The scientific production about vocation...



INTEGRATIVE REVIEW ARTICLE

THE SCIENTIFIC PRODUCTION ABOUT VOCATION IN NURSING A PRODUÇÃO CIENTÍFICA SOBRE VOCAÇÃO NA ENFERMAGEM LA PRODUCCIÓN CIENTÍFICA SOBRE VOCACIÓN EN LA ENFERMERÍA

Laudelino Siqueira Amaral Sanematsu¹, Camila Tarif Ferreira Folquitto², Maria do Carmo Fernandes Martins³

Objective: to analyze the scientific production about the vocation in Nursing in national journals. Method: this is a bibliographical study, type integrative review. A bibliographic survey was carried out in LILACS and ScIELO Virtual Library. Articles of empirical research published in the last ten years have been published in Portuguese. The results were presented in the form of figures. Results: the sample of four articles was collected. It is understood that the vocation in Nursing exerts influence in the formation of the professional nurse, so much that this dimension can not be ignored. It can also be observed that the history of Nursing and the achievements of Florence Nightingale also affect the moment of the choice of the profession. Conclusion: there was a shortage in production on vocation, as well as the absence of quantitative studies with scales capable of measuring the vocation of the respondent, independently of the religious, spiritual and cultural world view. Studies are necessary that relate the term vocation as a predictor of other dimensions, for example, resilience. Descriptors: Nursing; Nurses; Occupations; Career Choice; Review; Education.

Objetivo: analisar a produção científica acerca da vocação em Enfermagem em periódicos nacionais. Método: trata-se um estudo bibliográfico, tipo revisão integrativa. Realizou-se o levantamento bibliográfico na LILACS e Biblioteca Virtual ScIELO. Elencaram-se artigos de pesquisas empíricas, em língua portuguesa, publicados nos últimos dez anos. Apresentaram-se os resultados em forma de figuras. *Resultados*: levantou-se a amostra de quatro artigos. Entende-se que a vocação na Enfermagem exerce influência na formação do profissional enfermeiro, tanto que essa dimensão não pode ser ignorada. Pode-se observar, também, que a história da Enfermagem e os feitos de Florence Nightingale (cuidar) também impactam o momento da escolha da profissão. Conclusão: percebeu-se a escassez na produção sobre o tema vocação, bem como a ausência de estudos quantitativos com escalas capazes de medir a vocação do pesquisado, independentemente da visão de mundo religioso, espiritual e cultural. Fazem-se necessários estudos que relacionem o termo vocação como preditor de outras dimensões, por exemplo, a resiliência. Descritores: Enfermagem; Enfermeiros e Enfermeiras; Ocupações; Escolha da Profissão; Revisão; Educação.

Objetivo: analizar la producción científica acerca de la vocación en Enfermería en periódicos nacionales. Método: se trata de un estudio bibliográfico, tipo revisión integrativa. Se realizó el levantamiento bibliográfico en LILACS y Biblioteca Virtual ScIELO. Se listaron artículos de investigación empírica en portugués, publicados en los últimos diez años. Se presentaron los resultados en forma de figuras. *Resultados:* se levantó la muestra de cuatro artículos. Se entiende que la vocación en la enfermería ejerce influencia en la formación del profesional enfermero, tanto que esa dimensión no puede ser ignorada. Se puede observar, también, que la historia de la Enfermería y los hechos de Florence Nightingale (cuidar) también impactan el momento de la elección de la profesión. Conclusión: se percibió la escasez en la producción sobre el tema vocación, así como la ausencia de estudios cuantitativos con escalas capaces de medir la vocación del investigado, independientemente de la visión del mundo religioso, espiritual y cultural. Se hacen necesarios estudios que relacionen el término vocación como predictor de otras dimensiones, por ejemplo, la resiliencia. Descriptores: Enfermería; Enfermeros; Ocupaciones; Selección de Profesión; Revisión; Educación.

¹Master (Doctorate), Methodist University of São Paulo / UMESP. laudelinosanematsu@gmail.com ORCID iD: http://orcid.org/0000-0002-3201-3717; São Bernardo do Campo (SP), Brazil. Email:

²PhD, University of São Paulo / USP. São Bernardo do Campo (SP), Brazil. Email: ctariffolquitto@gmail.com ORCID iD: http://orcid.org/0000-0003-0726-4247; ³PhD, University of Brasilia / UNB. São Bernardo do Campo (SP), Brazil. Email: mcf.martins@uol.com.br ORCID iD: http://orcid.org/0000-0002-5950-6554

INTRODUCTION

It is known that the idea that work can be approached as a vocation has a long history¹⁻² and the notion that it (vocation) seems to be at the core of a holistic understanding of work in the context of life has been highlighting such career development, concerns as professional satisfaction, well-being and personal growth, 2 and vocation can impact the work-to-job compatibility, generating greater engagement.

The word vocation is derived from the Latin vocatione, which means calling.³ It is believed that although the term vocation is often associated with religiosity, it has also been studied in the scientific world in order to elucidate the relationship with work. It is conceptualized, in this sense, as a call of life so that the human being finds self-realization and is happy, occupying a place in society and in the world of work.³ It is historically assumed that some professions provide this feeling, among them, Nursing.

However, this vocational feeling is better studied to understand the elements that make up the dimensions of professional choice. In a study carried out with Brazilian and Peruvian nursing professionals, the servile image, the vocational image and the professional image were categorized.³ In the servile image, the desire to serve one's neighbor and to give oneself to care is demonstrated. This is the motivator of professional choice. Therefore, this choice is moved by something representative in the life of the individual.

It is observed, as far as the vocational image in Nursing is concerned, that the term is always present in the discourse of these professionals, ³ whether at the beginning or at the end of the undergraduate Nursing course. The image of vocation reflects the era of creation of Nursing, when Florence Nightingale instituted the vocational model of Nursing care, ^{1,3} recommending the scientific techniques for care, adding to the servile image.

In the professional image, there is a choice among the many careers and it is justified by the need for contemporary women to engage in work to help their families: ³ increase in employability, social distinction, work- family and nature of the relationship with managers and leaders.⁴

It is believed that the interest in the study on vocation in nursing is old, however, this legitimate interest runs into conceptual difficulties about the term and also methodological difficulties of measurement. The objective of this study is to analyze the

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scientific production about the vocation in Nursing through an integrative literature review, ⁵⁻⁶ in the main databases, ⁷⁻⁹ in the last ten years.

OBJECTIVE

• To analyze the scientific production about the vocation in Nursing in national journals.

METHOD

It is an integrative review, ⁵ guided by six recommended steps: 1) identification and selection of the research guiding question; 2) determination of the inclusion and exclusion criteria of the studies according to sampling criteria; 3) definition of information be extracted to categorization of the studies; 4) analysis and critical evaluation of the selected studies, extracted and included in the integrative review; 5) interpretation of the results obtained and 6) presentation of the review with the synthesis of the knowledge produced.6

It is recommended, through the integrative review method, the construction of a research question, using the definition and description of PICOS, where the "P" defines the population, context and / or problem situation; the "I" defines the intervention of interest and the "C", if necessary, comparison intervention, in the case clinical research; the "O" is the desired or undesired result of what is intended and the "S", the type of study. 10 In this way, the PICOS strategy was used to identify the theme and the selection of the research question: "What has been published about vocation in nursing in national production?".

Empirical research articles, available in full Portuguese language, published between the years of 2009 to 2018 (last ten years) were defined as inclusion criteria. dissertations, editorials, articles and those that were not related to the vocation in Nursing were excluded. Articles dealing with the term vocation from a religiously based perspective were excluded. The Capes⁷ Periodic Data Library and the SciELO⁹ and LILACS / VHL databases, ⁸ were consulted in the period of November 2018. It is reported that the choice of this timeline was aimed at examining the most recent studies on the theme of vocation in Nursing.

The controlled descriptors used in the DeCS¹¹ (Science and Health Descriptors) were: vocation, Nursing and nurse, crossed with the

Boolean logical operator "AND" to obtain the largest number of articles related to the research question. It is noteworthy that the search was performed independently by two pairs (two researchers) and, after a comparison of the divergent results obtained, the results analysis was carried out to obtain consensus and / or exclusion by dissent.

It should be emphasized that in this work the strategies regarding the analysis of the articles, of reading and interpretation, in an exhaustive way, as well as in the final synthesis of the content of the studies and in the completion of the instruments were considered.⁸ In order to achieve this, to clarify the understanding, figures on the results found in order to answer the guiding question and the purpose of the study. The ethical aspects were respected, ¹² referencing the authors in this integrative review.

According to the flowchart of the method of search and selection of studies adapted from PRISMA, 9 171 articles were identified, being: n = 153 (Capes Periodicals); n = 12(LILACS / BVS) and n = 6 (SciELO), during the scientific search. 58 were excluded because they did not meet the inclusion criteria during screening: n = 54 (Capes Periodicals); n = 2 (LILACS / BVS) and n = 2 (SciELO). The exclusions, in the eligibility, were given as follows: n = 3 (because they are not of Brazilian population); n = 47 (because they did not fit the scope of the study); n = 1 (because it is a religious vocation); n = 1 (because it is a theoretical article) and n = 2 (article in duplicate), ending with n = 54 excluded articles. In the discussion presented, four articles were included in the study, according to figure 1 adapted from the PRISMA model. 13

Data was collected in a specific instrument containing the following variables: location (database), authors, journal, vear publication, Qualis of journals (Classification of journals in the quadrennium 2013-2016), 14 theme of the article, objectives, methods, and sample, results conclusions. discussion of the results is then presented in a descriptive and comparative manner, based on the literature pertinent to the subject addressed, in order to meet the objective of this study.

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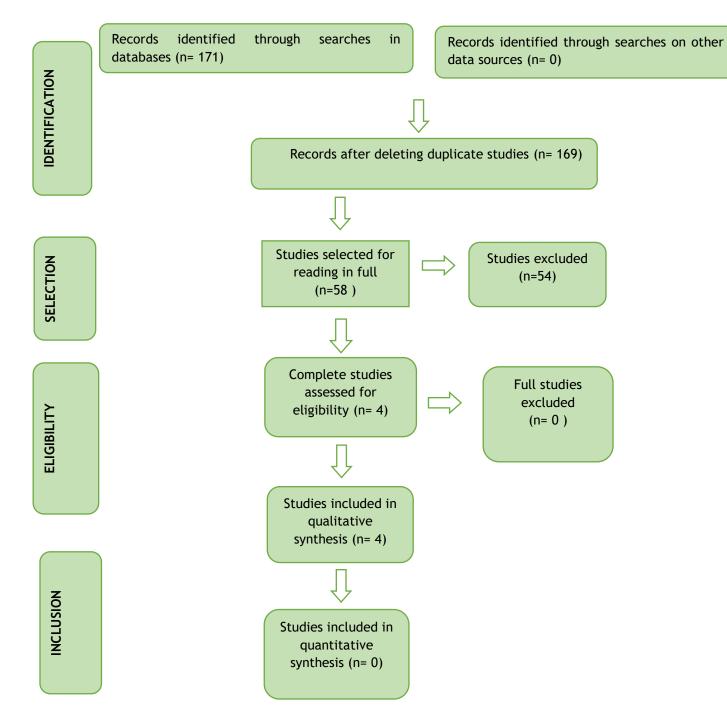


Figure 1. Flowchart adapted from the PRISMA model used in the selection of the studies. São Bernardo do Campo (SP), Brazil, 2018.

RESULTS

Databases	Author, Journal, Year, Qualis CAPES	Artice theme	Objectives
CAPES Journals	Corral-Mulato S, Baldissera VDA, Dos Santos JL, Philbert LSA, Bueno SMV. Investigación y Educación en Enfermería. 2011.	Stress in the life of the nursing student. (Des) knowledge and prevention ¹⁵	Describe personal and professional perception about the stress, its prevention and the approach of the theme in the together with Brazilian Nursing students.
Method and Sample		Results and Conclusions	
Qualitative, descriptive-exploratory research, in the year 2009, through the application of an open questionnaire. Eight female students attending the last year of Nursing pre-graduation, aged between 21 and 27.		Personal stress is related to situations of imbalance and difficulties in working life, overwork and lack of vocation, which has, as a consequence, physical and mental manifestations. The theme of stress management was addressed in the training and they feel prepared to work on this theme in their future professional practice. However, common sense was used to answer the research questions. Participants propose, as strategies of stress relief, rest, optimistic attitudes and self-control.	

Figure 2. Synthesis of publications included in the integrative review according to the database, author, journal, year, Qualis, theme, objectives, method, sample, results and conclusions. São Bernardo do Campo (SP), 2018. Brazil.

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Databases	Author, Journal, Year, Qualis CAPES	Artice theme	Objectives
CAPES Journals	Barlem JGT, Lunardi VL, Bordignon SS, Barlem ELD, Lunardi Filho WD, Silveira RS, Zacarias CC. Revista Gaúcha de Enfermagem, 2012.	Option and avoidance of an undergraduate course in Nursing: perception of evaded students ¹⁶	
Method and Sample	DZ	Results and Conclusions	
Questionnaire, by electronic means, to the nineteen students evaded. The nine questionnaires returned were submitted to the Qualitative Textual Analysis, from which two categories emerged: "Reasons for the option for undergraduate nursing course" and "Reasons for avoidance".		The option for the course is associated to the personal vocation, to the perception of Nursing as a profession of care and its approach to the health area. The evasion is related to the approval in the course of the first option, the lack of knowledge about the profession, the financial difficulties and the professional devaluation. Emphasis is given to the need for greater dissemination of knowledge about Nursing work, the fields of action and the atributions.	

Figure 3. Synthesis of publications included in the integrative review according to the database, author, journal, year, Qualis, theme, objectives, method, sample, results and conclusions. São Bernardo do Campo (SP), 2018. Brazil.

Databases	Author, Journal, Year, Qualis CAPES	Artice theme	Objectives
	Borges AG, Vannuchi MTO, Durán González A, Vannuchi RO.	Characterization and expectations of incoming	To characterize the incoming students of the Nursing course of the
LILACS/BVS	Health space (Online), 2010.	students of an undergraduate nursing course ¹⁷	State University of Londrina and check what their expectations are in relation to the course.
	B3		
Method and Sample		Results and Conclusions	
Questionnaire with open questions regarding the characterization and expectations regarding the course and university of 60 students approved in the entrance examination in the year 2008. Most of the students are female, with average age of 21 years, and single.		Regardless of the choice for the future area of actuation, they have prior knowledge very close to the nurses' work in these areas. They seek, in the different stages of the internship, organized spaces for learning, and the skills considered as priorities for the nurses' work are ethics and humanism. As a reason for choosing the course, care and vocation predominate.	

Databases	Author, Journal, Year, Qualis CAPES	Artice theme	Objectives
SciELO	Leite MT, Gonçalves LHT. Texto contexto - enferm, 2012. A2.	Nursing constructing meanings from their social interaction with the elderly ¹⁸	
Method and Sample		Results and Conclusions	
data collected by intervie Nursing team among nurs assistants from 14 hospita in the light of symbolic	ative research that had its ew with 74 members of the ses, technicians and nursing als. The analysis took place interactionism, resulting in interactions and attitudes.	process the care of hospita the way the phenomeno social life; regarding th importance of specialized	the absence of training, alized elderly patients from n presents itself in their e attitude, consider the training in Gerontogeriatry personal vocation for the ssential.

Figure 5. Synthesis of publications included in the integrative review according to the database, author, journal, year, Qualis, theme, objectives, method, sample, results and conclusions. São Bernardo do Campo (SP), 2018. Brazil.

Articles 2, 3, 4 and 5 were published, between the years 2009 and 2012, one in 2009; one in 2010; one in 2011 and the other in 2012, respectively, with Qualis B2, B2, B3 and A2, which ensures a high level of research carried out in the last decade (transversal section) in No PortalCAPES⁷, SciELO⁹ and LILACS / VHL.⁸

It is observed, as far as the characteristics of the study participants, that the studies reported in three articles collected data with students in institutions of higher education (HEI) with the objective of investigating: stress in the life of the academic (knowledge and ignorance); ¹⁵ option and evasion of an undergraduate course in Nursing¹⁶ and characterization and expectations of undergraduate students in Nursing.¹⁷

The fourth study¹⁸ was carried out among auxiliaries, technicians and nurses already trained (n = 74), working in 14 hospitals (of the 17th Regional Health Coordination / State Health Department of Rio Grande do Sul), 15 nurses, 39 technicians and 20 auxiliaries with the following inclusion criteria: a) be in full exercise of their activities; b) belong to one of the categories of the Nursing team; c) accept to participate in the study.

There were two distinct categories, one (n = 3) ¹⁵⁻⁷ composed of undergraduate students and another (n = 1) ¹⁸ composed of professionals already inserted in the labor market, between the levels of auxiliary, technical and graduate in Nursing . It is added that all the professionals of this sample act specifically in the care of hospitalized elderly people.¹⁸

It can also be observed that, in the four studies, the Informed Consent Term (TCLE) was used, and the four were submitted to Research Ethics Committees involving human beings (REC), according to Resolution 196/96,

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in effect at the time, thus guaranteeing the participants, the withdrawal of their participation at any time.

This is followed by considerations in the field of results, for the discussion with the purpose of answering the guiding question of the study (What has been published about vocation in Nursing in national production?), As well as to synthesize the results obtained in this research in order to build a body of knowledge.^{12,19}

DISCUSSION

It is explained in the article on stress in the life of the academic in Nursing (Lack of) knowledge and prevention, ¹⁵ that personal stress is related to situations of imbalance, as well as difficulties in working life, such as: overwork and lack of vocation, both dimensions (overwork and lack of vocation) have consequences for both the physical and the mental.¹⁵

It was suggested that, although in the study, the theme was work stress, relief strategies: rest, optimistic attitudes and self-control, ¹⁵ considering the Nursing context, being this one full of specificities and contingencies that differentiate Nursing from others contexts. An important study was carried out²⁰ with a contingent of 1.8 million (50% of the population), among auxiliaries, technicians and nurses, which brought to light the daily reality of these health professionals, as shown in figure 6.

Theme	Results
Rest infrastructure	The research data points to an uncomfortable situation: 56.4% declare that there is no infrastructure for rest. (p.68)
Perception of the team regarding the user population	Worrying situation refers to the perception of the team regarding the user population in which less than half (47.2%) feel disrespected and mistreated by those who are assisted / treated by them. (p.64)
Violence at work	When the team is asked if they have suffered any violence at work, 1/5 (19.7%) affirm that yes and those who say that 'sometimes' add up to 9%, which amounts to almost 30%. (p.64)
Professional exaustion	The numbers counted for professional exhaustion leave no doubt as to the nature of the actions and conditions experienced by the Nursing team. It is recorded that 65.9% of these workers consider their activity exhausting. (p.68)
Medical license	In the last 12 months, a significant number of the staff (22.5%) in this situation has been analyzed in the last 12 months. This percentage means almost $\frac{1}{4}$ of the entire contingent that operates there. It is important to say that women on maternity leave are excluded from the calculation. Private data, on the other hand, show lower indexes, with 17.2%. (p.69)
Sickness in Nursing	Another fact revealed in the research was the serious there is a 'certain sickness' of the Nursing team that affects more than half of the total contingent. Data show that 56.1% say they have had medical care in the last 12 months. These

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	figures represent that more than one million workers became ill during this period, requiring medical assistance. (p.70)
	The research also sought to know the habits of the nursing team in the field of sports.
Sedentary lifestyle	It was found that just over 1/3 exercise some sports. Therefore, a small fraction adopts a lifestyle in which sports life is incorporated as habit, while most remain sedentary, that is, almost 60% declare that they do not practice any sport. (p.70)
Vacation	The figures show that 80.5% of the staff have this habit maintained. However, it should be noted that there is a considerable percentage that has not done this regularly, ie 10% declare not take a holiday regularly. This fact allows us to affirm that this situation reflects the condition of labor and financial instability that a significant number of professionals live today, either because of the precarious and temporary bond that they have with the health institutions, or because of the low and insufficient salary to which they are submitted, forcing them to make spouts as a salary supplement. (p.70-71)

Figure 6. Adapted figure of the synthesis of the working conditions in which Nursing is inserted. São Bernardo do Campo (SP), 2018. Brazil.

It has been adopted, although, historically, the calling or vocation was considered as a religious experience, by modern researchers, often a wider and secular conception of the vocation, emphasizing the meaning and personal fulfillment in the work such that the calling or vocation can be more than simply a means of securing financial resources to dress, feed and care for dependents.²¹

It is understood that people who view their professional activity as a calling are more satisfied with their work as well as with their own lives. ²¹ It is pointed out by researchers in the field that in many cases it is the attitude with which the person approaches his work, instead of the characteristics of the work, which relate more positively to job satisfaction²² and, therefore, as regards the issue of lack of vocation as a predictor of personal stress, the senses must be considered from work to the individual.⁴

In a recent study conducted in two hospitals, one private (n = 301) and the other public (n = 162) showed that the meanings of work may emerge from factors such as increased employability, social distinction, work-family conciliation and the nature of the relationship with managers and leaders. However, one can associate the loss of meaning (or vocation), in addition to falling productivity, resistance or even retaliation behavior in the form of absenteeism and job change.⁴

It is concluded, in the second article, entitled Option and avoidance of an undergraduate course in Nursing: perception of students evaded ¹⁶ (figure 2), by the authors, that the "option" for the course is associated to the personal vocation, to the perception of Nursing as a profession of care, as well as to its approach to the health area. It can be observed, after almost four centuries, that the bases of the history of the nursing profession are present.

It is clarified that it is in the seventeenth century that the organization of the Sisters of Charity, founded by Father Vincent de Paul, appeared in the year 1633, in France (1576-1660) and Luisa de Marillac (1591-1660). The company was created at a time when France was being annihilated by misery, disease, wars, where political turmoil was a constant. It is thus explained that the work of the Society of the Sisters of Charity was to feed the poor, care for the sick in hospitals, go to the homes of those who need and carry out parish work.1 It is noteworthy that at the outset (1633), the screening clues among the candidates for Nursing were the willingness to dedicate themselves to charity and to meet the requirements such as the spirit of bestowal, self-denial and chastity to care for the body of the other, guided by the soulforming virtues such as simplicity, humility and charity, and were still instructed in the exercise of piety and in the way of treating the poor and the sick, ¹ ie the most needy.

The discussion of the second article is resumed, on the other hand, approaching that the evasion is related to the approval in the course of the first option, the ignorance of the profession, ¹⁶ indifferent to the perspective and perspective of the subject (the work accomplished is vocation?) And, as well as to difficulties and financial professional devaluation, ²⁰ as well as to other factors such as the lack of public policies that value and support the professional class of Nursing. It is inferred, therefore, that it would be valid to promote a more objective and less idealized view for undergraduate Nursing students.

In the third article, the characterization and expectations of incoming students of an undergraduate course in Nursing were discussed, ¹⁷ when the authors state that among the reasons for choosing the course, care and vocation predominate. It is verified that the researchers have previous knowledge very close to the work: to be a nurse with the

perception that the professional's priority skills are ethics and humanism, strongly supporting the basis of the profession (1633) and later, as erected by Florence Nightingale, by consolidating the teachings of love and brotherhood to the next.¹

It is understood that many difficulties are experienced by Nursing professionals, ranging from the general aspects of Nursing training, ²³ characteristics of the profession, ²⁴ to the increasingly unbalanced labor market between supply and demand²⁵ and, in this area, the historicity brings bases of religious vocation, ¹ while contemporaneity brings the exercise of care as a profession and its facets, for example, the opportunity to belong to interesting groups and socioeconomic rise.⁴

It should be pointed out that the last article, Nursing constructing meanings from its social interaction with hospitalized elderly, does not disregard vocation as an essential element for the care of elderly people as essential, 18 however, it throws light on $interaction is \\ m$ symbolic such professionals of Nursing, in the lack of training to "take care" of hospitalized elderly, begin to process care from the way the phenomenon presents itself in their social life.¹⁸ The authors take light on the attitude, considering the importance of the specialized preparation in Gerontogeriatry, but without disregarding the personal vocation for the care of the elderly. 18

It is stated, for the context in question, ¹⁸ that there is a need for the Nursing professional to have personal qualities of vocation and/or, therefore, a disposition for the care of the elderly, which evidences, in fact, the need for a vocation present without giving up the knowledge about aging and the interaction with the elderly in the hospital space, since it must be considered that, for the elderly, the most important aspects are focused on the interpersonal relationship with the caregiver. ¹⁸

Nursing was supported as a vocation in human solidarity, in mysticism, in common sense and in beliefs, ²⁶ but today, the care of the health of the human being walks along with scientific knowledge, involving technology and humanism.²⁶ It is observed that the history of Nursing (vocation) exerts influence in the formation of the professional that is not limited to the programmatic content or workload of the higher level institutions.²⁷ Even if the profession is considered fragile by society and other professions, it is assumed that there is an ignorance of the values and attitudes of the The scientific production about vocation...

nursing profession in its historical aspects, 27 permeated by vocation.

CONCLUSION

It was allowed to analyze, through this study, the national production on the vocation in Nursing, in a temporal cut of the last ten years, demonstrating a lack for more studies. In order to understand the vocation in Nursing, it is necessary to know the bases of the formation of these professionals in the past (1633) and later on the works of Florence Nightingale (1854), conciliating with the contemporary organizational world.

It is also possible to observe, with this integrative review, the relevance of the vocation / sense of work to the full consolidation of the profession in terms of career development, professional satisfaction, well-being and personal growth, among other psychic dimensions of the individual, and more research is needed to disseminate information and knowledge of the area.

It is a fact that understanding the concept of vocation in Nursing is the possibility of revealing something important in the present context and, consequently, in the future context. It is hoped, therefore, that this work can contribute to new research focused on the vocation in Nursing and its relevance for people who care for people, regardless of the religious, spiritual and cultural worldview.

FUNDING

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Laudelino Siqueira Amaral Sanematsu Edifício Capa Rua do Sacramento, 230 Bairro Rudge Ramos

CEP: 09640-000 - São Bernardo do Campo

(SP), Brazil

English/Portuguese