


WALK WITH US PROJECT: EFFECTS OF THE PHYSICAL ACTIVITY PROGRAM FOR EMPLOYEES OF THE AMAPÁ STATE DEPARTMENT OF EDUCATION

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ABSTRACT

Chronic non-communicable diseases (NCDs) and psychological disorders are conditions that significantly impact quality of life and productivity, especially among public servants. This study analyzes the effects of the Walk with Us Project (PROCAC), a program of supervised physical activities offered to employees of the State Department of Education of Amapá (SEED/AP), on the perception of health and quality of life of its participants. The research involved 49 participants, mostly women, with an average age of 48 years. Among them, 40.5% were hypertensive, 29.7% had psychological disorders, 24.3% were obese and 16.2% had diabetes. The results showed that 75% of the participants reported a significant improvement in their quality of life during their participation in the program, and 60.4% attributed a large contribution to training to their overall health. These findings reinforce the role of PROCAC as an effective intervention for the management of chronic conditions and the promotion of physical and emotional well-being, in line with the evidence in the literature on the benefits of supervised exercise. Despite the limitations, such as the collection of data exclusively online, the study highlights the importance of initiatives such as PROCAC in valuing civil servants and in the construction of more inclusive public policies. It is recommended that the program be expanded and future studies be carried out to deepen its impacts.

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INTRODUCTION

Workers' health has become a central theme in discussions about productivity, quality of life, and sustainability of organizations. In the field of public servants, especially in the area of education, the challenges are even greater due to the often adverse working conditions, accumulated stress and high rates of leave due to physical and mental problems. Studies show that the regular practice of physical activities can contribute significantly to the prevention and control of chronic non-communicable diseases (NCDs), such as hypertension, diabetes, obesity and dyslipidemia (Duncan *et al.*, 2012). In addition, physical exercise acts as a therapeutic tool for psychological disorders, improving both professional performance and personal satisfaction (Batista and Oliveira, 2015). Regular physical activities also promote physical and emotional benefits, being a protective factor against psychological morbidity in workers, especially in high-stress contexts (Araújo *et al.*, 2014).

The Walk with Us Project (PROCAC) is part of a set of actions promoted by the Center for the Valorization of Education (CVEDUC), also known as the V.I.D.A. space, created by Decree No. 2856, of July 30, 2018. CVEDUC aims to offer comprehensive care to employees and students of the state education system, with a focus on promoting mental and emotional health. Among the specialized services provided by the center, the following stand out:

- Initial reception carried out by social workers;
- Psychological care;
- Neuropsychological assessment;
- Nutritional care;
- Physiotherapeutic care;
- Speech therapy;
- Guidance and activities conducted by Physical Education professionals;
- Institutional visits;
- Pedagogical advice, with the objective of training employees to establish productive relationships in the school environment;
- Referrals to specialized institutions and services, including:
 - State Medical Board;
 - AMPREV;
 - Psychiatric Hospital;

- Women's Police Station;
- Conselho Tutelar;
- CRTN (Reference Center for Natural Treatments);
- CAPS AD II (Psychosocial Care Center for Alcohol and Other Drugs);
- CAPS Disorder (Psychosocial Care Center for people with mental disorders).

In this context, PROCAC was developed to meet the demands related to the health and well-being of the employees of the State Department of Education of Amapá, SEED/AP. It is a program of supervised physical activities, aimed at promoting health and improving the quality of life of participants. This study aimed to analyze the impacts of PROCAC on the physical and mental health of SEED/AP employees, as well as to evaluate its potential as an intervention model that can be replicated in other regions and contexts. The investigation is guided by the following problem-question: What are the effects perceived by SEED/AP employees in relation to their health and quality of life after participating in PROCAC?

That said, the main objective of the present study was to evaluate the participants' perceptions of the benefits of the program, both in the control of comorbidities such as hypertension, diabetes, and obesity, and in the improvement of psychological disorders such as anxiety and depression. In addition, it seeks to provide subsidies for the expansion of similar initiatives, promoting more inclusive and effective occupational health policies.

CHRONIC NON-COMMUNICABLE DISEASES AND REGULAR PHYSICAL ACTIVITY

According to Regina Duarte, Fabiana Santos and Ana Machado (2024), NCDs, which are persistent in nature and usually develop progressively, are those that are characterized by their long duration. They are specifically marked by a strong link with several risk factors, such as smoking, lack of physical activity, a diet that does not meet adequate nutritional needs, harmful consumption of alcohol in excessive quantities, among other habits that are harmful to health. Among the diseases that are included in this significant group, we can highlight cardiovascular diseases, which affect the heart and blood vessels, diabetes, which impacts the way the body uses glucose, cancer, one of the leading causes of mortality in the world, and chronic respiratory diseases, which affect the ability to breathe properly and are often aggravated by pollution and other environmental factors.

In the perception of Luis Lopes-júnior (2021), Deborah Malta (2021) and Luciane Duarte, *et al* (2022), NCDs are a serious public health problem, being responsible for approximately 41 million deaths annually in the world (WHO, 2010). NCDs represent a major global health challenge, with a significant impact on society. According to the World Health Organization (WHO), NCDs are responsible for 71% of all deaths in the world, including diseases such as cancer, diabetes, cardiovascular diseases and chronic respiratory diseases. In addition, statistics show that around 15 million people aged between 30 and 69 die prematurely each year due to these conditions, affecting productivity and the workforce worldwide.

In turn, Souza et al., (2020) state that in Brazil, NCDs represent the highest burden of morbidity and mortality, significantly affecting quality of life and generating high costs for the health system (Duncan *et al.*, 2012). Among the most prevalent NCDs are high blood pressure, obesity, and diabetes, conditions that share risk factors such as poor diet, smoking, excessive alcohol consumption, and physical inactivity.

For Alanna Silva et al. (2021), Lucia Lins *et al.* (2024) consider that the prevalence of NCDs is a global concern, affecting about 41 million people each year. These diseases negatively impact productivity and the economy, resulting in high costs for long-term treatment and care. In addition, the social impact is significant, affecting the quality of life of individuals, their families, and communities, leading to an overload on health and social care systems. Therefore, it is essential to understand the dimension of this problem in order to implement effective prevention and control strategies.

According to Ana Elisa Figueiredo *et al.* (2021), Laurenice Pires, José Ribeiro, and Marly Cruz (2024) it is estimated that spending on NCDs represents a significant portion of a country's total health budget, directly affecting the health system and the economy as a whole. In addition, the economic impact also extends to families, who often face financial difficulties due to the costs associated with the treatment and care of chronic patients.

In this context, it is considered that the regular practice of physical activities is widely recognized as an effective intervention to prevent and manage (NCDs). According to Brodney et al. (2000), physical exercise reduces the morbidity and mortality associated with these diseases, acting directly on cardiovascular risk factors, such as insulin resistance, dyslipidemia and hypertension. In addition, physical activity promotes metabolic and psychosocial benefits, such as body weight control, muscle strengthening, and improved mental health, aspects that are often compromised in individuals with NCDs.

More recent studies highlight the role of physical exercise in strengthening adherence to healthy lifestyles. Panatto *et al.* (2019) emphasize that programs that integrate physical activity practices with nutritional guidance can enhance the positive effects on the health of populations at risk, contributing to the reduction of the burden of these conditions.

Therefore, PROCAC, offer supervised physical activities that represents a strategic approach to mitigate the impacts of (NCDs) among the employees of the State Department of Education of Amapá. Through exercises tailored to the needs of the participants, the program aims to promote cardiorespiratory health, body balance, and overall improvement in quality of life. The analysis of the collected data reflects the alignment between the benefits recognized in the literature and the results achieved by the participants, reinforcing the relevance of initiatives such as this.

PSYCHOLOGICAL DISORDERS IN THE PUBLIC SERVICE AND PHYSICAL ACTIVITY

For Manuela Stefani *et al.* (2023), Breno Torezani *et al.* (2024) Psychological disorders in the workplace refer to conditions such as depression, anxiety, stress, and post-traumatic stress disorder, which can affect the mental health of workers. These disorders can be classified according to criteria established in the Diagnostic and Statistical Manual of Mental Disorders (DSM-V) and the International Statistical Classification of Diseases and Related Health Problems (ICD-10). The prevalence of these disorders in the public service is significant, impacting not only the affected individuals, but also productivity and organizational dynamics.

Rosa da Silva *et al.* (2023) and Zacarias Neto, Luellen Feliz, and Jose Neto (2024) recognize that psychological disorders are conditions that affect the functioning of the mind and can cause significant distress. They are classified according to specific criteria established by the (DSM-V), which includes categories such as anxiety, depression, eating disorders, personality disorders, among others. Each disorder has different diagnostic criteria, which allows for a precise classification and a better understanding of the clinical characteristics and symptoms presented by individuals. Understanding the definitions and classifications of psychological disorders is essential for the identification and appropriate treatment of these conditions in the workplace.

For Ana Cláudia Pereira *et al.* (2021), Gabrielli Marine *et al.* (2023) and Kamila Miranda *et al.* (2023) the prevalence of psychological disorders in the public service is a

relevant issue, as it directly affects the mental health of professionals. According to studies, the rates of disorders such as anxiety, depression, and stress are higher among public sector workers compared to other areas. This can be attributed to factors such as high labor demand, pressure for results, lack of resources, and adverse work environment. It is essential to have accurate data on the prevalence of these disorders in the public service to support mental health promotion policies and implement preventive and intervention measures.

In addition, Patrick da Silva *et al.* (2021), Anne Caroline Patrício *et al.* (2023), Thiago Lima *et al.* (2024), point out that risk factors for the development of psychological disorders in the workplace can include task overload, lack of autonomy, pressure for results, hostile environment, moral harassment, and discrimination. In addition, lack of social support, work-life imbalance, job insecurity, and occupational trauma can also contribute to the emergence of psychological problems. On the other hand, protective factors in the workplace involve social support, a positive organizational climate, policies to value the well-being of employees, mental health promotion programs, and leadership that encourages communication and care for the team's mental health.

In addition, Ana Paula Dapper and João Moreira Sobrinho (2023) Ângelo Fonseca Silva *et al.* (2024) and Queli Ghilardi Cancian, *et al.* (2024) state that the presence of psychological disorders can significantly impact work performance, affecting productivity and increasing absenteeism in the public service. In addition, interpersonal relationships can be impaired, generating a negative organizational climate. The lack of motivation and stress resulting from psychological disorders can make it difficult to fulfill responsibilities in the workplace, resulting in direct consequences for the efficiency and effectiveness of the activities developed.

That said, Murilo Moreira (2023), Carlos Viana (2023) and Thais da Rocha (2024) recognize that the regular practice of physical activity has been recognized as an effective strategy in promoting mental health, and can contribute to the reduction of stress, anxiety and depression. In addition, regular physical activity can increase the feeling of well-being, improve self-esteem, and promote sleep quality, essential aspects for maintaining mental health. In the workplace, the promotion of physical activity can be carried out through physical exercise programs, encouragement of sports and integration of physical activities in daily work, providing benefits for both mental health and professional performance.

In this sense, the academic literature has shown that regular physical exercise is an effective intervention for the management of mood disorders. Studies such as the one by Batista and Oliveira (2015) indicate that physical exercise can be as efficient as drug treatment in mild and moderate cases of depression, promoting emotional relief, improved self-esteem and social interaction. In addition, the benefits extend to physical health, helping to control frequently associated comorbidities, such as diabetes and hypertension.

In the public service environment, where professionals often face high levels of stress, emotional demands and work overload, physical activity can act as a protective factor. Muller (2014) highlights that preventive and therapeutic interventions aimed at the integral health of workers are essential to mitigate the impacts of mental disorders on performance and quality of life.

In this sense, PROCAC is inserted in this context as a strategy to promote mental and physical health for the employees of the Department of Education of Amapá. By combining regular physical activity with a supportive and welcoming environment, the program not only promotes physical well-being but also contributes to the reduction of symptoms of anxiety and depression among its participants. This integrated approach reaffirms the need for public policies aimed at the comprehensive care of civil servants, evidencing the relevance of initiatives that prioritize emotional and mental health.

WALK WITH US PROJECT: A HEALTH AND WELL-BEING STRATEGY FOR EDUCATION WORKERS

PROCAC is a pioneering initiative aimed at promoting the health and quality of life of employees of the Amapá State Department of Education. Created in 2017, the project offers supervised physical activities as a strategy for the prevention and treatment of chronic conditions, both physical and psychological. The proposal is in line with Brazilian constitutional principles, which recognize health as a social right and physical activity as a determining factor for well-being (Federal Constitution, 1988).

The program, initially focused on guided walking and stretching, has evolved over time to include functional exercises that include physical capabilities such as strength, agility, motor coordination and flexibility. These adaptations, conducted by qualified professionals, sought to meet the specific demands of the participants and increase the effectiveness of the interventions. Despite the limitations of materials faced, the creativity of

the managers allowed the use of available resources, such as public structures and the body weight of the practitioners, to amplify the impact of the project.

Since its implementation, PROCAC has been a welcoming and encouraging space for civil servants who face conditions such as hypertension, diabetes, obesity and psychological disorders. Between 2017 and July 2021, the project accounted for 1,154 consultations, directly involving about 75 individuals. These numbers reflect the relevance of the program in the local context and reinforce its contribution to the integral health of the participants.

PROCAC currently operates on Mondays, Wednesdays and Fridays, from 8 am to 10 am, at Nossa Senhora de Fátima Square in the Santa Rita neighborhood in the city of Macapá, State of Amapá. This location offers a welcoming environment that is close to the community, favoring the participation of participants and optimizing the benefits of the activities.

Figure 1- Walk with Us Project (PROCAC)



Source: CVEDUC (2025).

In addition to the direct benefits for SEED/AP professors and students, PROCAC plays a strategic role in SEED/AP's people management. By integrating actions to promote physical and mental health with continuing education policies, the program demonstrates how evidence-based interventions can positively impact the workforce and institutional outcomes. This innovative approach highlights the potential of PROCAC as a model that can be replicated in other spheres of public administration.

Figure 2 - Walk with Us Project (PROCAC)



Source: CVEDUC (2025).

Figure 3- Walk with Us Project (PROCAC)



Source: CVEDUC (2025).

In this way, PROCAC transcends the traditional objectives of physical exercise programs, consolidating itself as an integrated initiative that addresses the physical, emotional and social dimensions of health. Its continuity and expansion depend on joint efforts between managers, professionals involved and participants, as well as on the encouragement of future studies that explore new possibilities of impact.

METHODOLOGY

This study was developed with the purpose of analyzing the impacts of PROCAC on the quality of life of SEED/AP teachers and students affected by chronic non-communicable diseases (NCDs) and/or Psychological Disorders. To achieve this objective, methodological strategies were employed to ensure the collection of reliable data and their rigorous interpretation.

According to John Creswell (2014), research is characterized as applied, since it seeks to produce knowledge directed to practice, with a focus on improving the program in question. Its qualitative approach allowed the participants to explore their subjective perceptions about their health and quality of life, while being complemented by quantitative data from closed questions in the questionnaire. It is also an exploratory and descriptive study, as it involved an in-depth analysis of a specific phenomenon and a detailed description of the effects perceived by the participants.

Data were collected using a structured questionnaire, adapted from the Brazilian version of the *Short Form Health Survey 36 (SF-36)*. This instrument is widely validated and internationally recognized as an effective tool for assessing health-related quality of life. The SF-36 was developed to comprehensively measure individuals' perception of their health status, covering physical, emotional, and social dimensions.

The questionnaire consists of 36 items grouped into eight main dimensions:

1. Functional capacity: evaluates limitations in daily activities, such as walking, climbing stairs and performing physical tasks.
2. Physical aspects: measures the impact of physical health problems on the execution of professional or domestic activities.
3. Pain: analyzes the intensity and interference of pain at work and in other activities.
4. General health status: considers the individual's general perception of their health and expectation of improvement.
5. Vitality: evaluates the participant's energy level and fatigue.
6. Social aspects: measures the impact of health on social interactions and family life.
7. Emotional aspects: evaluates the interference of emotional problems in the performance of usual activities.
8. Mental health: This includes issues related to psychological well-being, such as anxiety, depression, and tranquility.

The *SF-36* was selected in this study because of its ability to offer a comprehensive and holistic view of quality of life, encompassing objective and subjective aspects of participants' well-being. In the context of PROCAC, the instrument was adapted to meet the specificities of the program, maintaining the main dimensions of analysis, but adjusting the format of the questions to ensure clarity and relevance to the participating civil servants. This choice was essential to capture in detail the participants' perceptions regarding the impacts of the program on different dimensions of their health and quality of life, including the physical, emotional, and social spheres. The results obtained with the use of the *SF-36* allowed a careful analysis of the benefits promoted by supervised physical activities, evidencing the effectiveness of PROCAC as a comprehensive health promotion strategy.

The target population included civil servants belonging to the SEED/AP staff who participated in the program between 2018 and 2021. Among the 77 individuals initially identified, 63 had up-to-date contacts and were invited to participate in the research. The final sample consisted of 49 participants who met the inclusion criteria, being diagnosed with at least one NCD (such as hypertension, diabetes, or obesity) or psychological disorder (such as anxiety or depression). The selection was made by convenience, considering the accessibility of the respondents and their relationship with the object of study.

The deductive method guided the analytical approach, allowing consolidated theories about the benefits of physical activity to be confronted with the data collected. For the organization and analysis of quantitative data, programs such as Microsoft Excel and Google Sheets were used, which made it possible to perform descriptive statistical calculations, such as absolute and relative frequencies, means and percentage distributions. These results were presented in tables and graphs to facilitate the interpretation and discussion of the findings (Antônio Gil, 2017).

The qualitative data, in turn, were analyzed based on the content analysis technique proposed by Bardin (2011). After the initial reading of the answers, patterns and thematic categories related to the participants' perceptions of their health and quality of life were identified. These categories were organized to support the interpretation of the data and relate them to the research objectives, highlighting the subjective impacts of the program on the emotional and physical health of individuals.

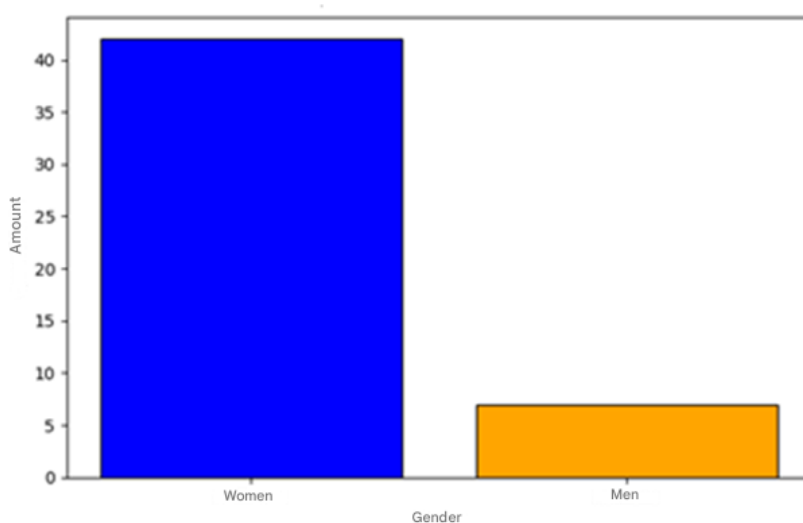
In ethical terms, the research followed the guidelines of Resolution No. 466/2012 of the National Health Council, ensuring respect for the dignity, privacy and autonomy of the participants. All respondents voluntarily agreed to participate in the study, after reading and agreeing with the ICF.

The integrated analysis of the data allowed quantitative and qualitative information to be crossed, offering a holistic view of the effects of the program. For example, subjective perceptions about mental health were analyzed together with indicators of frequency and adherence to the program, evidencing the relationship between the regular practice of physical activities and the improvement in reported health states.

RESULTS AND DISCUSSION

We obtained answers from 49 questionnaires, which represented a considerable number of participants, although some factors may have limited adherence, such as lack of time, forgetfulness, fear of financial scams or difficulties in accessing the internet, especially for those in the Modular Teaching Organization System (SOME). Among the respondents, 42 were women and 7 men, with an average age of 48 years, of which 77.1% were civil servants (effective, retired or active) and 22.9% were aggregates. As shown in Graph 1 – Gender Distribution below.

Graph 1 - Gender Distribution



Source: Prepared by the authors (2025).

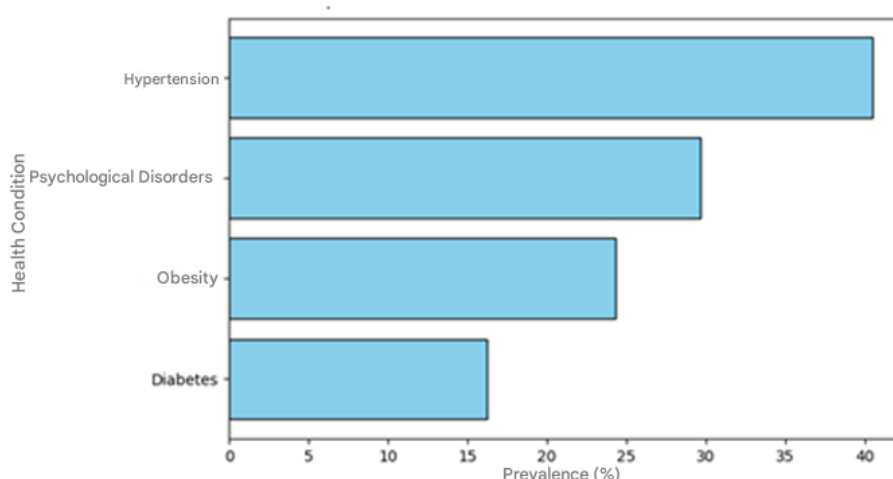
Based on the analysis of Graph-1, it can be observed that most of the participants in the program are women (85.7%), while men represent 14.3%. This predominance of

women is in line with the literature that highlights greater female adherence to health and well-being programs, especially in contexts of supervised physical activity, as indicated by Brodney et al. (2000) and Araújo et al. (2014).

Women's choice for programs such as PROCAC can be explained by factors such as greater health awareness, active search for quality of life, and greater presence in preventive health services. The article reinforces the relevance of PROCAC, offering an integrated approach to supervised physical exercise, to meet this specific demand, especially in the management of prevalent comorbidities, such as hypertension and psychological disorders, which are conditions frequently reported among women in the public service.

Regarding health conditions, the data reveal that 40.5% of the participants were hypertensive, 29.7% had psychological disorders, 24.3% were obese and 16.2% had diabetes. These results indicate that PROCAC serves a group with multiple comorbidities, which reinforces the relevance of the intervention. The prevalence of hypertension in the sample, higher than the national average (30%, according to the Brazilian Society of Cardiology), can be explained by the demand profile of the V.I.D.A. Space, which attracts civil servants in search of improvements for specific health conditions. This is best illustrated by looking at Graph 2 - Prevalence of Health Conditions of the Participants below.

Graph 2 - Prevalence of Health Conditions of the Participants



Source: Prepared by the authors (2025).

These health conditions reflect a typical profile of public sector workers, who often face high levels of stress, sedentary lifestyle, and challenging working conditions.

Hypertension, with a prevalence higher than the national average of 30% (Brazilian Society of Cardiology), stands out as the most recurrent condition among the participants. This data is consistent with studies that associate hypertension with sedentary lifestyles and the lack of prevention policies in the workplace. Regular physical exercise, such as that offered by PROCAC, is widely recognized in the literature for its effectiveness in controlling blood pressure and reducing cardiovascular risk factors (Duncan et al., 2012). Thus, participation in the program offers an opportunity for employees to better manage this health condition.

Psychological Disorders, which affect almost a third of the participants, also represent a significant challenge in the context of public service. The literature highlights that factors such as high work demand, pressure for results, and adverse conditions contribute to the development of anxiety and depression (Batista and Oliveira, 2015). PROCAC, by promoting supervised physical activities, acts not only as a tool for emotional relief, but also as a space for welcome and support, helping to mitigate the negative impacts of these disorders on mental health and professional performance.

Obesity, present in 24.3% of the participants, reflects the impact of sedentary habits and nutritional imbalances, common in contexts with a high workload. Studies such as that of Panatto et al. (2019) indicate that programs that combine physical exercise and nutritional guidance, such as PROCAC, are effective for weight control and improved quality of life. The program's focus on exercise tailored to participants' needs reinforces its contribution to the promotion of metabolic health and physical well-being.

Finally, the prevalence of diabetes in 16.2% of the participants underscores the importance of interventions that promote glycemic control and improve insulin sensitivity. According to Brodney *et al.* (2000), the regular practice of physical exercise is a proven effective strategy for the management of diabetes, allowing greater control of the disease and preventing future complications.

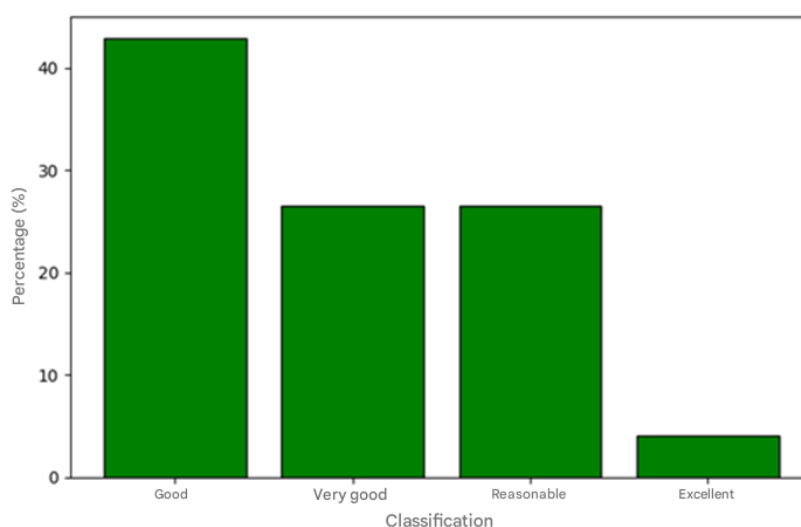
These data show that PROCAC serves a population with multiple comorbidities, reinforcing its relevance as an occupational health policy. The integration of supervised physical exercises in a welcoming environment not only improves the physical and mental health of the participants, but also contributes to the appreciation of the public servant, in line with the guidelines for promoting quality of life at work.

The academic literature corroborates the findings of this program, emphasizing that interventions such as PROCAC promote tangible benefits in the control of chronic diseases and in the reduction of psychological disorders. Despite the limitations, such as the

restricted number of participants and online data collection, the results point to the need to expand and replicate the program in other regions and sectors. The continuity of initiatives like this is essential to consolidate a public health policy that values workers and contributes to the construction of healthier and more sustainable work environments.

Regarding the perception of health, most participants classified their health as "good" (42.9%), followed by "very good" and "reasonable" (26.5% each) and "excellent" (4.1%). In addition, 75% reported feeling "much better" during their participation in PROCAC, and 60.4% believed that training contributed "a lot" to improving their health. These results are in line with the benefits widely documented in the literature on supervised physical activity (BRODNEY et al., 2000; ARAÚJO et al., 2014; PANATTO et al., 2019), which highlight the positive impacts of exercise on the control of comorbidities and quality of life. Graph 3 - Participants' Perception of Health better evidences this issue.

Graph 3 - Participants' Perception of Health



Source: Prepared by the authors (2025).

According to the literature presented in the article, these results corroborate the widely documented benefits of regular supervised physical activity. Studies such as those by Brodney *et al.* (2000) and Araújo *et al.* (2014) highlight that physical activity contributes significantly to the control of chronic non-communicable diseases (NCDs), such as hypertension, obesity and diabetes, frequent conditions among the employees participating in the program. In addition, these exercises play a relevant therapeutic role in reducing symptoms of psychological disorders, such as anxiety and depression, promoting improvements in mental health.

The high proportion of participants who rated their health as "Good" or "Very Good" is directly linked to the impact of supervised physical interventions performed by PROCAC. The program, by integrating exercises adapted to individual needs, strengthens physical and mental health, promoting a welcoming environment that goes beyond the physical benefits. This holistic approach reinforces the importance of public policies that integrate physical and emotional aspects in workers' health care.

On the other hand, the 26.5% who rated their health as "Fair" indicate that, although the program has achieved positive results, there are still challenges to be faced. This includes the need for complementary, long-term interventions for those dealing with multiple comorbidities or elevated levels of stress. According to Panatto *et al.* (2019), the combination of physical practices with nutritional guidance and psychological support can enhance the results, offering more effective comprehensive care.

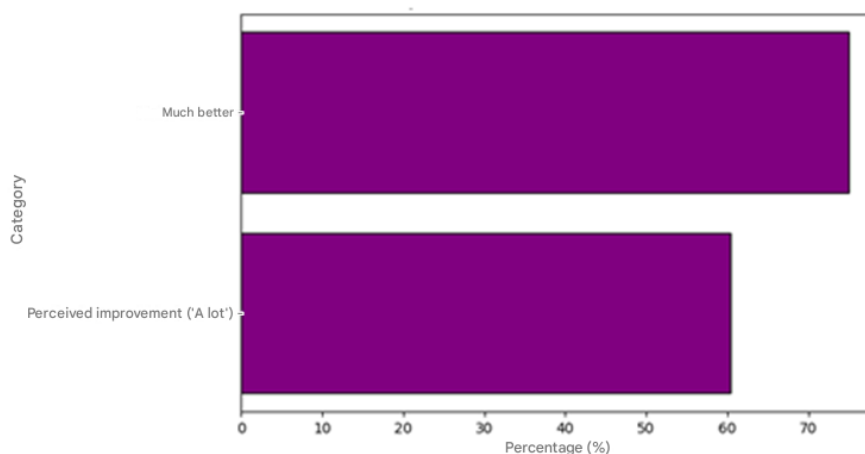
The minority share of 4.1% who rated their health as "Excellent" represents individuals who have experienced substantial improvements in their quality of life. This shows that the program has the potential to deeply impact those who commit to the proposed activities and maintain a consistent health care routine.

The Graph also highlights that 75% of participants reported feeling "much better" during their participation in PROCAC, while 60.4% attributed a large contribution to training to improving overall health. These numbers reinforce the program's alignment with scientific evidence that highlights the positive impacts of supervised physical exercise on the management of comorbidities and the promotion of physical and emotional well-being.

In addition, the graph reflects the advances achieved by PROCAC in meeting the health demands of public servants. By promoting an integrated view of health, the program not only improves specific conditions, but also values participants as individuals, strengthening their self-esteem and quality of life. These findings emphasize the importance of continuing and expanding initiatives such as PROCAC, which have been shown to be effective strategies for promoting occupational health and building more inclusive and sustainable public policies.

These findings reinforce the role of PROCAC as an effective intervention model, not only for the promotion of physical and mental health, but also as a strategy for valuing public servants in the educational context. Graph 4 below shows the Impact of PROCAC on Perceived Health.

Graph 4 - Impact of PROCAC on Perceived Health.



Source: Prepared by the authors (2025).

The perception of significant improvement in health is directly aligned with the scientific literature presented in the article. Studies such as those by Brodney *et al.* (2000) and Araújo *et al.* (2014) reinforce that the regular practice of supervised physical activities contributes to the control of chronic non-communicable diseases (NCDs) and to the reduction of symptoms associated with psychological disorders. PROCAC, by integrating physical exercises adapted to the needs of the participants, has been shown to be an effective strategy for the management of conditions such as hypertension, diabetes, obesity and anxiety.

The fact that 60.4% of the participants attributed a great contribution to training to the improvement of general health highlights the importance of programs that combine regular physical activity with a welcoming environment. According to Panatto *et al.* (2019), interventions that include nutritional guidance and psychological support, such as those offered by PROCAC, enhance the benefits for the integral health of the participants. In addition, these initiatives not only improve health indicators, but also promote the engagement and motivation of participants to maintain healthy habits.

The impact of PROCAC is especially relevant in the context of the public service, where professionals often face high levels of stress and work overload. As highlighted by Batista and Oliveira (2015), physical exercise plays a crucial role in promoting mental health, reducing stress and symptoms of depression, and increasing the sense of well-being. The results of the graph confirm that the program has been a valuable tool to minimize these negative impacts and improve the quality of life of civil servants.

Finally, PROCAC is aligned with the guidelines of public policies that value workers and promote occupational health. The findings of the program demonstrate that interventions based on supervised physical activities not only meet health demands, but also strengthen the self-esteem and quality of life of participants, creating a positive impact on the work environment and overall productivity.

In addition, the graph shows that PROCAC is more than an exercise program; It is a strategic initiative that integrates physical, mental, and emotional health. The results obtained reinforce the importance of expanding programs like this, making them accessible to more employees and consolidating their relevance as an essential public policy for valuing workers and promoting healthier and more sustainable work environments.

CONCLUSION

The results obtained in this study indicate that the participants of the Walk with Us Project demonstrate a high level of satisfaction with their health and quality of life, even in the face of preexisting health conditions, such as hypertension, diabetes and psychological disorders. The positive perception reported by the participants reinforces the effectiveness of the program as a strategy to promote health and well-being, aligning with the objective of meeting the specific demands of SEED/AP employees.

The data confirm the positive influence of the program on various aspects of physical, mental and emotional health, corroborating the evidence in the literature that highlights the benefits of regular supervised physical activity. This recognition also serves as a stimulus for the project's leaders, strengthening their commitment to continue developing actions that promote improvements in the quality of life of the participants.

However, some limitations of the study should be considered. Data collection was carried out exclusively through an online questionnaire, which may have restricted the participation of civil servants with difficulties in accessing the internet or lack of familiarity with digital tools. In addition, the number of respondents, although significant, may not represent the totality of the perceptions of the program participants. These limitations suggest the need for future investigations with more comprehensive methodologies, including face-to-face approaches and larger samples, to deepen the analysis of the impacts of PROCAC.

Finally, the relevance of expanding and encouraging similar studies is highlighted, not only in Amapá, but also in other regions of the country. Projects such as PROCAC have

the potential to positively influence the lives of participants and to serve as a model for the implementation of public policies aimed at occupational health and quality of life. This approach is central to what we consider one of the missions of the Physical Education professional: to contribute to the integral well-being of individuals and to the construction of healthier and more sustainable environments.

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