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**Similarities and Differences in Latin American
Countries Labour Structures**

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SIMILARITIES AND DIFFERENCES IN LATIN AMERICAN LABOR STRUCTURES.

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Introduction

This paper examines the similarities and differences among the labor structures of selected Latin American developing countries, considering the effects of stabilization policies on labor markets. The stabilization policies undertaken in many Latin-American countries since the eighties, have affected (positively or negatively) the performance of the economies and mainly the labor market opportunities. In most countries, labor markets policies remain unchanged and based on heavy protection on formal jobs. In the end of the nineties, only a few countries had modernized their labor policies, in order to adjust their economies to the new reality of internationalization and technological innovation which are, in most cases, employment savers.

As it will be seen, the high unemployment rates and the growth of the informal sector were intensified, what lead to the discussions about the present institutions that prevail in the job markets that explain and intensify these negative tendencies. Some annalists, managerial and government agents in charge of the employment policies, have been arguing that the excessive protection through the regulation of the labor market, causes limits to the answers of the market to the high unemployment rates and are leading those countries more and more to precarious situations in the informal market. They mention as an example the economies of the Asian East, to prove the need of reforms.

On the other hand, another group of analysts sustains that any measure that leads to the elimination of the labor protection, will worsen the workers' social conditions and will increase poverty and the inequality in the distribution of income of the countries (Lustig and Edwards, 1997:2). They also argue that the employers have largely ignored the regulations in the Latin American countries and that the labor markets are already considerably flexible and competitive.

Anyway, the economical reforms that lead to the stabilization and modernization, have not been especially devoted to transformations in the conditions of the labor market. This paper aims to examine the impacts of the economic stabilization policies implanted by Latin-American countries since the middle of the eighties, in what refers to the labor market structuring, with regard to the lack of specific measures of adjustment of the negative effects of these policies. First some characteristics of the stabilization and modernization policies of these countries are examined, and in sequence some statistical

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indicatives of the impacts of these measures on the occupational structuring are analyzed for a group of selected countries.

Methodological aspects

The paper first examines some characteristics of stabilization policies and modernization of some developing Latin-American selected countries and the impacts on the enterprises, which had to face the need to modernize their production and organizational process, in order to increase their competitiveness at a global level, although in some countries, labor forces were not prepared to respond to a increasing demand for more qualified workers.

It is observed if the excess of protection through labor market regulation causes some limitations to the markets responses to adjust to the high unemployment rates and are more and more leading a great number of workers to precarious situations in the informal market. It also verifies if any measure that conducts to the elimination of labor protection will worsen the social conditions of the workers and will increase poverty and inequity in income distribution of these countries, because regulations in Latin-American countries have been very much ignored by the employers and the labor markets already are considerably flexible.

Thus, the study examines the trend of unemployment rates and of the informal sector size, as well as other trends in labor markets, due to these impacts of stabilization policies. It analyses some indicatives of these impacts of the stabilization measures on labor structure, such as: level of urban unemployment, participation and growth rates of the workers, child work, distribution of rural and urban workers according to position in occupations, and distribution of the workers according to gender. The indicators were calculated from selected data by ECLAC-Economic Commission for Latin America and Caribe, World Bank, ILO-International Labor Organization and OECD-Organization for Economic Co-operation and Development. The analysis is based on a comparative approach among the selected countries, in order to detect the similarities and differences of the labor force composition.

Economic stabilization and globalization in Latin America

Since the seventies, the Latin American economies are passing through noticeable transformations. Since the Second World War, the countries of this area that were been adopting protectionists policies in trade, and were living apart from the world market system, started to implement some reforms seeking to accomplish the economic stability. In this direction it was observed a process of eliminating the regulation of economic practices and the opening of markets for foreign competition, at the same time of the search of competitiveness in the external markets.

Among the Latin American countries Chile began the reforms in the middle of the seventies, Bolivia, Costa Rica and Mexico in the middle of the eighties, Argentina, Brazil, Colombia and Peru only starting in the beginning of the nineties. These countries represent the great majority of the population, of the generated product and of the international trade of Latin America. As Stallings and Peres (2000) point out, the changes happened starting from the impacts of the world external context on the initial domestic conditions of each economy, that demanded economical, political and social reforms. The prevalent initial conditions in each specific economy, were crucial as much in the determination of the government policy choice, as for the answer of each society to these policies. The rates of growth of the product and of the inflation, the structure of production and of employment and the relations with the world economy resulted from the political choices. On the other hand, the social characteristics of the population and the governments' capacity to implement the necessary decisions of social policy that would lead to a greater equity, were also differentiated. In the ambit of the companies, the differences in the productive capacity, in reorganization and in accumulated knowledge, were also significant elements to the possibility of success in the process of stabilization of the Latin American economies (Lustig and Edwards, 1997).

Due to the initial conditions of the Latin American countries in the period that preceded the reforms, some regions undertook more aggressive and fast reforms, while another were more cautious and gradual in their implantation. This political choice was influenced particularly by the previous performance of each country in its way to development, by the rate of effective inflation, by the governability level and by the degree of structural economic backwardness.

In what refers to these factors, it was observed that Argentina, Bolivia, Chile and Peru have great deficiencies, with inflation rates superior to 1,200% in the 5 years precedents to the beginning of the reforms, while the GDP in the period had an increase of around 0.7% a year and that, farther, presented low governability level. These factors lead the of government agents to plan drastic transformations in the economic policies. Brazil, Colombia, Costa Rica and Mexico, for instance, initially opted for more gradual reforms, searching for annual average rates, in the 5 years precedents, that were inferior to the one of the previous group, around 168% (Brazil presented the largest average rate of 708%); the annual average growth of the product was around 3.8% and the governability level was between medium and high (Stallings and Peres, 2000).

The macro and microeconomic policies seeking economic stabilization or the incentive to specific sectors had differentiated effects at each country, according to the structural and conjuncture possibility of answering the those stimuli. Parallel to the need of restrictive stabilization policies, in the eighties the Latin American economies had to internally adapt to the impacts of productive restructuring and of the globalization that was happening since the end of the sixties in the more developed countries, and that demanded the modernization of the enterprises and of the government, in order to make effective the opportunities of world competition.

In this way, the impacts of the economic globalization on the developing countries of Latin America, also revealed several tendencies owed to the specific characteristics of each region, in what refers to the sector structure, to the availability of human resources and of savings (that would made possible the introduction of more advanced technologies), to the degree of technological innovation of the economic base, as well as to the infrastructure availability, that made possible agglomeration economies and the exploration of comparative advantages. Considering the need to reconcile the international competitiveness simultaneously with the process of economic stabilization, and starting from a situation of inequalities in the socioeconomic levels of development, the dynamics of evolution of the Latin American countries presented, in the eighties and nineties, different speeds and intensities in each space.

The process of world globalization caused, in the most recent years, significant changes as much in the developed economies as in the in developing ones, that include: a) growing internationalization of the material and intangible economic activities; b) the reorganization of the dominant firms; c) an increase in the integration of the manufacturing activities with the service ones; d) impacts of the growing use of the microelectronic technologies; and) growing demand for more qualified manpower, while more routine jobs were being substituted by technical change; f) growing complexity and volatility of consumption; and g) a change in the government's paper and government intervention on the society and the economy.

Although in comparison to the advanced economies these changes have happened at a smaller speed in the less developed Latin American countries, the impacts on the labor markets happened with great intensity. For each level of economic development, it was observed specific patterns of productive and organizational restructuring in the period, as a result of the technological and organizational modernization of the enterprises. The private organizations looking for competitiveness, had to deal with transformations in the technology and in the plant of the facilities, with changes in the nature of the qualification of the involved labor, with new organization processes and of labor relationships, as well as with new characteristics of the productive process (non-continuous production and limited scale economies). On the other hand, the technical innovations affected some economic aspects as: a) the nature of the product, through the intensification of intangible services and in the characteristics of the product; b) the nature of consumption, through unusual forms of distribution of the product, of the consumer's interactive role and of the organization of the consumption; and also c) the nature of the markets, through innovations in the organization of the markets in the regulation and in the marketing instruments (Kon, 2000).

The international environment in many ways influenced the impact of the economical reforms on the performance of each society. The value of Latin American exports just after the Second World War presented a growing tendency, although the participation of the region in the world context has

decreased until the nineties. However, the growing participation on this last decade it is resulted of the economical reforms although the growth of the exports has not been accompanied by the growth of the product (in volume and in value). Besides, the speed of growth of the imports was superior, leading to the amplification of the trade deficit of these countries that had to be financed by foreign capital. The capital flows also increased quickly and in this case, the participation of Latin America in the world context increased in a relative comparison. These tendencies are visualized in the financial flows and in the direct productive investments, although the first ones have more intensely grown. These financial flows presented much volatility in the nineties, with more frequent cycles of increasing and decreasing. The high volatility and the resulting uncertainty considerably discouraged the crucial direct investments in the reforms, what delayed the attainment of stabilization in some economies.

Some macroeconomic policies undertaken looking for stabilization, and another reform measures were shown consistent with the development objectives, leading to the opening of national and international opportunities for the local companies, although in many cases increased the external financial pressures. They resulted in decrease and in contention of the increase of the inflation rates and of the fiscal deficit.

Some inconsistencies were found in another ambit, as the appreciation of the local money that render the imports cheaper and the exports more expensive, lowering the stimuli of some productive exporter sectors, besides increasing the external trade deficit. The financial liberalization and the monetary policies of stabilization, also conduct to inconsistencies, since they lead the interest rates to considerably higher levels than the international ones, aiming to attract financial capitals. This resulted in financing difficulties for the companies, that would be used in the productive restructuring and even for short-term capital. Another common difficulty of the Latin American countries was due to the fiscal policies destined to lower the fiscal deficits that exacerbated the social deficiencies. The social expenses decreased in most of those countries in the eighties, however some countries resumed these expenses with larger intensity the following decade (CEPAL, 1999a).

In the end of the nineties (1998 and 1999), the international financial crisis was the decisive factor of the economic tendencies of the Latin American countries, since it implicated in a decreasing of the external capitals inflows and in an increase of the amount of payments to the exterior, that meant a liquid negative transfer of the region resources, reverting the tendency that was occurring since the year of 1990. In many countries, the intraregional (South America) trade decreased, resulting in a fall of the income generated through exports. The differences among the countries were considerable, and the societies that maintained more narrow entails with the North American economy — like Mexico and Central American and Caribbean countries, through the *maquiladoras*, the trade of other agricultural and manufactured products and tourism — revealed a moderate or high growth. In these countries, the employment rates presented larger dynamism, although in most of the other

Latin American countries the rates were contracted. On the contrary, the South American countries that are characterized for concentrate the basic products export and for an intraregional trade of industrial products, had unfavorable performances. However, after the stabilization the inflation was maintained under control around 10% in average, in spite of the depreciation of several moneys and the earnings in real wages were also maintained (CEPAL, 1999b).

The economical reforms undertaken in different moments in the Latin American countries, in particular the liberalization of imports, privatization and policies to attract foreign capital, had a positive impact on the economic growth, although not very significant. These positive effects rose during this time, and the results were more evident 3 or 4 years after the reforms than in subsequent period. The countries that adopted more aggressive policies presented a faster growth in the nineties (Stallings and Peres, 2000).

Effects of stabilization on employment growth

Although a positive impact on the employment through the fastest growth of the product and of the distribution of income was one of the objectives of the reforms, this was not achieved in a short or medium period, as a consequence of the stabilization policies in Latin America. The annual average growth of GDP was 1.2% in eighties and 3.7% in the period 1990-97, and the average elasticities of employment in relation to the product in the nineties didn't differ of the one of the period 1950-90 (Weller, 2000). This means that the impacts of the reforms on this last decade didn't affect positive or negatively the relation between the growth of GDP and the creation of long term employment, but on the contrary, the low rates of growth of the product lead to a slower employment creation.

The slow growth of the jobs offer in the nineties came together with an important qualitative change: firstly an intensification of the workers' transfer from the formal to the informal labor market, in small businesses, own-account labor or domestic services, which present, for the most part, low productivity and lower remunerations and no legal benefits. International Labor Organization (ILO) data show that about 60% of the new jobs opportunities happened at the informal market, being more prevalent in Brazil, where the jobs positions in the formal section decreased in absolute terms, and in Colombia. In Argentina and in Chile the informal labor is less representative.

It is observed that the expansion of the product is strongly correlated with employment generation in the development path of these Latin American countries. Comparing with the period of 1950-80, the low growth of product rates in the eighties and nineties and the unstable pattern of growth of the product, were responsible for a great part of the low creation of jobs (Stallings and Peres, 2000). On the other hand, the stabilization policies delineated a slow economical growth as part of inflation contention.

A selection of Latin America countries is now examined in order to observe the impacts of stabilization on labor structure. These countries are

classified, according to the World Bank, among the Lower and Medium Income countries, and it is not found any example with a *per capita* income with a development level characteristic of the industrialized economies (World Bank, 1996).

The exam of some indicators of labor division for the Latin American countries, shows that the countries with a superior level of development present very differentiated characteristics of the societies with an inferior degree of *per capita* income, where the feminine participation in the labor market and the education degree comes considerably below. Although the observation of these indicators doesn't allow conclusions about the specific causes of this evolution, it is possible to verify a similar behavior among those economies, that allows to delineate a close profile of the impacts on labor structures in the Latin-American societies that presents, on the other hand, considerable differences in relation to the more advanced countries.

As it is seen in Table 1 for selected countries of Latin America, a similar characteristic resultant to most countries of Medium Income (with exceptions of Bolivia, El Salvador, Panama and Mexico) is the increase of the unemployment rates in the nineties, on one side as an impact of the stabilization policies that led economic activity contraction, and on the other hand of the productive restructuring that slowly began in that period, through the largest incorporation of productive and organization processes which were "labor savers".

On the other hand, except for Brazil, all the countries revealed an increase in the female participation rate in the labor market, not as a result of the increase modernization patterns, but as the need to complement the family income. The annual growth rate of the manpower, that results from population growth in the previous decades, as well as from the transformations in the age pyramid, decreased in the nineties in relation to the previous decade, in the societies of High Medium Income, except for Argentina that surprisingly presented higher average rates, perhaps as a result of differences in the manpower concept. The decrease indicates a degree of cultural modernization of the societies, that observed lower rate of population vegetative increase and on the other hand a considerable decrease of the infantile work that, as it is possible to observe, it was also verified in other lower development degree countries. The decrease of the annual rates of labor growth, was also found in most of the other selected countries, except Honduras, El Salvador and Guatemala.

The distribution of the workers in the urban and rural zones presented in the Table 2 shows the changes in the workers' composition according to the position in the occupation as a consequence of the stabilization policies and of productive restructuring. although it is not possible to separate, in these information. the effects of the two components. In a general way, it is observed that the selected countries of smaller development level. relatively concentrate a higher participation of own-account and not paid workers. in the urban regions. in the eighties and nineties.

Table 1**Employment indicators in selected Latin-American countries**

(%)

Countries	Urban Unemployment		Rates of Participation*		Annual Growth Rate of Labor Force		Infantile Work**	
	1991	1999	1991	1998	1980 1990	1990 1997	1980	1997
	Low Income							
Honduras	7.4	5.4	48.6	53.1	3.6	3.8	14	8
Low Medium Income								
Bolivia	5.8	4.5	...	....	2.6	2.6	19	13
Colombia	10.2	10.2	59.3	62.7	3.9	2.7	12	6
Costa Rica	6.0	6.2	52.2	53.8	3.8	2.5	10	5
El Salvador	7.9	7.6	...	50.9	1.7	3.6	17	15
Ecuador	8.5	15.1	56.8	58.4	3.5	3.1	9	5
Guatemala	4.0	5.9 ^a	...	...	2.9	3.4	19	15
Panama	19.3	14.0	57.5	62.2	3.0	2.5	6	3
Paraguay	5.1	7.2 ^a	...	...	2.9	2.9	15	7
Peru	5.9	9.2	...	...	3.1	3.1	4	2
High Medium Income								
Argentina	6.5	14.5	40.9	45.6	1.3	2.1	8	4
Brazil	4.8	7.7	61.1	58.2	3.2	1.7	19	15
Chile	8.2 ^b	10.1 ^b	52.7	54.4	2.7	2.1	0	0
Mexico	2.7	2.6	53.3	56.5	3.5	2.8	9	6
Uruguay	8.9	11.2	57.4	57.5	1.6	1.0	4	2
Venezuela	9.5	15.4	60.2	65.2	3.6	3.0	4	1

Source: CEPAL. 1999b and World Bank. 1999

* Participation rate = proportion of the population in age of working except in Argentina, where it is calculated as proportion of the total population

** 10-14 year-old children - percentile on the group of age.

a =1998; b = total national

Table 2
Distribution of the busy population in the in selected countries of Latin America (%)

Countries		Urban zone			Rural zone		
		(1)	(2)	(3)	(1)	(2)	(3)
LOW INCOME							
Honduras	1990	1.5	65.5	33.0	0.5	34.9	64.6
	1997	6.3	60.4	33.4	2.6	34.8	62.6
LOW MEDIUM INCOME							
Colombia	1980	4.0	69.6	26.4	...	...	...
	1990 *	4.2	69.5	26.3	4.5	54.2	41.3
	1997	4.4	62.2	33.4	4.2	50.6	45.1
Costa Rica	1981	3.9	77.3	18.7	3.3	70.0	26.7
	1990	5.5	74.8	19.7	5.1	66.2	28.7
	1997	7.7	72.4	19.8	7.1	67.8	25.2
El Salvador	1990 * *	3.4	62.9	33.7	6.0	49.6	44.3
	1997	5.7	61.9	32.5	4.0	50.9	45.1
Ecuador	1990	5.0	58.9	36.1	...	...	...
	1997	7.8	59.1	33.1	...	...	...
Guatemala	1986	4.5	62.1	33.3	0.5	39.8	59.7
	1989	2.6	63.8	33.6	0.5	38.3	61.2
Panama	1979	2.1	80.6	17.3	0.7	40.1	59.2
	1991	3.4	73.1	23.5	2.9	39.1	58.0
	1997	3.3	77.1	19.7	2.2	46.1	51.6
Paraguay	1986	7.7	65.4	26.9	...	...	...
	1990	9.2	66.3	24.5	...	...	...
	1996	7.0	62.3	30.7	...	...	...
HIGH MEDIUM INCOME							
Argentina	1980	5.5	69.2	25.3	...	...	...
	1990	5.4	69.2	25.4	...	...	...
	1997	5.3	73.3	21.5	...	...	...
Brazil	1979	4.4	75.4	20.2	2.8	38.0	59.2
	1990	5.2	72.0	22.8	3.0	44.3	52.7
	1996	4.2	68.4	27.3	1.8	34.3	63.8
Chile	1980	...	...	...	...	...	...
	1990	2.5	73.8	23.7	2.8	64.8	32.4
	1996	3.9	76.4	19.7	2.4	64.2	33.3
Mexico	1984	2.6	71.9	25.5	0.9	48.3	50.8
	1989	3.3	76.4	20.3	2.5	50.2	47.3
	1996	4.5	73.5	22.3	5.1	48.1	46.7
Uruguay	1981	4.6	76.7	18.7	...	...	...
	1990	4.5	74.2	21.3	...	...	...
	1997	4.3	72.0	23.8	...	...	...
Venezuela	1981	6.0	75.0	19.0	6.8	47.6	45.6
	1990	7.5	70.0	22.5	6.9	46.6	46.5
	1997	5.0	62.8	32.3	7.6	47.6	44.8

Source: CEPAL. 1999b. Notes: (1) employers; (2) Salaried; (3) Own Account and not paid.
 ... = not available; * rural zone. data of 1994; ** rural zone. data of 1995.

In the countries that undertook reforms, this participation increased in the nineties, as in Colombia, Brazil, Venezuela and Costa Rica, and it decreased in Mexico, Argentina and Chile. On the other hand, in Chile, Mexico, Colombia and Costa Rica the participation of employers increased, showing slightly inferior rates in Brazil, Argentina and Venezuela. The occupational distribution reveals a low percentile of employers, as a result of the more significant number of great oligopolies and high capital concentration in the industries and among companies, although the number of small businesses has grown.

In the rural zone the own-account workers' participation is considerably high in almost all the selected countries, between 40% and 65%, except for Costa Rica and of Chile (between 25% and 33%). However, the participation increased more considerably only in Brazil in the nineties. The occupational distribution shows a structure of great properties, since the participation of employers is not relatively significant, being a little higher in Venezuela and El Salvador.

In the last two years of the nineties the occupational situation, that presented larger deterioration since the middle of the decade (and that presented a transitory recovery in 1997) was worsened, as a result of the international economic conjuncture portrayed by the Asian financial crisis. For some countries as Brazil, Argentina, Chile, Colombia, Ecuador, Mexico, Uruguay and Venezuela, the average rate of occupation observed a considerable fall. On these last years the salary earners proportion in Argentina, Brazil, Chile, Colombia and Ecuador was reduced, particularly in the construction industry. On the other hand in other countries as Mexico, and some Center American and Caribbean, the employment was favored, stimulated by the relations with the North American economy, increasing the salary earners proportion as much as the opportunities of new job positions in the manufacture and construction industry (mainly in Mexico). In a global way, in the end of the nineties, the average rate of unemployment of the Latin American region reached the higher level, rising annually from 8% to 8.7%. The largest increase was shown in Argentina, Chile, Colombia, Ecuador and Venezuela, while in Brazil and Mexico the rate was constant (CEPAL, 1999b).

The labor division according to gender in Latin America

The labor participation indicators according to gender for selected countries of Latin America show specific characteristics of this distribution related to the level of development of each society. The Table 3 presents two of these indicators: a) the participation of the workers of each gender on the total population of the same gender; and b) the participation of workers of the gender in relation to the total workers.

The participation of the workers of one gender on the total population of the same gender, reveals firstly that in all the countries of several development levels, men's participation in relation to the masculine total population is always

Table 3
Participation of the workers according to sex in selected countries of Latin America

(%)

Countries	LFG/TPG		LFG/LF	
	M	W	M	W
Low Income				
Guyana	81.2	39.3	66	34
Honduras	86.4	34.7	70	30
Low Medium Income				
Bolivia	75.8	52.8	56	44
Colombia	82.3	51.6	57	43
Costa Rica	84.0	36.0	70	30
El Salvador	82.2	43.6	61	39
Ecuador	83.3	29.3	73	27
Guatemala	91.9	29.4	74	26
Panama	80.1	41.4	66	34
Paraguay	89.3	56.4	57	43
Peru	79.4	49.5	60	40
High Medium Income				
Argentina	82.4	47.1	63	37
Brazil	84.9	52.5	60	40
Chile	75.2	33.9	68	32
Mexico	84.0	37.0	68	32
Porto Rico	70.1	39.9	59	41
Uruguay	84.7	57.6	57	43
Venezuela	84.1	43.7	66	34

Source: OIT. Year Book of Labor Statistics (1991-1996); OCDE. Labor Forces Statistics 1974-94; World Bank. World Development Report 1995 –1996.

Note: LFT/TPG. = Participation of the labor of one gender/total population of the gender;

LFG/LF = Participation of the labor of the gender / total labor force; H = Men; M = Women.

superior to the women's participation in relation to the feminine total population, accompanying the world tendency. An average of 82% (among 70% to 92%) of the masculine total population participate in the labor force in all the groups of countries, with no significant differences when compared with each development level. However, in the women's case, the differences are more

considerable, since it is possible to meet extreme situations where only 30% of the total feminine population are in the labor force (mainly in countries of Low Medium Income) or where about 50% to 75% of the women work (in countries of Low Medium Income and High Medium Income), besides a diversified range of intermediate situations.

When the participation of each gender is examined in relation to the total labor force, variations around an average participation of the men of 59% (among 50% to 74%) and an average around 37% for the women (among 27% to 50%) are verified. These results show, when compared to other industrialized countries, that the feminine population in Latin America presents a considerably inferior participation in the labor market. However, it doesn't exist any correlation between the countries level of development and the degree of feminine participation.

Final considerations

The analysis on the impacts of the reforms undertaken since the eighties in the Latin American countries show that: a) the governments' and enterprises unequal answers to the undertaken policies were responsible for the differentiated results among the countries; b) the initial conditions of the several countries in the beginning of the stabilization processes were also very diverse, what could affect or not the capacity of the countries to attain more significant results; c) in many cases the governments introduced inconsistent reforms in macroeconomic and social policies; d) the reforms were incomplete and they lacked the necessary institutional support for complementation; e) the microeconomic impacts were slow, due to the atmosphere of macroeconomic uncertainties and instability; f) the possible positive effects of the reforms were frequently retarded or reduced because of the unfavorable tendencies of the international economy, represented by the financial crisis and the stagnation of the economical activities in advanced countries; g) the labor markets presented growing unemployment problems, as well as incompatibility in the availability of workers' qualification to face modernization.

In what refers to gender, as already known, a constant tendency to increase the rates of the woman's participation in the labor market is observed worldwide. However, in a different way that it happens at more advanced countries, in the Latin American developing countries this increase is due only partly to cultural, demographic and economic changes directed to social modernization and economic development, because it is seen that even in periods of socioeconomic crises, woman's participation in the labor market has been increasing as a consequence of the need to complement (or as only source) of the family remuneration. In any way, the diverse conditions among gender, in what refers to family and professional responsibilities, rigid schedules of work, stricter demands of qualification to men, among other, show that the women's work don't depend only on the market demand, but also on a series of other factors to articulate. These factors frequently lead to workers' allocation in informal activities, that allow a more easily articulation, but that have an

unstable character and smaller remuneration. The domestic work is frequently a solution found by the Latin American woman in the contemporary society and also by the enterprises that are outsourcing some services, looking for the costs reduction. However, unlike the domestic work resulting from outsourcing of a series of more sophisticated modern services previously allocated in the companies, in Latin America domestic female work, in most of the cases, has a craftsmanship character, low qualification and it lower remuneration.

More effective public policies aiming to the larger engagement of the feminine population in labor force are not present, or a lot of times are badly enunciated and cause contrary effects, discouraging the enterprises companies to hire women, because they cart in a larger relation cost/benefit.

The observation of indicators of labor distribution in Latin America analyzed, allowed to observe the specific characteristics of behavior, which are differentiated from the industrialized or of High Income countries. Although it is not possible through these data to describe the causes of these differences, it was characterized that a Latin American singularity exists. The statistical information allowed verification of impacts of some institutional and cultural determinant on occupational structuring that are more evidently associated to the social realities of Latin America, which is composed partly by societies in that the labor force presents smaller qualification level and it is less prepared to quickly assume more advanced technologies.

A great number of similarities were found among the countries, but also some differences, which are due to the initial social and economic conditions of the several countries in the beginning of the stabilization processes which were also very diverse and affected the capacity of the countries to attain more significant results.

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