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INTRODUCTION

The Reasons Why: This article reflects on the strategies developed by an Ergonomics Team facing the impossibility of observing the work in the field, due to the Covid-19 pandemic. Thus, we were in a dilemma:

- How to access the work situation without infringing a biosecurity standard based on the collective consciousness?
- How to maintain the dialogical action and participant observation in the face of impediments to proximate contact?

The theoretical basis is Activity Ergonomics^[1-4]. Its object is the situation where work occurs, and its purpose, the transformation of the system for the better. Transformation occurs through collective construction of proposals for the improvement of working conditions aimed at workers' health and safety^[3, 5-7].

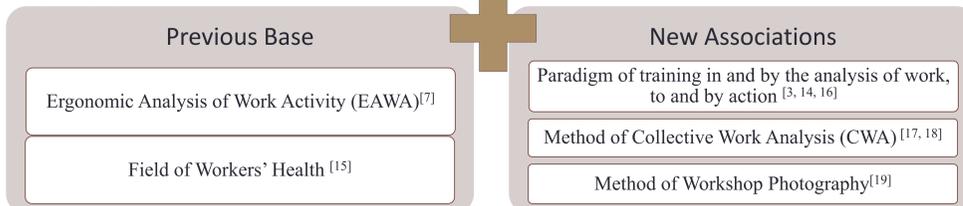
THE ERGONOMIST WORK TRANSFORMATION

The Original Methodology. We employ Ergonomic Analysis of Work Activity (EAWA)^[6, 7, 8, 9], that provides a system to observe and interact with workers to transform work situations for the better. **The Institutional Practice of EAWA** is structured in 6 stages listed and described below, as explained by Ricart^[10, 11]:

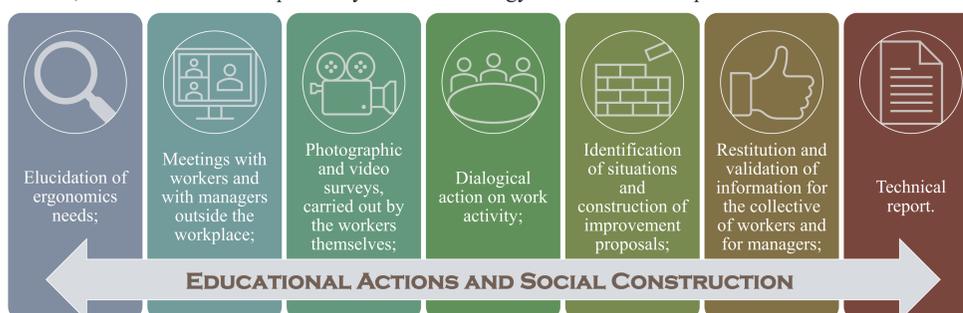


The involvement of workers in all stages of EAWA is an essential device to achieve and ensure its results^[3, 6, 7, 10, 12, 13, 14]. To this end, the Social Construction must be present in all the stages.

An Adapted Methodology. Among the resources we researched, we chose the following as guides for action:

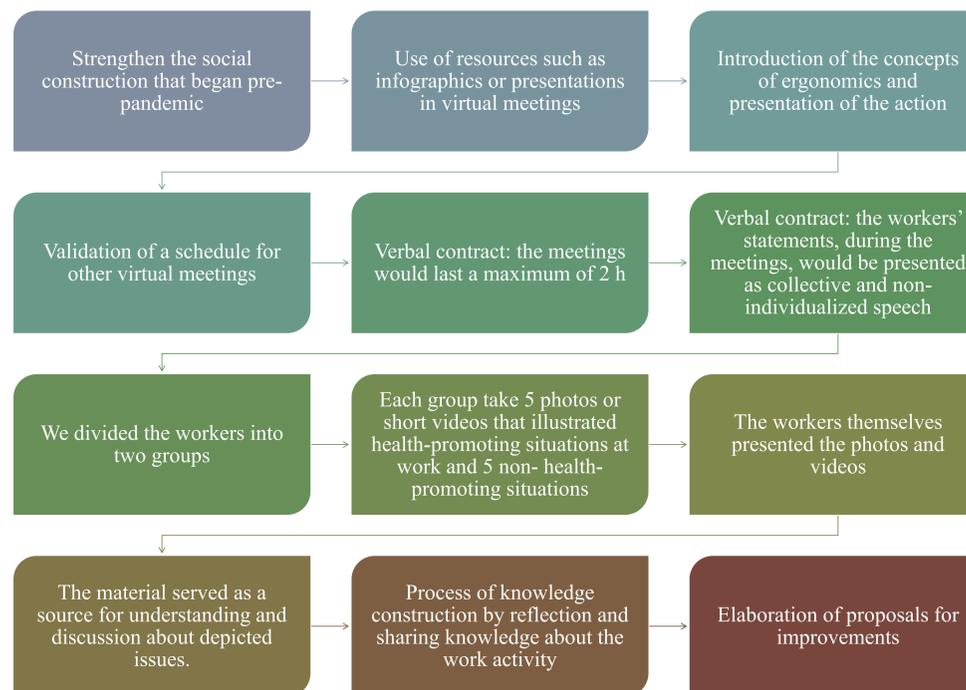


Thus, we were able to compose a hybrid methodology that has in its scope:



RESULTS: THE PRACTICE IN ACTION

First Action This ergonomic analysis looked at the activity of nine workers working in hybrid form (part in-person, part remote). We note that their department was already familiar with the institution's ergonomic action. This intervention happened by solely virtual means.



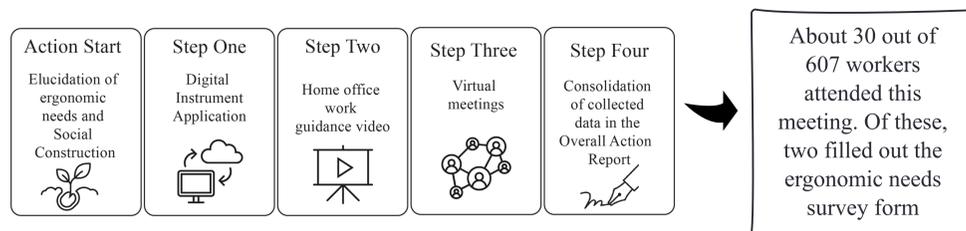
Our written records, and the photos and videos, served as the basis for the action report. The following table gives a summary of some general data from the analysis:

Positive records	Negative records	Positive situations	Negative situations	Total of proposals
11	10	15	22	41

The number of issues registered were 76% higher than initially listed by workers. As a result, the number of proposals was 95% higher than initial issues.

In terms of participation, 100% of the team fully participated in the process in 100% of the meetings.

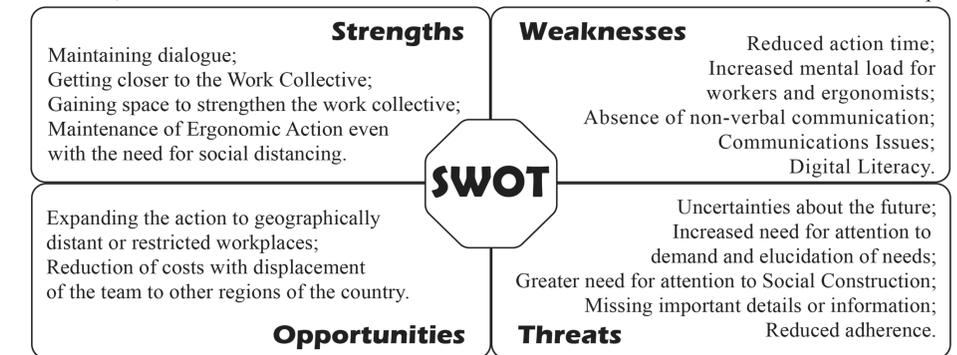
Second Action: took place 100% online. Here, the stage of social construction was also completely online. We held a videoconference with the workers, where we briefly introduced the concepts of ergonomics and presented the proposed action with the infographic:



DISCUSSION: PERCEPTIONS AND PERSPECTIVES

The context presented brings to light the potential for adjustment to the variability imposed upon the work activity of both the ergonomist, and the workers. We all need to rebuild ways of working and relating to work and the work collective.

If, on the one hand, the new method allowed us to perform ergonomic action in different places, on the other, several difficulties can be identified. The SWOT Matrix below outlines this relationship.



CONCLUSIONS

Through the analysis of the ergonomic practices, we could access variability, adaptations, and different ways of developing work activity. Despite adverse conditions, the methodological composition could value dialogical and collective action.

We also observed inflection points in distance practice in several workplaces. We highlight the need for greater care in the stages of elucidation of ergonomics needs and social construction during this pandemic moment.

The sharing of experiences on the adaptations and innovations generated to enable the work in this scenario aims to contribute to the enrichment of the field of ergonomics. In addition, we could reflect on our practice, and provoke debate.

It is a fact that on-site observation is irreplaceable. However, in its impossibility, we were able to use the available resources to promote conversations about the work as well as, at some level, work transformations.

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