general, the articles, in both portals, denounce the feminization of poverty and economic inequalities in the world, since women make up the majority of international migrations, since without finding jobs in formal places they end up being inserted in niches of jobs historically considered to be 'precarious' activities, such as domestic work. An example of this weakness is the regulation of domestic work in Brazil, only in 2015, a fact that led many workers to be dismissed and hired as day laborers twice a week in order not to generate employment, which in practice resulted in a new form of informality in this activity.

In addition to the sad socioeconomic reality present in this type of work, the psychological aspect is also highlighted by the studies, when pointing out the ambiguous relationships that are established between bosses and employees, sometimes abusive and submissive, sometimes permeated by affective approaches. The home worker, without fixed hours, often sleeping at work, and the dubiousness of this relationship, in which at times they are considered as members of the family and at other times excluded from this 'family', ends up stimulating servility.

In the axis called psychoanalytic, the three publications on the Brazilian portal were published in the same magazine (*Ágora*). They start from different perspectives, but they have similarities regarding the objectives and the way of correlating philosophy and psychoanalysis, highlighting the relationship between servitude and the search to serve one who takes the place of the lost phallus.

According to psychoanalytic theory, the phallus is not linked to the sexual organ itself, but to the psychic, imaginary and symbolic representation of the lack that always presents itself to the subject from its insertion in civilization. In this sense, in order to relive the moment prior to the civilizing entrance, the subject would put this tyrant in the place of the ideal self (primary narcissistic instance that refers to the idealization occupied by the baby in the parents' desire, having not yet experienced the anguish of castration) (FREUD, 1914). Then, represented by the figure of the ideal father, the one who escapes castration, being endowed with power and enchantment, the leader can then command his vassals.

This whole illustration can be interpreted by contemporary psychoanalytic theory through the discourse of the master. This would be responsible for establishing the modern world, in which the subject tends to rely on the myth of being identical to his own signifier (LACAN, 1992). Because the subjection of man is an internal demand, it would be established through the seduction of A name, which illustrates the speech of the master.

Another perspective equates Voluntary Servitude to a symptom. The symptom, within Freudian theory, represents an unconscious message of individual, family and social psychic conflict of the human being who tries to satisfy himself instinctively (FREUD, 1920).

In Lacanian theory, it is seen as a metaphorical message, and can be understood in three ways: “the symptom as a message addressed to the Other, as jouissance, and as the subject's production and invention” (MAIA; MEDEIROS; FONTES, 2012, p. 44).

Bearing in mind that the symptom finds a repeated opportunity for enjoyment due to the loss of its autonomy, it can be considered that there is a joy in the worker who is subject to a masochistic position in servitude.

In this logic, the insistence of *jouissance* can be thought of in the relationship between the feeling of helplessness and the subject's use of subjective modalities that privilege masochism, servitude and violence. These modalities, in turn, are implicated in what Psychodynamics at Work considers as social pathologies (overload, violence and Voluntary Servitude).

It is valid, therefore, to think that the organization, through its managers, makes use of the helplessness to make its workers affected by their ways of functioning that imply a servile, masochistic and violent attitude towards themselves so that they work harder so that the organization makes a profit.

This thematic axis demonstrated that psychoanalysis can contribute to its clinical use so that the subject's emancipation is achieved. The researches in this thematic axis are still complementary and not finished, which can be inferred in future studies that contribute to a greater understanding and progress in understanding this social pathology.

Travailler magazine obtained a greater number of publications on suicide (four) than the SciELO portal (one), portraying its practice in the work context and its relationship with the managerial culture spread by capitalism. Studies show that this practice occurs worldwide, as there are reports from countries such as China, Japan, Taiwan, Chile, France and Brazil. In addition to denouncing the relationship of the subjective effects produced by neoliberalist management on workers, especially the effects of the culture of excellence that make the pathology of Voluntary Servitude possible, leading to extreme suffering.

Final considerations

The ingenuity of neocapitalism circumscribes through the control of subjectivities, having a curious characteristic, that of not allowing the work process to end. We live in an era in which continuous and rapid transformation is a requirement, however, this allows the ephemerality of models, which is in force today, tomorrow is no longer in vogue, and thus, the identification of models is prevented that are lasting.

Voluntary servitude, within this perspective, occurs precisely because workers are always demanded to show themselves as apt, endowed with technical knowledge and skills that meet these market variations, since the unemployment line is long.

Contemporary society emerges under the regime of production of continuous variation, producing “social subjectivity in mass culture, producing serialized individuations and capturing desire from the productive infrastructure” (FERRAZ, 2010, p. 63). And so,

neocapitalism produces servants of a demand that never ceases; the subject, when changing at all times, ends up alienating himself in his desire.

The alienation of subjectivities, in the current and complex scenario of work experience, finds its greatest weakness in the development of the social pathology of work in a Voluntary Servitude. Since neocapitalism produces liquid relationships, Voluntary Servitude seems to be linked to the fear of unemployment and/or the scourge of underemployment, since work is directly linked to access to a series of assets that are supposed to be crucial for a career prosperous and successful.

In this sense, it does not refer only to material goods, but also to subjective aspects that are related to work, such as the engagement of intellectual and physical capacities, search for meaning in their activities and in life as a whole, feeling of existential security and social belonging, by contributing to the community and acquiring a positive social status.

However, the real work experience shows a commitment to mental health involved in physical and mental exhaustion, as well as the paradoxical impossibility of enjoying the goods that are important and dear to the subject (DEJOURS, 2018).

The organization of the articles found in this narrative review was able to demonstrate the issues most pertinent to the social pathology of the work of Voluntary Servitude, although there is a huge discrepancy between what has been historically predicted on the subject in France and Brazil, a situation that requires new revisions systematic and integrative that contribute to outline the state of the art.

Even with the pertinent limitations to the type of bibliographic review carried out, the image of the work that gradually emerged from this study points to the relationship between the occurrence of the pathology of Voluntary Servitude in contemporary work and the experiences that encompass physical, psychological, moral and political life of the subjects. The effects of the accumulation and concentration of capital produce precarious employment relationships, make insertion in the formal labor market even more difficult and make underemployment often the only possibility of income for most workers, as the review pointed out, mainly to women and/or immigrants.

Thus, the solution found by the worker has been to meet the interests of organizations through structural domination, through Voluntary Servitude. The ingenuity used by neocapitalism to move the market and, consequently, the worker, involves both psychic and social dynamics, this acts by attacking work groups, making the work precarious and the social conditions for transforming suffering into satisfaction, which annihilates the ability to resist domination; while the former is related to excess and charges for greater labor

productivity, which means that the worker, in addition to responding to this demand, has to overcome it, to beat the goal (DEJOURS, 2018).

Thus, seeing himself weakened in his collective and completely alienated in his desire, as he was deluded by the desires imposed by the neoliberal 'market', the worker navigates down to the pathology of Voluntary Servitude, as if he does not find another way of survival in the contemporary world of work. Thinking about ways to swim against the tide revives subjectivity, questioning and trying to transform the work space into a possible place to exercise democratic practice, be it in the way of relating, managing or dividing work, these can be important steps for the resignification of suffering to go beyond the working space.

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