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Time naturalized to digital dispute: 6x1 scale, daily life and labor suffering in the Brazilian public debate.

The naturalization of time and digital contestation: the 6×1 Work schedule, everyday life, and work-related suffering in Brazilian public debate

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Abstract: This paper analyzes the 6x1 work schedule as a historically naturalized form of work time organization and as an object of public dispute in contemporary Brazil. The discussion stems from the understanding that the weekly schedule is not limited to the formal distribution between workdays and rest days. It participates in the concrete organization of daily life, interfering with conditions of rest, coexistence, health, social participation, and access to life time. The research adopts a qualitative and interpretative approach, articulating contextual analysis, historical-social reconstruction, bibliographic review, and analysis of digital discourses. The analytical path considers the historical formation of the work schedule in Brazil, the social impacts of the 6x1 schedule on workers' experiences, and the circulation of the topic on digital platforms. It is argued that the controversy surrounding the 6x1 schedule reveals a broader dispute about the social meanings of fatigue, productivity, dignity, and the right to rest. By making public experiences previously lived in a dispersed manner, the digital debate contributes to shifting labor suffering from the field of individual adaptation to the field of social critique.

Keywords: 6x1 scale; social time; work-related suffering; digital public sphere; everyday life.

Abstract: This study examines the 6x1 shift schedule as a historically naturalized form of worktime organization and as an object of public dispute in contemporary Brazil. The discussion departs from the understanding that the weekly work schedule is not limited to the formal distribution between working days and a rest day. It participates in the concrete organization of everyday life, interfering with conditions of rest, social interaction, health, social participation, and access to life time. The research adopts a qualitative and interpretive approach, articulating conjuncture analysis, socio-historical reconstruction, literature review, and analysis of digital discourses. The analytical trajectory considers the historical formation of the working schedule in Brazil, the social impacts of the 6x1 shift on workers' experiences, and the circulation of the topic on digital platforms. It is argued that the controversy surrounding the 6x1 shift reveals a broader dispute over the social meanings of fatigue, productivity, dignity, and the right to rest. By making public experiences previously lived in a dispersed manner, the digital debate contributes to shifting labor-related suffering from the domain of individual adaptation to the domain of social critique.
Keywords: 6x1 shift schedule; social team; work-related suffering; digital public sphere; everyday life

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1. INTRODUCTION

The debate surrounding the 6x1 work schedule gained visibility in Brazil by raising questions about how...
Work time is distributed throughout daily life. Although it is often treated as a
While the technical model of the weekly work schedule is important, this scale involves broader social issues. Working
Working six consecutive days and resting only one day doesn't just mean fulfilling a certain workload.
It means organizing the week, the body, rest, relationships, and life possibilities accordingly.
starting from a productive logic that occupies most of the available time.
The 6x1 scale is present in sectors characterized by continuous operation, such as commerce,
operational services and activities. Their continued presence is usually justified by necessity.
productive factors, economic demands, and established work organization habits. However, the
The strength of this model cannot be explained solely by its practical utility. Over time, certain
Ways of distributing work and rest were incorporated into social life as if they were
natural, inevitable, or sufficient. What has been historically produced often becomes
experienced as normal.

The central question of this work arises from this shift. Instead of simply asking whether the scale
Whether the 6x1 system is legal, viable, or efficient is what matters; what matters is understanding how it impacts everyday experience.
of the workers. The problem involves the relationship between working hours, rest, health, and social interaction.
Social participation and work-related suffering. When life is compressed by routine...
At work, tiredness ceases to be merely an individual sensation and begins to indicate a social form.
of organizing existence.
It is hypothesized that the 6x1 scale participates in the production of meanings about effort, merit,
Responsibility and dignity. When a journey is normalized as an inevitable part of life.
While productive, its effects tend to be interpreted on an individual level. A tired worker may
to understand their exhaustion as a lack of stamina; the difficulty in maintaining connections may appear as
Personal disorganization; burnout can be interpreted as a subjective inability to adapt.
The structure remains preserved, while the suffering is shifted to the individual.
This process, however, undergoes significant changes in the digital environment. Reports of exhaustion, lack of
Time, anxiety, illness, and loss of connection began to circulate on platforms such as
Instagram, TikTok, X, Facebook, and other social media platforms. When these experiences are shared,
They find recognition, response, and conflict. What might previously have remained confined to the sphere...
The private sphere becomes integrated into a public language of criticism, identification, and contestation of legitimacy.
The overall objective of this work is to analyze the 6x1 scale as a historically naturalized form of
Organization of work time, considering its effects on the daily lives of workers.

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and its dissemination in the digital sphere. To this end, the study reconstructs the historical and cultural formation of Working hours in Brazil, examining the social impacts of the 6x1 schedule and interpreting the repertoires. Arguments used in the digital debate by actors both in favor of and against its revision.

The chosen approach focuses on the historical, social, and media dimensions of the controversy. It does not...

It does not intend to carry out an in-depth economic analysis of the reduction in working hours, nor to reconstruct a detailed analysis of its legal and institutional processing. These aspects permeate the debate, but not These form the core of this work. The main interest lies in understanding how a form of The organization of time, by producing effects on daily life, comes to be named and shared. and publicly disputed.

The text is organized into four movements. The first reconstructs the historical and cultural formation. The 6x1 scale shows that the organization of work time cannot be treated as a reality. natural. The second analyzes the social impacts of this journey on rest, health, relationships and Collective participation. The third examines the circulation of labor-related suffering in the digital public sphere. The fourth section interprets the justification regimes present in the controversy, highlighting the dispute between arguments centered on dignity, health, and lifespan, and arguments guided by productivity, costs, and economic viability.

2. THEORETICAL FRAMEWORK

We adopted as our theoretical framework the dimension of debate supported by the authors who produced theoretical contributions capable of offering reflective and interpretative insights regarding the object of The research has already been outlined in the introduction.

2.1. The Historical and Cultural Formation of the 6x1 Scale and the Social Organization of Time

The 6x1 schedule often appears in public debate as a common way to organize the workday. Weekly: six working days followed by one day of rest. The apparent simplicity of this The formula, however, masks a deeper issue. It's about a specific way of distributing social time, establishing how much of life will be devoted to work and how much will remain Available for rest, companionship, care, group participation, and personal development.

Understanding this organization requires situating it historically. Souza (1996), when discussing the analysis of Conjuncture, it states that events, scenarios, actors, power relations and historical structures They need to be examined together. The current debate about the 6x1 scale belongs to the present, but It doesn't originate solely from him. It's part of a long Brazilian history of disputes over labor. Exploitation, rights, rest, and the social legitimacy of productivity. In Brazil, the formation of

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Free labor emerged over deep scars of slave society.

Law No. 3,353, of May 13, 1888, legally abolished slavery, but formal freedom was not the norm.

It did not mean immediate access to social protection, land, income, recognition, or material equality.

Rios and Mattos (2004) highlight the post-abolition period as a historical problem in its own right, precisely because

Abolition did not end the inequalities produced by slavery. The transition to work

Free society maintained social, racial, and economic hierarchies that continued to condition the position of...

workers in Brazilian society.

In this scenario, working time remained a central dimension in the appropriation of life by

subjects. Rest was not yet presented as a consolidated social right, but as an interval.

subordinated to the demands of production. The organization of the workday, therefore, cannot be read solely

as an administrative matter. Since its inception, it has involved disputes over who controls the time,

who defines its legitimate uses and what limits should be imposed on the exploitation of labor.

The first decades of the 20th century made these disputes more visible. Urbanization, the

Industrialization and the growth of wage labor intensified conflicts surrounding

working conditions. The General Strike of 1917 expressed this accumulation of tensions by transforming the

length of the workday, wages and working conditions in public demands. Toledo (2017)

This shows that that year was marked by strikes, revolts, and the circulation of ideas within the movement.

Brazilian worker, indicating that the workday was already a field of dispute.

political and social.

Starting in the 1930s, some of these demands began to be absorbed by the Brazilian state.

The regulation of the eight-hour workday, the 1934 Constitution, the Consolidation of Labor Laws...

The 1943 labor law and the regulation of paid weekly rest in 1949 contributed to

To institutionalize limits on the exploitation of labor. The achievement of labor rights represented

This was an important step forward, but it also produced a normative stabilization of certain forms of distribution.

Work and rest. Berger and Luckmann (2004) help to understand this process. For the authors,

Human practices can be institutionalized when they become habitual, typified, and...

socially recognized. Over time, that which was produced by human action becomes...

to present itself as an objective, external reality endowed with its own force. Applied to the field of

From this perspective, we can understand how certain forms of work cease to be...

perceived as historical arrangements, they come to function as social norms.

The 6x1 scale fits into this movement. Although it does not stem from a direct constitutional mandate,

It has become established as a practical way of organizing the week in sectors such as commerce, services and

Continuous operating activities. Its strength lies not only in the legal provision for rest periods.

weekly or as needed for operational purposes by companies.

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It also depends on a broader cultural recognition, according to which working six days and resting seems sufficient, expected, or inevitable. Bourdieu (1989) allows us to delve deeper into this. The reading shows that symbolic power operates when certain social classifications are... recognized as legitimate without their production conditions being clearly disclosed. What What might be perceived as arbitrary begins to seem natural. In the case of the 6x1 scale, the distribution The unequal distribution of work and rest time tends to be accepted because it is based on cultural frameworks. valuing effort, productivity, resilience, and constant availability for the work.

The naturalization of the workday, therefore, does not occur only on a legal or economic level. It also... It is based on socially shared meanings about what it means to be a worker, productive, responsible or deserving. When these senses stabilize, the wear and tear produced by the journey It can cease to be read as an effect of a social organization of time and begin to be interpreted as a problem of individual adaptation.

Fatigue becomes a lack of stamina; lack of time, difficulty organizing; exhaustion, personal fragility. Herrera Flores (2009) contributes to broadening this debate by understanding the Human rights as processes of struggle for access to the goods necessary for a dignified life. Dignity, From this perspective, it is not limited to the formal recognition of rights, as it depends on conditions. Concrete steps for its realization. Time for rest, socializing, leisure, training, and participation. Social goods comprise this field of essential goods for life. The discussion about the 6x1 scale, therefore, This directly addresses the question of who truly has access to time spent alive.

Historical reconstruction shows that the 6:1 scale did not arise as a natural reality, but as an arrangement. produced, stabilized, and legitimized over time. The next step is to observe what this form The weekly organization process impacts the concrete lives of the workers. The issue ceases to be merely... when and how a particular work schedule was institutionalized, and how it distributes rest periods, Energy, connections, care, and opportunities for social participation.

2.2 Compressed Time, Insufficient Rest, and Social Suffering

The historical reconstruction of the 6x1 schedule allows us to understand the weekly organization of work. It is not a natural reality, but a socially stabilized way of distributing time. From From this point, the analysis needs to shift to the concrete experience of the workers. The problem It's not just about the number of days worked, but about how this arrangement organizes the... week, it limits physical recovery, interferes with social connections, and restricts the possibilities of Life outside of work.

Working six consecutive days and resting only one day produces a routine marked by intense stress.

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Life is concentrated around productive activity. In many cases, the day off doesn't work.
as a space full of rest, but also as a compressed interval between two work cycles. In it
Sleep deprivation, household chores, caring for family members, shopping, and commuting accumulate.
Personal commitments and preparation for the following week. Rest formally exists, but
Its concrete realization depends on conditions that are not always available. Therefore, the analysis
The social impacts of the workday need to consider the relationship between time, body, and daily life.
The six-by-one routine doesn't just regulate the worker's presence at the workplace. It affects the...
The way a person sleeps, socializes, takes care of themselves, participates in family life, and moves around the city,
Organizes the home and plans for the near future. Time outside of work, when reduced and fragmented,
It loses some of its power as a space for recomposition, autonomy, and social participation.

a) Lack of time and narrowing of daily life

The lack of time appears as one of the central dimensions of this process. The expression "not being"
It refers not only to a lack of free time, but to the impoverishment of opportunities for meaningful use.
of time. The worker may even have a day formally reserved for rest, but that day
It is often born already compromised by demands accumulated throughout the week. In practice, the
Time off tends to take on an ambiguous function. It is, at the same time, a promise of rest and a moment
Compensation. Sleep on what wasn't slept on, resolve what couldn't be resolved, take care of...
From what was left unfinished, the week that begins again is minimally organized. Life outside of work.
It is now administered on an emergency basis, as if the subject needed to condense it into a few things.
hours, something that would require more time, presence, and availability.
In this sense, rest can become an incomplete experience. It's not just about being...
outside of the work environment, but in order to effectively restore the body, attention, and life.
relational. When time off is absorbed by accumulated tasks and the anticipation of returning to
At work, free time ceases to be experienced as an opening and begins to function as maintenance.
minimum production capacity.
Anticipatory anxiety exacerbates this situation. Part of the rest is interrupted by awareness.
that the next work cycle is approaching. Sunday, or any day reserved for rest, may
to be lived under the shadow of the next journey. The person hasn't returned to work yet, but is already beginning to...
Mentally reorganize schedules, commutes, demands, and obligations. The body is at home; the
The following week had already taken up part of the experience. The lack of time, therefore, is not only a...
A quantitative condition. It expresses a form of narrowing of everyday life. When almost everything
The available time is guided by the need to work, recover, and return to work, among other things.
Dimensions of existence are reduced: social interaction, leisure, education, spirituality, participation.

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Community, culture, creative rest, and the simple experience of not being under immediate pressure.

b) Body, mental health and insufficient recovery

Time compression directly affects the body. Six consecutive days of work,
especially in repetitive, intense, poorly paid, emotionally demanding or
Combined with long commutes, they can lead to accumulated fatigue and difficulty recovering.
In these cases, a weekly day off does not fully compensate for the wear and tear caused by the routine.
The worker returns to the next cycle partially tired, carrying waste into the new week.
physical and emotional aspects of the previous experience.

This process can manifest in everyday symptoms: irregular sleep, aches and pains, irritability, difficulty...
concentration, feeling of heaviness in the body, reduced motivation for activities outside of work and
less tolerance for conflict. Such manifestations should not be read in isolation, as if
They belonged only to the individual organism. They also express the relationship between body and
social organization of time.
In the field of mental health, the six-to-one routine can promote experiences of persistent stress.
Demotivation, anxiety, a feeling of being trapped, and exhaustion. The suffering does not stem from...
not only about the work done, but about the difficulty of separating life from the logic of work. When the
Rest is short, fragmented, or consumed by accumulated obligations, leaving the individual with little opportunity.
space to process one's own fatigue, reorganize one's experience, and recover meaning outside of
productivity.
The discussion about burnout becomes relevant in this context because it highlights the relationship between
Psychological suffering and work organization. Burnout associated with work cannot be...
It is reduced to individual weakness, lack of discipline, or emotional incapacity. It is articulated to
persistent demands, low recovery, pressure for performance, economic insecurity and
difficulty in achieving subjective detachment from work. Even so, it is necessary to avoid
Simplistic generalizations. The workday does not produce the same effects on all workers.
Income, gender, race, age, support network, type of activity, organizational conditions, time of
Displacement and family responsibilities profoundly alter the concrete experience of the scale.
The central point is that the six-by-one weekly schedule creates a condition of greater vulnerability to
Wear and tear when combined with precarious working conditions, low autonomy, and little real rest time.

c) Social bonds, care and collective participation

Social life is also affected by the weekly work schedule. Participating in meetings
family, religious activities, community spaces, cultural practices, studies, sports or actions

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Politics requires more than individual will. It requires time, energy, predictability, and some...
margin of freedom over one's own schedule. When the free time is unique and overloaded, these
Experiences tend to be postponed, reduced, or lived in a fragmented way.
The weakening of bonds does not necessarily occur through explicit rupture. Often it
It settles in silently, through repeated absence. The worker stops going to meetings, misses work.
birthdays, reduced visits, missed group activities, postponed personal projects, and responses to messages.
with delay, not because the bonds have lost importance, but because routine consumes the
availability necessary to support them.
The dimension of caregiving makes this issue even more sensitive. For workers responsible for
For children, the elderly, sick people, or dependent family members, time away from work is rarely...
Free time. It is occupied by caregiving tasks, commuting, household organization, and managing
The needs of others. In the case of women, the unequal division of domestic labor tends to...
intensifying this overload, transforming formal time off into a continuation of another workday, many
sometimes invisible and unpaid.

Social participation also depends on time. Studying, attending training spaces, getting involved-
whether in associations, unions, religious groups, cultural collectives or political movements requires
an availability that the six-day-a-day routine often hinders. Therefore, the organization
The nature of the workday interferes not only in the private sphere, but also in the conditions of public presence of
Workers. Less free time also means less opportunity for collective participation.
The discussion about the 6x1 schedule, therefore, is not just about individual rest. It involves
The question is what kind of social life becomes possible when most of the week is occupied.
Through work. A society that compresses the free time of large segments of the population.
It also limits their possibilities for coexistence, care, education, cultural expression, and
democratic participation.

d) Naturalization of fatigue and individualization of suffering

The normalization of the workday contributes to its effects being interpreted as problems.
personal. When working six days and resting one appears as a normal part of productive life,
It becomes more difficult to perceive fatigue as a result of a social organization of time.
Wear and tear can then be filtered through categories such as resistance, adaptation, willpower,
Productivity and individual capacity to cope with the routine.
In this movement, suffering shifts its focus. Tiredness can be interpreted as a lack of resistance;
Difficulty maintaining relationships, such as individual disorganization; burnout, such as fragility.
Subjective. The structure of the workday remains preserved as normal, while the worker

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one then becomes responsible for enduring its effects. This shift has force.
It's symbolic because it transforms a social issue into an individual dilemma. Instead of asking which...
These conditions lead to exhaustion, and one wonders why certain people are unable to cope.
Instead of discussing the social distribution of time, the discussion focuses on the subjective capacity for adaptation.
Criticism of the organization of work is thus partially blocked by the moralization of effort and by
cultural appreciation of resistance.
Individualizing suffering does not mean denying the uniqueness of experiences. Each
The worker feels fatigue based on their history, their material conditions, and their position.
social. However, when similar accounts are repeated among different subjects, sectors and
Trajectories, the analysis needs to go beyond the level of isolated experience. The social repetition of wear and tear
indicates that suffering cannot be explained solely by individual psychology. It is at this point that
The 6x1 schedule becomes sociologically relevant. It organizes not only the workday, but also...
participates in the production of interpretations about what it means to tire, to resist, to fail, to deserve rest.
or to have the right to one's own time. Work-related suffering, when normalized, tends to persist.
silent or privatized. When recognized as common experience, it can become a matter of
Social criticism.

e) From private fatigue to a public problem

The social impacts of the 6x1 schedule reveal that the workday regulates much more than...
that presence at work. It permeates the body, the home, relationships, health, care, and the
possibilities for participation. Therefore, discussing the weekly organization of work means discussing...
also the concrete conditions for a dignified life.
The next part of the analysis stems from this point. The suffering produced or intensified by
A particular organization of time does not always remain confined to the silence of private experience.
In the digital environment, reports of exhaustion, lack of time, illness, and loss of connections are common.
Circulation, response, and recognition. When shared, previously dispersed experiences...
They begin to form a collective language of criticism, in which weariness ceases to appear only
What begins as an individual difficulty starts to be portrayed as a public problem.

2.3 Workplace Suffering and Public Disputes on Digital Platforms

The analysis of the social impacts of the 6x1 scale shows that the fatigue produced by the organization
Weekly work experience is not necessarily limited to individual experience. In context
contemporary, that which previously could only circulate in private conversations, within the family environment.
or between work colleagues, it gains visibility on digital platforms. Exhaustion, lack of

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Time, anxiety, illness, and loss of connection become shared and discussed themes.
ridiculed and publicly disputed.

In this process, social networks function as spaces for recognition and conflict.
Instagram, TikTok, X, Facebook, LinkedIn, and other platforms allow experiences
singularities are exposed to wider audiences, gain acceptance, are challenged, and become...
to integrate collective repertoires of interpretation. The 6x1 scale ceases to appear only as a routine of
certain sectors of the labor market and comes to be described as a related social problem.
to time, health, rest, and dignity. This has direct relevance because it interferes with the way
How work-related suffering is understood.

When a worker reports that they are unable to rest, spend time with their family, or organize themselves.
Regarding their own life outside of work, their words might be received as an isolated experience. However,
When thousands of individuals share similar narratives, the repetition produces another effect:
The problem ceases to appear exclusively individual and begins to indicate a common social condition.

a) Recognition, identification, and de-individualization of suffering

Digital platforms facilitate identification processes among workers subjected to routine tasks.
Similar. A testimony about tiredness, an image about leisure time consumed by tasks.
domestic chores or a video mocking the return to work after a single day off can
to produce immediate recognition. The strength of this content lies not only in the information that
They transmit [the message], but with the possibility of making other subjects see themselves in that experience.
In this process, suffering begins to change its status. It ceases to be experienced only as...
A private sensation becomes something that receives a name, image, and public commentary. The worker who realizes...
Alone and facing exhaustion, he finds narratives similar to his own on social media. The phrase "that's me" or
“That’s exactly it” is not just an emotional reaction; it indicates a form of social recognition.
What seemed like an individual failing begins to appear as a shared experience. This
De-individualization, however, does not eliminate conflict. Networks also expose interpretations.
divergent opinions on the same phenomenon. A report of fatigue can be accepted as a complaint of
Exploitation, but it can also be explained as lack of effort, victimhood, or ignorance.
of economic reality. The visibility of suffering, therefore, does not guarantee consensus. It opens a
arena of dispute over the meaning of experience.

b) From scattered experience to the public agenda

In the material analyzed, the debate about ending the 6x1 scale appears associated with the expansion of circulation.
The digital content of the topic. Surveys mentioned in the corpus indicate a large volume of posts and

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predominance of positions favorable to the revision of the workday, especially in content
linked to the defense of more rest time, mental health, quality of life and labor dignity.
This data is important because it shows a shift in the scale of the controversy. The discussion is moving away from...
belonging only to unions, specialists, jurists, parliamentarians, or business entities. She
it becomes appropriated by workers, influencers, social movements, communicators and
ordinary users of the platforms. The weekly commute becomes a daily topic, debated from the perspective of
concrete experiences, not just technical categories.
By gaining traction on social media, the 6x1 scale also begins to function as a symbol. It condenses
broader dissatisfactions regarding work, time, fatigue, salary, transportation, health, care, and life.
familiar. That's why many posts don't just discuss the "six days of work and one day of rest" formula.
"Rest." They deal with the feeling of not living, the lack of time for children, the impossibility
of studying, of exhaustion from commuting, of losing Sundays, and of the difficulty of imagining a
A less exhausting routine.

c) Digital languages: testimonials, memes, videos and images

The unique aspect of debate on these platforms lies in the forms of language it employs.
The controversy surrounding the 6x1 scale doesn't just revolve around explanatory texts or formal arguments.
She appears in personal testimonials, short videos, memes, ironic comments, and cards.
Informative segments, cuts from public speeches, and images with strong emotional appeal.
Personal testimonies lend concrete depth to the topic. By narrating their own routines, the
A worker transforms an abstract discussion about working hours into a social scene: waking up early, facing
transportation, fulfilling work hours, returning home tired, accumulating household chores, trying to rest and
Prepare to start all over again. This type of narrative offers experiential evidence.
which does not replace data, but gives substance to the problem.
Memes operate differently, condensing experiences into quick, exaggerated images and
easily recognizable. The exhausted worker, the disappearing leisure time, the anxiety in the face of...
Monday and the irony about "not having a life" become forms of social criticism mediated by humor.
In this case, laughter doesn't mean emptying the suffering. Often, humor functions as a form of language.
It's possible to say what has become too normal to be denounced directly.
Videos and images also contribute to the public construction of the problem. Tired bodies,
Clocks, calendars, uniforms, crowded buses, work environments, and domestic scenes all contribute to...
To visually represent the relationship between working time and burnout. Therefore, the analysis of the debate
Digital platforms cannot consider only the verbal content of posts.
Visual forms also produce meaning, affect, and identification.

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d) Conflict of interpretations and construction of legitimacy

The digital circulation of workplace suffering transforms the 6x1 work schedule into an object of moral dispute and politics. The same experience can be framed differently depending on the actor involved. interprets. For those who advocate for the end of the scale, recurring fatigue indicates an unfair organization. of time, incompatible with health, dignity and social participation. For opponents, the reduction of This work schedule can pose a risk to productivity, employment, small businesses, and... Economic sustainability.

The controversy, therefore, is not limited to the existence or not of suffering. In many cases, fatigue... It is recognized, but its meaning is disputed. The decisive point becomes something else: this wear and tear. Should it justify structural changes in the organization of the workday, or should it be managed within the limits of existing economic reality? It is in this difference of interpretation that the dispute is won. density. On social media, arguments in favor of revising the scale tend to mobilize categories such as dignity, mental health, lifespan, family life, social justice, and exploitation. Meanwhile, Counterarguments frequently resort to terms such as productivity, cost, competitiveness, economic responsibility, job creation and the need for transition Gradual. The digital debate, therefore, highlights different criteria of legitimacy in conflict.

e) Digital platforms as an ambivalent arena

Digital platforms play an ambivalent role in this process. On the one hand, they expand the visibility of previously scattered experiences and allows workers to recognize the dimension A collective expression of individually experienced suffering. They foster the construction of a language. It's common to describe the tiredness, lack of time, and burnout associated with the 6x1 work schedule. On the other hand, these same spaces can also simplify arguments, intensify polarizations, transforming complex experiences into slogans and subjecting the debate to the logic of Engagement. Social criticism gains reach, but also begins to compete for attention in various environments. characterized by speed, fragmentation, and constant conflict. Visibility, therefore, does not equal Automatically deepening the exploration.

Nevertheless, the presence of the topic on social media alters the public conditions of the controversy. The suffering Labor issues cease to remain solely within the private sphere and become something that is narrated, shared, and contested. and transformed into a collective issue. The 6x1 scale thus becomes an object of symbolic dispute: The discussion revolves around the workday, but also the value of rest, the limits of productivity, and the right to exist. Beyond work. Digital visibility amplifies the conflict, but does not, by itself, define its meaning. Once publicly exposed, workplace suffering begins to be interpreted in different ways. grammars of legitimacy. Therefore, it becomes necessary to examine which arguments authorize,

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They downplay or challenge the continued existence of the 6x1 pay scale in public debate.

3. MATERIALS AND METHODS

A qualitative, interpretative approach was adopted as the methodological procedure.
based on discourse analysis. The analysis and interpretation of digital content on Instagram in
The session focusing on media was developed in two complementary stages, articulating
qualitative interpretation procedures and the Consensus (IA) software as an auxiliary tool
to support the identification, grouping, and visualization of semantic patterns present in
publications analyzed.
Initially, a systematic reading of the selected posts on Instagram profiles was carried out.
who participated in the debate about the 6x1 work schedule. Textual content was examined,
visual and audiovisual media, considering that communication on digital platforms occurs through
through the articulation of multiple languages and not just through written text. Based on this reading,
Keywords were extracted to summarize the central idea of each post.
keywords did not necessarily correspond to the terms literally used by
The authors, however, sought to represent the predominant argumentative core in each piece of content.
In cases where the publications consisted predominantly of text, the identification of
The central themes were explored through direct analysis of the arguments presented. In the posts...
consisting of images, photographs, memes and videos with a reduced presence of verbal language,
Extracting the keywords required a contextual interpretation of the visual and narrative elements.
mobilized (Fairclough 2001, Rose, 2016). It is therefore recognized that this procedure involves
an inherent hermeneutic component in qualitative research (Geertz 1989), since the attribution
The meaning arises from the interaction between the empirical material and the theoretical framework adopted by
researcher.
After identifying the keywords, the Consensus software was used to assist in...
organizing the data and constructing analytical tables capable of highlighting recurring patterns.
thematic, semantic associations, and conceptual similarities between the examined content. The use
The tool had an instrumental character, functioning as support for the initial coding and...
Systematization of information. Definition of analytical categories, interpretation of results.
and the assignment of sociological meanings remained our responsibility.
Based on this procedure, the keywords were grouped into semantic fields that served...
as a basis for identifying the principles of justification employed by the different actors
social. Instead of limiting itself to the frequency of terms, the analysis sought to understand the values

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The underlying norms of the arguments presented allow for relating the observed discourses.
to the justification regimes described by French Pragmatic Sociology.
The selection of profiles sought to encompass two distinct sets of actors: (i) individuals, collectives and
digital influencers who advocate for the end of the 6x1 work schedule and (ii) individuals, organizations and
influencers who oppose this proposal. The goal was not to produce a
a statistically representative sample of the platform's user base, but to build a
analytical corpus capable of highlighting the argumentative repertoires mobilized by actors with
differing positions on the issue.
Among the actors in favor of ending the 6x1 work schedule, the following profiles were selected: VAT Movement,
Escala_6x1_Já, Laura Sabino, fim_da_escala6x1, Jones Manoel and Gustavo Machado. Among the actors
Those opposed to the proposal were analyzed based on the profiles of William Waack, the MBL Movement, and Lucas
Pavanato and Leo Picon.

4. Justification Regimes in the Digital Debate on the 6x1 Scale

Empirical evidence indicates a significant predominance of positions favorable to
The end of the 6x1 work schedule in the digital environment, with approximately 67% of the events taking place on social media.
social aspects aligning with the proposal (Rittner, 2024), which suggests a significant convergence of
Online public opinion surrounding the topic. This pattern is corroborated by a survey conducted by
CNN, based on approximately 30,000 posts distributed across X (formerly Twitter), Instagram,
Facebook, TikTok, and LinkedIn, where one observes not only the hegemony of favorable content.
(67%), but also a reduced incidence of opposing positions (7%) and a portion
relevant from neutral or descriptive posts (26%).
This discursive configuration highlights a relevant asymmetry in the digital debate and reinforces the
interpretation that the agenda is exceeding the limits of traditional institutional spaces,
progressively consolidating itself as a topic incorporated into everyday discussion dynamics.
public in the connected environment.
While another study conducted by Nexus adopted a two-step approach to assess the
Perception of the population regarding the end of the 6x1 work schedule. Initially, respondents were asked
regarding their position for or against the proposal, without considering possible impacts.
salaries. Then, those who showed support for the measure were asked about their
agreement if the change resulted in a reduction in wages, while those who positioned themselves
Those against were asked if they would support her as long as there was no decrease in
remuneration.

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The results reveal a public opinion marked by nuances and economic constraints.
Only 28% of those surveyed support ending the 6x1 work schedule regardless of any potential effects.
Regarding salaries, 40% condition their support on maintaining full remuneration.
Furthermore, 5% of respondents stated they were in favor of the proposal, but without a defined position.
Regarding the issue of salary, the survey included 2,021 participants aged 16 and older.
or more, distributed across the 27 Brazilian federative units. (Nexus, 2025).
The body of evidence points to a rapidly intensifying digital dynamic in a short period of time.
time period, with significant growth in both the volume of posts and interactions.
It is observed that the publications increased from 539 to 11,969, which represents an increase of
approximately 2,120%, while interactions evolved from 267,000 to 14.9 million.
representing an expansion of approximately 5,513%. This movement indicates not only greater circulation
of the topic, but also its consolidation as a high-impact issue in the digital ecosystem.
(Nexus, 2025).
In terms of proposals, the discussion surrounding the PEC is linked to the reconfiguration of the workday.
work, including reducing it to 36 hours per week, and adopting a four-day work schedule.
work (5x2 model) and the closing of the 6x1 schedule. This regulatory framework operates as
a structuring axis of public debate, directly influencing the forms of adherence and contestation.
observed on digital platforms. (Nexus, 2025).
Analysis by platform reveals distinct patterns of engagement and perception, showing that
The importance of audience segmentation and its political and ideological implications. In X (former
Twitter) shows a high level of support (87%), with a low proportion of opposition (8%) and
reduced neutrality, indicating an environment of intense politicization of the debate. Instagram
It presents a distribution similar to the overall average, with 64% of favorable positions and 5%
opposites, characterized by consistent adherence mediated by visual and narrative content.
On LinkedIn, greater heterogeneity is observed, with 75% in support and 9% in opposition, reflecting
a more corporate and economically oriented perspective, in which greater
incidence of criticism. (Nexus, 2025).
In contrast, Facebook stands out for its predominance of neutral and informative content, with
low incidence of explicit opinion expressions, assuming a more informational role than
That's a mobilizing force. TikTok, on the other hand, shows the highest level of adherence to the proposal, with 86% of content...
favorable and only 3% unfavorable, suggesting a strong influence of viral dynamics and
Emotional engagement, especially among younger audiences. In the overall aggregate, the distribution
The opinion poll reveals 67% favorable positions, 26% neutral, and 7% against, consolidating...
a scenario of predominantly favorable discourse towards the restructuring of the workday, even though

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mediated by different communication logics between platforms. (Nexus, 2025).

In this context, the digital environment is not limited to expanding the circulation of discourses and demands, but it is configured as a structuring space for social mobilization and the production of legitimacy. revolving around demands related to improving working conditions and enhancing well-being. labor.

A summary table of the criticisms and their respective justifications is proposed below. actors on social media discussing the end of the 6x1 work schedule, using sociology as an analytical basis. The pragmatic approach to criticism by Luc Boltanski. From this perspective, discourse analysis seeks to identify how Different political and ideological positions are publicly constructed, legitimized, and confronted by through operations of judgment, denunciation, moralization, rationalization, and appeal to conceptions competitors for the common good.

5. ANALYSIS AND DISCUSSION OF RESULTS

The next stage of the research consisted of interpreting the identified semantic fields in light of... pragmatic sociology of criticism from the perspective of Luc Boltanski and Laurent Thévenot. That This perspective starts from the assumption that social actors, under the regime or spirit of capitalism, They mobilize different principles of legitimacy to justify their positions in situations of controversy. Thus, the objective of the analysis was not only to identify recurring themes, but to understand which conceptions of justice, the common good, and social organization underpin the arguments employed by each group analyzed. (Boltanski; Thévenot, 1991; Boltanski Chiapello, 2009).

In the case of actors in favor of ending the 6x1 scale, a predominance of keywords was observed. related to social justice, dignified life, exploitation, work-related suffering, burnout, mental health, Labor rights, appreciation of work, and improvement of living conditions. These elements were... interpreted as evidence of the predominant mobilization of justification regimes centered on human dignity, in social protection and in the critique of inequalities produced by relationships economic criteria. The speeches frequently emphasized the need to subordinate them to... Productivity and economic efficiency are paramount to preserving the well-being of workers.

On the other hand, among those opposed to ending the 6x1 scale, a higher incidence of [negative consequences] was observed. Keywords associated with the economy, productivity, economic growth, competitiveness, investment, business costs, job creation and financial sustainability of organizations. In these cases, the arguments tended to justify maintaining the work schedule. based on economic efficiency, productive rationality and the preservation of conditions considered necessary for the functioning of the market and businesses.

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In this sense, the controversy involves differing criteria for evaluating what should be considered.
fair, necessary, possible, or socially desirable in the organization of work. In other words,
The actors are not just fighting over a weekly schedule; they are fighting over the principles by which that schedule exists.
It must be judged. The pragmatic sociology of criticism offers important *insights* into...
to understand this process. Boltanski and Thévenot (2009) show that, in public situations of
A controversy dominated by the logic of capitalism, the actors seek to justify their positions.
resorting to principles of legitimacy that transcend immediate individual interest.

Table 1 – Critical analysis from the perspective of the pragmatic sociology of critique

Justification frameworks in the debate about the 6x1 work schedule on social media.	
Critique of the 6x1 scale	**Justification for the criticism (private sector/companies)**
Complaint about exploitation: The 6x1 work schedule is seen as a way of wearing down and dominating the worker.	**Justification based on efficiency:** The workday is necessary to ensure productivity and the continuous functioning of the economy.
Moral criticism (injustice): Workers don't have time to live with dignity.	**Justification based on economic responsibility:** Companies need to keep costs under control to survive.
Social critique (inequality): Scale reinforces inequalities and precariousness.	**Justification based on competitiveness:** Reducing working hours could weaken the country in the global market.
Critique of alienation: Excessive work prevents autonomy and personal fulfillment.	**Justification for systemic adaptation:** Changes need to respect the "structural reality" of the economy.
Critique of the productivist model: Producing more should not take priority over living better.	**Justification based on the logic of growth:** Economic growth is a prerequisite for any social improvement.
Existential critique (quality of life): Life cannot be subordinated to work.	**Justification for the system's sustainability:** Without economic stability, there are no jobs or rights.
Political critique: The need for structural transformation of labor relations.	**Pragmatic justification:** Changes must be gradual to avoid crisis and unemployment.

Source: own adaptation

This table can be interpreted, in the light of Boltanski, Luc; Thévenot, Laurent (1991) and Boltanski and
Chiapello (2009), as the manifestation of a regime of moral disputes in which criticisms of the model
The 6x1 scale is continually confronted by justification operations that seek its
reintegration into the systemic logic of contemporary capitalism. In analytical terms, this is a
a double discursive movement that articulates, on the one hand, forms of contestation and, on the other,
Mechanisms for the normative reabsorption of these same criticisms by the prevailing accumulation regime.
Regarding the critique of the 6x1 work schedule, it is possible to identify the articulation of two
complementary analytical records. The first corresponds to social criticism, which highlights

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structural inequalities, power imbalances, and forms of exploitation of life time in rural areas of labor relations. The second concerns a critique of a more existential or "artistic" nature, which rejects the reduction of human experience to strictly productivist rationality, denouncing The colonization of lived time by the logic of economic efficiency. Together, these two Critical modalities operate in the direction of destabilizing the moral legitimacy of the order. current labor law, by questioning its implicit normative foundations. (Boltanski, Chiapello, 2009; Boltanski, Thévenot, 1991)

Conversely, a justifying counter-translation emerges, which consists of... re-inscription of these criticisms within a hierarchically superior normative horizon of validity. In this In this movement, there is no outright denial of the wear and tear or adverse conditions associated with the regime. 6x1, but rather its reinterpretation as a functionally necessary element for the maintenance of economic system. The perceived injustice is thus reconfigured as a viability problem. Systemic, shifting the focus of the discussion from the moral plane to the plane of economic rationality. (Boltanski, Chiapello, 2009).

In this way, the critique is partially incorporated and redirected towards broader principles of legitimizing factors, such as productivity, competitiveness, and economic growth. These principles They operate as superior instances of justification, functioning as spokespeople for a a specific order of magnitude that hierarchizes values and redefines normative priorities. In this In this framework, the supreme value ceases to be the immediate dignity of daily life and becomes... preservation of the conditions necessary for the reproduction of the economic system itself. (Boltanski, Chiapello, 2009).

In this sense, capitalism is not characterized by the rejection of criticism, but, on the contrary, by its the ability to incorporate it selectively, and inscribing it within a logic of necessity and inevitability. As Luc Boltanski (2009) argues, this is a specific form of legitimacy that is sustained precisely by the incorporation of the criticisms directed at it, reconfiguring them into elements internal to their own regime of justification.

Therefore, the debate surrounding the 6x1 scale can be understood as a discursive field. in which no position holds absolute externality in relation to the system of justifications. dominant. What emerges, therefore, is a moral economy of controversy, in which different Principles of justice dispute the legitimate definition of social reality, without there being an instance... transcendental capable of definitively arbitrating between them. (Boltanski, Chiapello, 2009).

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FINAL CONSIDERATIONS

The analysis developed in this work stemmed from the understanding that the 6x1 scale cannot be...
reduced to a technical way of distributing the weekly work schedule. By organizing six consecutive days.
of work followed by a single day of rest, this model participates in the social distribution of
time and directly interferes with the specific conditions of rest, coexistence, care, health and
collective participation.

The historical and cultural reconstruction showed that the organization of working time in Brazil was
produced amidst social disputes, labor conflicts, and processes of legal institutionalization
and cultural forms of legitimizing productivity. The 6x1 scale, in this context, appears as
a historically stabilized arrangement, whose permanence depends on both norms and needs.
operational as well as socially shared meanings about effort, merit, resistance and
responsibility.

The data analyzed support the view that digital media, in particular
Social networks exert a significant influence on the political decision-making process, by impacting...
Agenda setting and the dynamics of institutional deliberation.

This influence is evident in the processing and approval of the Proposed Amendment to the Constitution (PEC).
No. 221/19, which proposes the elimination of the 6x1 work schedule, the deliberation of which in the special committee was
concluded in May 2026, with 34 votes in favor and 4 against.

The opinion prepared by Prates proposes amending Article 7 of the Federal Constitution, establishing
that the normal workday cannot exceed eight hours daily and forty hours weekly,
allowing for the compensation of hours and the reduction of working hours through agreement or convention.
collective bargaining. Furthermore, the proposal establishes the granting of two days of weekly rest.
paid, with one of them preferably taking place on Sundays. (Nascimento,
2026).

By shifting the analysis to the daily lives of workers, it was observed that the problem of working hours...
It's not limited to the number of days worked. The six-on-one routine tends to compress time outside of work.
work, hindering effective rest, physical and mental recovery, family life, and
Community participation, study, leisure, and other dimensions of existence. Time poverty.
It therefore appears as one of the central expressions of this process: it is not just about having
Few free hours, but seeing life outside of work reduced to the bare minimum of energy replenishment and...
Urgent management of accumulated demands. The normalization of this type of work schedule contributes
to shift its effects to the individual level.

When fatigue appears as a normal part of productive life, it becomes more difficult to recognize it.

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as a result of the social organization of time. The worker begins to interpret his exhaustion
through categories such as resilience, adaptation, discipline, or personal capacity to endure
routine. Therefore, suffering produced in shared social conditions can be experienced as...
subjective insufficiency.

The circulation of the debate on digital platforms partially alters this picture. By sharing
Workers experience burnout, lack of time, anxiety, illness, and loss of connection.
They find ways of mutual recognition and build a common language to name the
Wear and tear. Suffering, previously experienced in a scattered or silent way, now competes for visibility.
public. The 6x1 schedule ceases to be merely a naturalized routine and becomes an object of criticism, identification,
irony, denunciation and conflict.

However, the transition from private suffering to the public sphere does not produce consensus. The controversy
The digital age reveals distinct regimes of justification. On one hand, arguments centered on dignity, on
Health, rest, lifespan, and social justice underpin the argument for revising the scale.
On the other hand, arguments focused on productivity, competitiveness, business costs, and...
Preserving jobs and implementing a gradual transition seek to limit or condition this change.
The dispute is not only about the schedule, but also about the criteria that define what a...
Society considers it acceptable to sacrifice in the name of production.

The contribution of this work lies in understanding the 6x1 scale as a point of condensation of
broader tensions between work and life. The workday organizes days, but it also organizes
possibilities: possibilities for rest, for family presence, for care, for participation, for
health and the subjective processing of one's own experience. When free time is compressed, one cannot
It only reduces leisure time; it reduces the concrete margin of existence outside the logic of production.
Therefore, discussing the 6x1 scale means questioning how Brazilian society distributes...
Life expectancy varies among different social groups. The debate about its revision is not only about
Efficiency in the workday, but also recognition that rest, companionship, health, and participation are not essential.
These are surpluses from productive life. They are conditions for a dignified life. In the end, the controversy
Contemporary analysis of the 6x1 scale reveals a crucial question: when does fatigue cease to be...
interpreted as an individual failure, it comes to be recognized as an expression of an organization.
The social sphere of time? The answer to this question remains debated. But its emergence in the sphere
Public opinion already indicates that workplace suffering, when collectively named, can partially break down [the system].
Breaking the silence of normalization and opening up new possibilities for social critique.

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