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**THE FUTURE OF WORK
IN BRAZIL: AN ANALYSIS
WITH EMPHASIS
ON THE YOUNG
APPRENTICE PROGRAM**

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Abstract: The cycle of human life integrated in physical and digital realities has been making reformulations regarding the labor dynamics of supply and demand. The humanistic bases at the constitutional level are designed for a public management that excels in relational symmetry between state and society. The Young Apprentice Program is unwrapped in this article as a public policy that meets the economic and social interests of young people in the stage of professionalization. The Young Apprentice Program becomes exquisite for the generation of employment and income, realizing in this article the problem, in how the Young Apprentice Program can establish itself an instrument of human dignity, providing the national development of young people, culminating in making the chances of involvement with illicit situations and aggravating social fractures. The research presents the state of the art bibliographic with reference doctrines in the theme, added this methodology to the case study of the multinational Natura as well as the internal and community perspectives of the Young Apprentice Program.

Keywords: Labour law; Public policy; Technological impacts; Multinational.

INTRODUCTION

Human historicity had the development of its goods and values from the construction of interpersonal relationships based on work and study of the environments of action. The first cycle of life was marked by the establishment of small rock communities whose daily life presented the struggle for survival and as a labor interaction with the natural elements that guaranteed subsistence.

In the most elaborate phase of small urban tribes, there was in Brazil the phenomenon called rural exodus, which is characterized by the spirit inherent to the human being to develop himself and seek more functional

mechanisms of life for the community in which he is inserted. Within the framework of globalization there was the expansion of life with the possibilities of trade and integration in cultures across borders, being the most transnational and diffuse work.

The right to work was of central importance for the guarantee of the dignity of the human person, together with the conquest of the challenging overcoming of a guarantor administration for the firmament of a common and truly democratic State. In the Brazilian scenario, after the formalization of the Universal Declaration of Human Rights in 1948, the constitutional process was perfected so that work was on the list of fundamental and social rights.

The guarantees present in the Federal Constitution of 1988 align to the understanding of work under the bias of guaranteeing the existential minimum for each person, but whose impact results in the increase in the rates of well-being and developments of the entire nation.

The globalized era of multiple intelligences presents the thesis of decent work, and in conjunction with this strengthening of respect for the individualities of groups that pay special attention to the working hours and means of work environments. In the juvenile scenario, the thesis of decent work had been expanded to include the fundamental need for access to basic education, in addition to ensuring the maintenance of integral health that guarantees healthy development.

The possibilities of joint study of professional training, in addition to social projects that support establishments and young apprentices who work there, culminate in internationalizing Brazil as a nation with the capacity to transpose its social contrasts through an inclusive and efficient administrative management.

The future of work in Brazil is built with

solid actions and recognized in a dimension beyond borders, and the Young Apprentice Program is selected to be unwrapped in this article given its effectiveness in social and business daily life.

The democratic management of contemporary public administration, in addition to the possibilities of democratic participation in state projects, seeks to understand the future of work in the vision of conscious capitalism and labor with the dignity of the human person.

The explanation about the Young Apprentice Program is carried out in this research with understanding to the bibliographic and reflective state of art, and the case study is aimed at the natura company given the ethical bias of corporate, internal and society relations.

THE DEVELOPMENT OF LABOR RELATIONS IN BRAZIL

Work in Brazil represents the essence of humanity to guarantee individual subsistence and growth of communities, with the initial stage marked by rural farming groups, followed by compositions in urban villages, culminating in the era of large intelligent and integrated cities. The understanding of the inability of units survival has boosted in humans the opportunity to belong and contribute in groups, so the historical observance of land division and collection of natural insums.

In the construction stage of urban villages there was an expansion of awareness about the need not to be aware of agricultural dynamics, and trade began to more optimize the andesia in new products and services. In the modern and up-to-date scenario of globalization, there is the presence of multiple technologies living with workers, forming the panorama “marked by two commandments, the investment of capital and the purchase of consumption, being the challenge of maintaining the

revolution of capitalism-consumerism in an ethical and responsible way.” (HARARI, 2019, p. 359).

The dictates of the Consolidation of Labor Laws of 1943 were essential for the direction of principles in private relations between leaders and leaders. After the intensification of social processes that led to the need for optimization of the productive stages, the work began from the subordination in strategically planned locations.

The English model of the Industrial Revolution had been internalized in Brazil between the 19th and 20th centuries, becoming a milestone with the structuring of the first factories linked to the internationalization of coffee. The relationships were intense and massive, requiring the worker to deliver results in proportion to the rury-growing stages, with the recording of the legal bases being little attainable given the distancing of the workplaces and the minimum cognitive sufficiency dand muchof the workers.

The 21st century propelled Brazil to the involvement in globalization, establishing the second stage of work with the first integrations between physical and digital realities. Labor scenarios surpassed provincial agriculture and brought evolutions in the textile market and more personalized productions to meet new social anities. The transformative apex occurred with the first technological industries, and in addition to the electronic devices produced, it was evident the recognition of internationalization in the Brazilian market of brands with operations across borders, bringing innovations in the labor market and in more computerized interpersonal relationships.

The scenarios of national development entitled the constitutionally established right to innovation, together with the thesis of decent work that was beginning to be discussed in order to understand the limits

between technologies and human dignity. The thinking of the architecture of work in Brazil demonstrated “to be part of a system of distributed powers that requires more collaborative forms of interaction so that it can thrive.” (SCHWAB, 2018, p. 35).

The Constitution of the Republic of 1988 reaffirmed the foundations of the Consolidation of Labor Laws in 1943 with the understanding of labor as a private right, but with socially relevant impacts (Articles 6 and 7). The basis of non-harmful contractual change was the main one to inhibit possible effects of socioeconomic contrasts between the parties. The proper subordination of industrial dynamics could not, therefore, give the mastery of the employer over the worker. Prior to the observance of the positions occupied in the industrial chain, the leader came to be seen as a person worthy of respect for his moral integrity and corporeal well-being.

The principle of maintaining a decent employment contract was aligned with the firmament of the primacy of reality. The legal understanding between the parties was distant cognitively, in addition to the social processes occur faster than the capacity of legislators regarding the prediction and elaboration of norms for the legal system, making the duly proven facts overlap the characterizations of the text of law.

Art. 7 ° These are the rights of urban and rural workers, as well as others aimed at improving their social condition:

I - employment relationship protected against arbitrary dismissal or without just cause, under complementary law, which will provide compensatory indemnification, among other rights;

XXVI - recognition of collective bargaining agreements and agreements;

The signing of the right to respect for vulnerable groups in proportion to their

peculiarities, with regard to the work environment, led to contractual and structural revisions to ensure that the right to work was not uniform, but aligned with the thesis of a citizen and sustainable business management. The establishments were also supervised with the support of institutions at the national level, and the expansion of the Public Ministry of Labor revealed the role of the public administration to raise the bases of knowledge and positioning of workers in relations with private leaders.

Democratic strategies for work initiated a public-private partnership whose purpose of the firmament was to manage relations and ensure the prevalence of human dignity. The thesis of decent work not only observed the level of subordination between workers and employers, but reached the first ideals of a work environment in which people would live with machines in increasing numbers and capacities.

Brazil's labor bases were increasingly shared by the international legal community. The tone in the transition between the modern era and the contemporary stage was marked by the vision of a sustainable future between the sensitivity of human beings and the optimization promoted by innovation in the industrial environments.

The administrative vision was expanded at the constitutional level to standardize local laws regarding the primacy of respect “so that public labor policies are focused on the development of the purpose of life created by citizens, not restricting them to mere rights and duties in relations.” (COUTINHO, 2013, p. 39).

The understanding of solidarity governance was not based only on the list of fundamental rights and guarantees provided for throughout the Constitution of the Republic of 1988 (Article 5), being a need pointed out by the nations of the globe from the observance of

the economic and technological disparities specific to contemporary social processes.

THE FUTURE OF DECENT LABOR IN THE TECHNOLOGICAL AGE

The globalized era of multiple technologies established the initial need for understanding and mastery of man over machines, aiming at the workers to guarantee the subsistence of themselves and their families. The labor principle regarding the continuity of the employment relationship seemed threatened, no longer by the only existing possibility – arbitrary or without just cause – (Article 7 of the Federal Constitution of 1988), being observed the potentialities of machines as a risk factor for inefficiency of many workers in industries.

The innovative thinking of entrepreneurs who aimed to expand their business from the service of the new products and services required by the collective, contradicted the humanist foundation of the primacy of human well-being over the stages of unsustainable progress. The innovations of multiple technologies have brought work thinking to the need for diversification in the work environment. Public policies in the most open and citizen administrative management were based on the selection of historically vulnerable groups to make up commercial establishments.

People who are at risk see at work more than a source of domestic subsistence, and the activity developed by each one fosters human dignity as belonging to the Brazilian collective. The current context is marked by the diversification of specific teams and careers, and the technologies are large allies of this process by the potential for good use when inserted in innovative and responsible enterprises to align human rights with fundamental cyber education.

Art. 218. The State will promote and

encourage scientific development, research, scientific and technological training and innovation.

§ 1 - Basic scientific and technological research will receive priority treatment from the State, in view of the public good and the progress of science, technology and innovation

§ 3 - The State will support the training of human resources in the areas of science, research, technology and innovation, including through support to technological extension activities, and will grant them special means and conditions of work.

The public policies that were seen as the realization of the server role of the state of social welfare, in the contemporary era, the possibility of direct and integrated participation of the private sectors is observed. In the area of work, discussions and projects have prevailed about maintaining employment relations in the face of automation, followed by the inclusive and restorative role of professionalizing provision to young people who in the future aspire to emancipation.

The firmament of the Young Apprentice Program (Law No. 10,097 of 2000) allowed adolescents and young people to complement the school shift with activities that facilitate the future entry into the labor market. The increasingly computerized work environment with cross-border integrations was conceived as an environment that guaranteed the dignity of adolescents and young people, which are characterized by factors of digital inclusion and the capacity to answer the dynamism of the professions observed as their own age group.

The greater chances of employment offered by citizen companies enable the endorsed emancipation of young people, an important factor beyond the human dignity gained from subsistence, and the capacity for economic independence is impactful for public coffers that can have greater budget management in

really precarious sectors.

The sustainable role of the work model conceived today is not restricted to the fulfillment of the growing products and services used by society, but the organizational capacities to promote well-being and long maintenance of labor relations are observed. The Young Apprentice Program becomes internationally relevant in a scenario still marked by forced labor involving adolescents and young people.

Brazil establishes in the law that the insertion of apprentices in the body of partner companies must occur with their commitment to establish a workload compatible with the age and time of study in the educational institution. The bases for the professionalization of adolescents and young people, established since the Consolidation of Labor Laws No. 5,452 of 1943 also conditions families who observe the working conditions of their children, being present when there is a need for the final formalization of the employment contract.

Art. 428. Apprenticeship contract is the special employment contract, adjusted in writing and for a fixed period, in which the employer undertakes to ensure that the over fourteen and under eighteen years, enrolled in apprenticeship program, technical-professional training methodical, compatible with his physical, moral and psychological development, and the apprentice, to perform, with zeal and diligence, the tasks necessary for such training.

§ 1 The validity of the learning contract presupposes annotation in the Work and Social Security Card, enrollment and attendance of the apprentice to school, if he has not completed elementary school, and enrollment in a learning program developed under the guidance of a qualified entity in technical-professional training.

The possibilities of insertion of apprentices in companies foster the structuring of public policies for the future of work, removing the

historical idea of public administration as guarantor of one and the companies receiving rights. In the contemporary model of open governance, a partnership will have been established that “does not treat human dignity as something isolated from state responsibility or theorized in principle, being understood in the materialization of good living conditions for workers.” (FERREIRA, V.; SON, J. C.; GARCIA, A. M.; 2019, p. 141).

Young people in full development see at work the opportunity to create a positive perspective of the future, in addition to the motivation to deal with technological innovations and outsourcing of creativity that help in the development of a new work environment.

The new careers are aligned with the increasingly computerized and diffuse social processes, and this adaptation is commonly challenging for professionals already stabilized in traditional and old-age journeys. The inclusion and favoring for the professional expansion of young people generates technical and social visibility of companies participating in citizen programs such as the Young Apprentice. The low level of education evidenced in the public school system can be met with professional experiences in the work environment that are innovative and humanized, ensuring young people a systematic formation for the digital age and interpersonal relationships.

Natural peer-to-peer mirroring can be observed when young people observe desired characteristics in a leader or co-worker, aiming to become adults with equal success in the profession and “who direct their minds as the last resort of the economy, designing the freedom to innovate in technical solutions and in creating a more sustainable future for communities.” (BOUDREAUX, 2018, p. 17).

The future of the work environment depends on the level of updating of the people

who compose it, and aiming at safeguarding the principle of the dignity of the human person in Brazil, investments in technological innovation need to occur in a respectful way to individual biological capacities.

In administrative management at a symmetrical level with society, the future of work is understood as “a great system that is beyond the fields of technical action, functioning by mass loyalty, which is socially meritorious empathic action.” (HARARI, 2018, p. 146).

The era of shared and revised economy to meet real collective needs aligns with the creativity and capacity of engagement proper to youth, added to the conscious capitalism movement that is expanding in Brazil.

THE YOUNG APPRENTICE PROGRAM IN THE CYCLE OF SUSTAINABLE CAPITALISM

Capitalism had been enshrined throughout history as a system aligned with the process of globalization and unprecedented technological innovations, however, the creation of shared and cross-border economies also highlighted the existing social contrasts. The goal of achieving global sustainable development (United Nations Agenda 2030) is through the inclusion and permanence of the various individuals in the large cyber network.

The labor market has become a major measurer of a country’s public policies linked to innovation and technology. Pluralism of nationalities, life histories and future prospects coexisting simultaneously between physical and digital processes, naturally forms a network promoting the new economy, aggregating to the existential longings of today and sustainable the next generations.



Figure 1 - Establishing the objectives for sustainable development

Source: (COASTAL, 2020)

The provincial state model in Brazil conceived political participation as a consequence of the social status obtained, in addition to the capacity observed in the individual to prospect wealth to the national territory. The intermediate view of the democratic process established the state of social welfare as a promoter of equality from the overcoming of social fractures (creation and elaboration of public policies), culminating in the contemporary understanding of open and democratic governance. The ideals of the Young Apprentice Program already aligned with the ideals of sustainable capitalism from the support tripod: openness to innovate, right to belonging and targeting technologies to better meet human needs.

The conception of conscious capitalism aims at not excluding the global experiences linked to the growth of economic sources, but deals with the challenges of profitability from the vision “that above producing things, capital must foster the expansion of beings, because everything that interferes in social utility, will inevitably be invading the field of ethical and moral values.” (MORIN, Edgar; GOLDMAN, Sacha, 2014, p. 71).

The organizational culture previously focused on the maximum production of goods and services, currently presents as values the human development in the work environment and the social satisfaction inherent to the vision of maximum responsibility of work as

a promoter of human dignity. Young people present the characteristics of availability for continuous learning, facilitation with the use of technologies, and creativity for insertion in teams with the most diverse objectives.

The inclusion of apprentices in business dynamics is not restricted to the contractual relationship, but provides the development of a socio-environmental responsibility that will be reversed in profits and value generation for each participating company. The systematic thinking of the instabilities and crises experienced today, especially with the globalization impacted by the COVID-19 pandemic, brought the reality of home office and remote work in which dealing with information systems reaffirmed the importance of young people to optimize the maintenance of employment and income.

The Young Apprentice Program aims to consolidate the practical guarantee of full employment, allied to the ideal of public-private symmetry. The center is in the creation of a policy focused on emancipation and social and economic sustainability since youth. Social fractures aggravated by health and economic crises more frequent in the contemporary scenario, in the labor area bring unprecedented impacts to ensure the principle of harmful contractual unalterability and the basis of the cycle of supply and social demand.

The business favoritism will be beyond the legal bases that ensure the rights and duties between the parties, plus the value offered by educational and learning institutions that direct the bond between young people and companies. The feeling of inclusion and belonging for young people is not restricted to a good future professional performance, but the capacity for subsistence and personal development so necessary in the era of rediscussion regarding the tax system in view of the administrative capacity of public

management of social resources.

Art. 430. In the event that the National Learning Services do not offer sufficient courses or vacancies to meet the demand of the establishments, this may be supplied by other qualified entities in technical-professional training, that is to say

§ 1 The entities mentioned in this article must have an appropriate structure for the development of learning programs, in order to maintain the quality of the teaching process, as well as to monitor and evaluate the results.

§ 2 To apprentices who complete the learning courses, with use, will be granted a certificate of professional qualification.

The favors for the participation of companies in citizen programs such as the Young Apprentice can be observed in a better market positioning in the era of innovations. The bases of social and environmental responsibility aim to comply with the constitutional precept in which technologies can be inserted in establishments, but previously the rights of workers in the face of automations must be guaranteed.

Understandings of the possibility of career growth, in addition to occupational health and safety care, are topics addressed to young people during technical courses in educational institutions. The security offered to apprentices by the partnership between technical institutes and the public administration, which operates through its own legislation and inspections in the work environments, culminates in the promotion of greater hiring of companies that feel valued in labor processes for public management.

The legal bases aligned with the knowledge of leaders regarding the creative capacity and innovation of youth, has been promoting transformation within companies as the possibilities of economic acceleration in the new normal period. The technical training of young apprentices is leveled in proportion

to future market requirements, including targeting home office and remote work scenarios, which facilitates for companies in the recruitment and testing stages.

Micro-enterprises and small businesses are not obliged to hire young apprentices, given their growing structure. With regard to establishments with vocational training sectors, it is required that there is a percentage between 5 and 15% of their employees, given the compensation of the business commitment to society.

Despite the mandatory quotation of learning professionals is reserved for establishments already consolidated, smaller enterprises become committed to citizenship when they understand the importance of voluntary involvement with this age group. The contemporary social panorama of physical and digital interaction promotes in companies the sense of responsibility from the inspection and selective made by the consumers themselves.

The seal of citizen companies, despite not being directly aligned with the Young Apprentice Program, is part of the sustainable future of labor localities that believe in obtaining profits from the generation of values. The use of technologies to optimize functions is not restricted to the interior of companies, and the usability of sites in the large network and applications is directed for users to foster discussions about the current labor market and promote changes in labor situations in undignified conditions.

The knowledge of companies regarding the satisfaction of consumers by increasing the rates of social and environmental responsibility, automatically makes them engage in conscious capitalism in a systematic way. The structuring of careers with a vision for the future, architecture of workplaces with maximum promotion of well-being, added to the promotion of professional expansion of

workers, culminates in the satisfaction of all those involved in the chain of production and conscious consumption.

The possibilities generated throughout the legal basis have repercussions on the youth promotion for personal emancipation through safe work in the social and economic sphere, replacing the unsustainable culture in the public machine of exclusively welfare programs.

The current culture centered on collaborative capitalism culminates in the harmonization “of governance in which everyone is the State, and not only public bodies have duties in relation to public policies, so there is a society co-creating their rights and duties.” (SCHWAB, 2016). The structural bases conceive a symmetrical partnership in the legal and relational sphere between public administration and partner companies.

THE BUSINESS MODEL OF NATURA FOR YOUNG APPRENTICES

The geographical dimension of Brazil at the continental level brings the challenges of transforming social contrasts into opportunities for inclusion and collective pluralism based on the dignity promoted by work. The northern region, given its socioeconomic peculiarities and distanced location from the central centers of development of the country, brings the throbbing need for belonging and national uniformity.

The work environment clears the challenges for implementing ethical and sustainable bases, where above the business need to increase profitable visibility are concerns about the well-being of workers.

The geographical composition of the northern region is based on vulnerable classes in relation to groups that work with illicit labor and trafficking in persons, being

the main challenge of non-governmental entities and public institutions focused on the supervision and accountability of labor indignity.

The culture of sustainable capitalism comes as a way of the middle to direct the market, not inhibiting the spirit of leaders for brand expansion and wealth generation, fostering only “the understanding that customer satisfaction and bonding will be a consequence of the quality of life offered in the workplace”. (COUTINHO, 2013, p. 59).

Satisfaction with the Young Apprentice Program can be seen in more diverse, innovative and creative work environments. The gains in investment in citizen programs make Natura an ethical company at the transnational level, and the hiring of apprentices has been carried out since 2019 with the objective of combining theoretical knowledge with technical practices.

Natura’s economic and social responsibility environment is expansive to young people with hearing, intellectual, physical, rehabilitated and visual disabilities, which contributes to the integration of different skills and abilities in the corporate environment.



Figure 2 - Natura’s axes of operation

Source: (NATURA, 2019)

The company’s inspirations for the promotion of sustainable development are not restricted to the traditional ecological bias, and it is noticeable that the balance between people and the environment is closely linked with the feeling of active and citizen belonging.

Programs aligned with pluralism in the

corporate body include young apprentices as drivers of creativity, innovation and values of the cybernetic era, making the scores of the Federal Constitution of 1988 (Article 3) valid in practice. The expansion of the multinational Natura can be evidenced with the service and satisfaction of consumers, which in addition to quality in product lines, invests in the care of the beauty of interpersonal sustainability.

Natura’s participation in innovation-era capitalism reveals the ideal that “markets foster our rituals, and often create it, but it is necessary that in leadership be wise thinkers to recognize their own mistakes and embrace in the trade of the now.” (TUCKER, 2018, p. 303). Natura’s conscious selection model can already be established from the choice of places of operation, favoring areas with growth potential for the cosmetics and personal hygiene sector, but also presenting new possibilities for social inclusion and transformation of lives through employment.

The geographical extension of Brazil is aligned with Natura given the company’s prospection in delimiting work facilities that are present in the main regions. The capitalist and free market model is necessary around the globe to meet unprecedented social demands.

The latent economic contrast that can be evidenced in underdeveloped countries brings to light an awareness in large companies of having vision beyond profits, generating increasing values that accompany the projection of the increase in corporate and personal income.

Art. 3 Are fundamental objectives of the Federative Republic of Brazil:

- I - to build a free, just and supportive society;
- II - ensuring national development;
- III - eradicating poverty and marginalisation and reducing social and regional inequalities;
- IV - promote the good of all, without prejudices of origin, race, sex, color, age and

any other forms of discrimination.

The expanding model in Brazil of conscious capitalism aims to comply with the principles established in the Constitution of the Republic of 1988, but by increasing with the ideal of the creative economy in respect of the singularities of a nation with continental geographical dimensions.

The Young Apprentice Program is present in multinationals that believe in the essence of job and income generation, that is, the transformation of lives from technical training and domestic emancipation through forms of work.

Natura's structural and contractual set assures workers that the work environment will be worthy, without restrictions, the legal bases for health and safety, observing the community needs that emerge and need systematic solutions. In today's collaborative governance, public authorities understand that the management of social rights is achieved more effectively when relational symmetry exists.

Companies that support citizen policies in the workplace allow technological innovations to be aligned with the outsourcing of potential humans. The conscious capitalism model can be widely observed through the Young Apprentice Program, where leaders show business culture and bring those within the business framework closer to the future opportunities offered by the market.

The creative and solidarity economy in Brazil offers answers to the need to expand the market in a joint way the socio-environmental responsibility that generates relational sustainability in the work environment. Natura's corporate management model is not the only one that aligns with the thesis of decent and respectful labor of human dignity, but obtains international prominence for being developed in areas of low or medium qualification in purchasing power, therefore,

naturally contrasting.

The challenges faced in the selection and preparation process of young learners are transposed daily with the positive results in the future professionalization of individuals. The fundraising also comes from the support of public managers who affirm the importance of open, shared and innovative governance for the development of a nation formed by all who integrate it.

The updated concept of purpose permeates the work environment, but the generation of employment and income is not restricted, being achieved by companies when the rates of well-being and happiness can be evidenced in the collaborative body in an integral and ever increasing way.

The inclusion bias in the labor spheres, initially taken to aggregate in the human dignity of people with disabilities, later inserting the teams in the technological possibilities of action, with the actuality of the firmament of the Young Apprentice Program, culminates in the inclusion of a generation with productive potential and mutual development.

The contemporary work reality is marked by the values of creativity and innovation, characteristics that are typical of youth. The internal transition process in companies (careers and projects) favors young people with the possibility of transacting from beneficiaries of a public policy for effective employees in the future of work.

The growing scenario of inequalities in Brazil fosters the Young Apprentice Program as a systematic strategy to develop the nation economically, starting this goal of lifestyle change. The worrying scope of young people for the use of narcotics and criminal relationships also aligns with the values inherent in the Young Apprentice Program, contributing to the direction of this generation to decent work and decent support according to the ethical and moral precepts of life.

The qualification of companies in citizen public policies promotes the placement of Brazil among nations globally committed to human rights, and in addition to the signing of treaties, the possibility of receiving external financial aid in international cooperation projects is established.

The vision of young people for the labor market increases the notorious deficiencies in Brazilian public education, being the opportunity to engage in companies such as Natura, a major factor for the perception of each individual regarding their skills and abilities. The future entry into an undergraduate or technical institution generates for young people the feeling of professional relevance and social belonging, added to this, there is a value gain in the companies regarding the diversification of the collaborative team and the possibility of teaching-learning transforming between leaders and apprentices.

CONCLUSIONS

Human history signs work as a major driver in the development of interpersonal and economic relations, and it is the international look of the international nature regarding the elaboration of public policies that promote the overcoming of the existing contrasts in favor of common goods and values.

This article aims to understand the legal bases and practical evidence regarding the Young Apprentice Program, using for this the methodological references of the bibliography and the reflective tone on the theme of conscious capitalism.

In the Brazilian scenario, the Young Apprentice Program (Law No. 10,097 of 2000) is the harmonizer of business interests related to increased productivity, together with communities in social vulnerability that need the insertion of young people in work to guarantee the dignity of each person.

The contemporary era marked by the rise of conscious capitalism, in addition to discussions regarding the stages of production and final delivery of products and services, has as a milestone in companies the elaboration of projects for inclusion and plurality of the workers' body.

The visibility of developing nations such as Brazil gains support from the international community for the expansion and alignment of missions, visions and values in the workplaces.

The situation across borders of adolescents and young people with a propensity to use narcotics, or even to be victims of illicit groups for the transport and recruitment of people, has made the Young Apprentice Program a global reference by aligning the fundamental right of access to education with preparation for the labor market.

The evolutionary stages in the work environment point to the need to review labor dynamics, which are analyzed under the harmonizatory bias in humanistic and technological issues. The inclusion of young people in the labor market provides the social and economic engagement of a growing portion of society, and consequently inhibits new serious social fractures that result from unemployment and stigma of classes.

The future of the working environment becomes more solid with the values inherent to the innovation of young people, combined with the ability of employers to instruction. The understanding of the unfeasibility of retrogression as the multiple artificial intelligences existing, elevates public policies such as the Young Apprentice Program to establish in the present a sustainable future between human sensitivity and the optimization of machines, generating material wealth and humanistic values immeasurable to the nation.

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