Full Length Research Paper

The labor market in the Brazil - Uruguay axis: A survey study regarding the conditions at border regions

Carolina Freddo Fleck¹* and Valmiria Carolina Piccinini²

¹Department of Administration and Economics, Federal University of Pampa, Santana do Livramento, Rio Grande do Sul, Brazil.
²Federal University of Rio Grande do Sul, Porto Alegre, Brazil.

Accepted 16 April, 2013

The objective of this article is to present a debate about the labor market in the Brazil-Uruguay Axis. The study is qualitative, using the case study technique and analyzed by means of content analysis. The results point towards an important debate in regard of work relations at the Brazil-Uruguay border emphasizing a concern for improving labor conditions; more positions and the need for qualification of professionals. This research, mainly due to its survey aspect, labor, opens the way to similar studies about border areas of Rio Grande do Sul.

Key words: Regional development, job market, labor market, country relations.

INTRODUCTION

The research regarding labor market issues have been increasing over the last decades (Pastore, 1995; Antunes, 2005; Antunes, 2008; Piccinini et al., 2006; Oliveira, 2007). Concern is on the rise, not only with local analysis, but also due to the need for including vast regional populations in this market. There is a concept established as to what constitutes a labor market and also the variations among existing labor forms; however, not all these concepts corroborate to the necessity of identifying certain peculiarities, ranging from professional insertion methods; the ability of a particular location to generate a higher or lower number of job positions; education level of the population, among others.

In that sense, it becomes necessary to explicit what, in the context of this study, is understood as the labor market, and how it is structured in different countries and cultures.

One of the arguments of the analysis focuses on country blocs formed by the expansion of globalization processes. At the rise of these economic blocs, inter-

country business might bring them economic growth. Especially since these blocs are usually formed by neighbor countries or those with cultural or commercial affinities in common. The structural organization of these countries within a bloc happens through an initial phase, commonly constituted by a Free Trade Zone which mainly objectifies exemption from import taxes between participant countries. As an intermediate phase, there is a Customs Union, with broader objectives, with the creation of common trade rules with countries external to the bloc. At last, the Common Market, which implies in a deeper economic integration, adopting the same external and internal trade rules, unifying the economies and, in later stages, their currency and institutions.

Among these blocs is the Southern Common Market – MERCOSUL, formed by Argentina, Brazil, Paraguay and Uruguay, known as “Full Members”; and Venezuela, Bolivia, Chile, Colombia, Peru and Ecuador, are the “Associated States”, which have an economic convergence agreement with the bloc (MERCOSUL, 2012)

*Corresponding author. E-mail: carolina.fleck@gmail.com. Tel: (55) 32434540.
MERCOSUL was established in March 26th, 1991, through an establishing letter, the Treaty of Asunción, which was formed with legal effect on both local and international levels. Three years later, as the Protocol of Ouro Preto was signed, MERCOSUL’s structure began to combine all three distinct economic converging stages among “full members” (not necessarily at the same time): a) establishment of a free trade zone at the borders (elimination of customs and non-customs taxation); b) sustaining an unified foreign policy, regarding all other countries, thus creating a common external tariff (CET), a characteristic of the customs union and; c) formation of a common market, with free trade of goods, assets, work and knowledge.

The physical boundaries of MERCOSUL constitute a priority in the process of socioeconomic unification, the main goal being the development and improvement of the population’s welfare. A common topic of discussion among MERCOSUL’s development issues is precisely the working conditions, which came into the limelight in 1995, when the WS 10 (SGT10) was nominated for adopting social and labor organisms and instruments aiming to improve and make progress on the matter.

Besides this group, other specific activities are being developed in that regard, such as country debates regarding their borders and in what ways the MERCOSUL can work in a more expedite manner in order to develop labor issues. Frequent seminars are being performed in the Brazil-Uruguay Axis since 2006 for developing border regions in several different aspects, specially aiming the labor market.

Within this context, what this research proposes is to present a scenario of the current labor market situation at the border regions, specifically the one between the cities of Santana do Livramento and Rivera. This was a choice based on the fact that there is not a physical division there, given that the cities are separated only by an imaginary line that runs along an avenue (Figure 1) and both countries’ populations coexist peacefully. They are popularly known as twin cities or peace frontier.

The cities are located at the western border of Rio Grande do Sul, being considered tourist attraction for those interested in duty-free zones, such as Rivera with its duty free shops. Tourists may enjoy the hotel structure at Santana do Livramento, elected as the city symbol of MERCOSUL integration by the National Congress, Law 12095/2009, from November 19th, 2009.

All data gathered allowed a general overview on the labor market situation in the Brazil-Uruguay Axis. In order to achieve this, the article is divided into the following sections: introduction; presentation of all theoretical references on the subject; research method; a brief discussion about MERCOSUL’s labor market; the situation of the labor market in the Brazil – Uruguay Axis, and final considerations.

JOBS AND THE LABOR MARKET

In this topic the concepts regarding different jobs found in modern society have been approached, besides the reflexes of such differences on constituting the concept of a labor market. Therefore, the topic is further separated in two subtitles, the first approaching different job formats and the second focused on the labor market concept, as to explain the theoretical positioning which guided the research analysis.

Different job “formats”

The story about how the term labor (job) came to be

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1Work Subgroup No. 10 – (SGT10 in Portuguese) – it debates different aspects regarding employment policies, labor legislation and the application of OIT conventions in MERCOSUL. Through the Labor Market Observatory it gathers data concerning the MERCOSUL’s labor market evolution. It researches the migrant and border workers’ situation, and it promotes actions regarding certifications and professional courses, as well as about health, work safety, work inspection and social security.

2Information obtained with the local population. Natives of Santana do Livramento and Rivera see no distinction between them, and consider a fundamental need that the two governments think of integrated solutions for them.
and how it was solidified dates back to ancient times, with philosophers such as Hesiod, around 700 BC., at a time with no great theories on the matter; nevertheless, work, or economy, did support some of society’s questions. Xenophon has presented, in his studies, the consecration of work in a time where cultural processes created work specializations, leading to experience exchanges between artisans and apprentices, along with commerce intensification (Migeotte, 2005).

With the process of industrialization, around the 18th and 19th centuries, formal jobs appeared, along which tasks were defined and payment to the workers was according. From the 20th century on, the job contract was established, containing rules to control rights and duties between employers and employees. Thus, classifications were created to explain roles, functions, assignments and salaries. So few decades went by while economic restructuring evolved, characterized by globalization, imposing changes to the labor market.

Such changes were reflected within jobs sector characteristics, causing concerns regarding work relations and growing unemployment rates.

According to Dalbosco (1999), the formal sector constituted by available occupational posts inside both formal and service organizations, demanded by high income groups; whereas all flexible job categories were formed as a result of excessive workforce not incorporated into this sector, including mostly self-employed workers, household jobs, and those involved (both employers and employees) in small corporations, including those job posts not legally established. It’s important to explain that not all small corporations fall into this flexibility aspect. Sometimes a small company, depending on the technology adopted, may not be included in this particular classification.

The last few years demonstrated a significant growth on the number of workers with flexible work relations. Nowadays it is possible to observe less importance of the wage as a job relation, and the rise of other forms of insertion in the labor market, such as autonomous work and contract-free, not formalized, salaried employment (Holzmann, 2006).

Both formal and flexible structures of job organizations have been showing to have adverse consequences to workers, even interfering in social, economic, cultural, ideological and political spheres. This interference delves in such different aspects of a society because of the central point that a job represents to individuals nowadays (Antunes, 2008). It is know that job flexibilty allowed greater autonomy, however some of its aspects are negative, both in individual and socioeconomic levels. These changes increased the heterogeneity of work, intensified through part-time, sub-hires and outsourced jobs, among others (Loch and Correia, 2004).

After the commercial liberalization and deeper integration of economies in a global scale, corporations started to look for flexibility in production processes and in work relations as well. The build-up of flexible models of work relations starts with the assumption of an institutional environment where the company is able to adjust the levels of work input according to the variations in the demand for goods and services, besides establishing wages according to higher or lower productivity and/or payment capability while offering jobs that meet the variations in demand (Cacciamali and Britto, 2002).

In a context of reducing formal work space and great availability of manpower, according to Piccinini et al. (2006), cost savings economy generates drastic effects over employment levels. Nevertheless, job flexibility does not relate to the deregulation of work relations, or its decay, even though it is frequently accompanied by these characteristics. This very flexibility, according to the authors, is a way to overcome strict, rigid situations, responsible for the economic difficulties faced by many companies. Piccinini et al. (2006) verified a trend of deterioration of work conditions, even at the core countries, mostly regarding work in small and medium-sized companies.

Labor market

Considering the connection between transformations in the production structure and new ways of work organization along history, the concept of labor market came to be, although such concept was never unanimously agreed upon among researchers. On the other hand, as Cunha (1979) points out, it is paramount, while performing a labor market analysis, that one of these concepts is taken.

Far from mathematical models or the simple "convergence" of supply and demand curves, comprehending the labor market requires context and background. Thus, a reference is needed as to which group, job, nation, and background it regards, and how it places itself in the current geopolitical scenario (Oliveira, 2007, p 5).

According to Oliveira (2007), understanding the labor market starts with certain assumptions present in common vocabulary, where the classic vision of economy prevails, and work supply and demand clash and quantities offered and demanded adjust based on salaries in the labor market. In the classic perspective, labor is a product which workers sell and employers buy, since the wage, in this case, is presented at a price. The price differences between companies will be reduced with the free transit of workers among the organizations, which allows a balance for the market wages.

In an economic approach, even though there’s reference to a greater or lesser intervention of the State as a regulatory agency, market analysis is limited to the action of both workers and companies, not considering the social build of each profession or area, as well as the
influence of other agents in actions occurring inside a given labor market. These theories foresee a single labor market.

Only the economic sociology approach points towards a differential, through the segmentation theory. This approach works by approximating sociological concepts to understand economic phenomena, seeking to demonstrate that economic action does not separate from social context and that institutions are socially built surrounded by these actions (Granovetter, 2003; Steiner, 2006), so it's possible to foresee coexisting markets assuming not only the existence of independent submarkets acting independently from each other and working in a closed loop, but also that these submarkets are at the center of the labor market's working mechanism (Cunha, 1979, Lima, 1980).

According to Horn (2006, page 180), the organization of labor markets is marked by a structural inequality when it comes to the availability of power resources that the parts make use of in order to succeed over the competition established among the members of its own side of the market.

Changes in the labor market have mainly involved the design of new ways to place professionals in the market, no longer concentrating job possibilities inside the formal sector, at the same time that it did modify the placement process itself, be it in the formal or informal market, according to a choice based on particular aptitudes.

Based on the perspectives presented, this research utilizes the definition of labor market that integrates the different perspectives from economic and sociological theories from which the labor market is segmented and divided into both by its different demands and sectors, as well as by different placement methods and individual characteristics of those who are part of the market. From these definitions the discussions and analyses of this research are presented in the following topics.

**RESEARCH METHOD**

This study is defined by an exploratory research of qualitative purpose. Qualitative research in general may be defined as a method that seeks to understand phenomena according to the participants' point of view of the studied situation, therefore making the direct contact and interaction between the researcher and is object of study a necessity. The qualitative approach involves utilizing the natural environment as a direct data source and the researcher as the key element. This method has an inductive character and it concentrates on generating hypotheses, seeking to establish a causal nexus (Triviños, 1987; Sellitz et al., 1987).

This research is basically a case study since it focuses in the analysis of the Brazil-Uruguay Axis, more specifically at the border of Santana do Livramento and Rivera regarding previous discussions about labor market issues in these countries. The research was conducted through non-structured interviews (its main topic being the labor issue and the formal x informal duality) by a person who represents Uruguay's Department of Social Development and the Consul of Brazil in Uruguay – at the city of Rivera – Uruguay, plus observations at the "Taller: Políticas de Integración de Frontera: Espacio de vida diverso y complejo" seminar (about border integration policies), that took place in November 20th and 21st, 2008, in Aceguá (Brazil-Uruguay). Besides these interviews and observation, secondary data from study conclusions of previous seminars were also considered; which was analyzed by means of document analyses and information obtained by observing everyday life on both cities.

When using documentary analysis "the documents have the potential to inform and structure decisions that people must make every day and in the long term; they also constitute singular insights of social events" (May, 2004, p 205). This document research phase has provided important information of what once was and continues to be discussed by the authorities of both countries when it comes to the development of border regions and respective labor market.

All interviews were analyzed by means of content analysis. The point was to know and describe, upon this content analysis, the conditions to formulate and absorb messages and other symbolic elements (Richardson, 1999; Bardin, 1977). The data itself was analyzed as a whole, in a way that, at the end of the research it made possible to formulate the following considerations.

**DISCUSSION CONCERNING MERCOSUL'S LABOR MARKET**

MERCOSUL postulates a more effective use of available resources, environment protection, the improvement of physical interlinks, coordination of macroeconomic policies and complementing different economy sectors of all its participants, based on the principles of gradualism, flexibility and balance (Andrade, 1993).

In its original proposal, MERCOSUL did not present clear discussions over labor issues in its rulings. However, MERCOSUL syndicates, represented by South Cone's Central Syndicates' Coordination Office, and actively supported by Ministers of Labor plus a considerable participation of employers' organizations, claimed the creation of spaces to analyze, discuss and rule, through the social-regional dialogue, the impact that integration would have over labor markets and social-work conditions.

At the ninth day of May, 1991, in Montevideo, the Declaration of the Ministers of Labor of MERCOSUL's member countries was signed, stating that, according to Andrade (1993):

I – The Treaty of Asunció opens doors to a notable progress for all respective countries, and therefore, it is necessary to reach a successful result for all negotiations; II – It is also necessary to attend to job-related and social aspects of MERCOSUL, and follow up on countries' representatives tasks to ensure that integration process is accompanied by an actual improvement of working conditions on all countries subscribing to the Treaty; III – To promote the creation of work subgroups for advancing in the studies of the matters bound to their agenda (Minister of Labor); IV – To study the possibility of subscribing to an instrument, within the realm of the Treaty of Asunció, that meets all the inevitable labor and social issues incurring due to the Common Market being started;
Table 1. SGT10’s Social and Labor Organisms and/or Instruments – MERCOSUL.

<table>
<thead>
<tr>
<th>Year</th>
<th>Social and labor organisms and/or instruments</th>
</tr>
</thead>
<tbody>
<tr>
<td>1994</td>
<td>Socioeconomic Forum (FCES in Portuguese).</td>
</tr>
<tr>
<td>1997</td>
<td>Multilateral Agreement for Social Security at MERCOSUL; Labor Market Observatory; MERCOSUL’s Socio-occupational Declaration (DSL in Portuguese), that creates the Socio-occupational Commission (CSL in Portuguese).</td>
</tr>
<tr>
<td>2001</td>
<td>Resolution on Professional Formation, which sanctions GMC (Resolution number 59/91).</td>
</tr>
<tr>
<td>2003</td>
<td>Recommendation 01/03, establishing the Repertoire of Practical Recommendations on Professional Formation. At the same year, CMC brings forth the First Regional Job Conference.</td>
</tr>
<tr>
<td>2004</td>
<td>High Level Group meant to elaborate a MERCOSUL strategy focused on employment growth.</td>
</tr>
</tbody>
</table>


All countries commit to duly collaborate for the reciprocal knowledge of private regimes related to labor, social security, professional education and individual working relations.

As of 1995, the work subgroup finally defined to discuss labor issues, known as SGT10, was created. It was organized in three parts (departments of labor, employers and workers’ unions) where, due to the settlement of agreements yielded from dialogues with persons from the social context, all labor issues were brought into light and given proper structuring to consolidate MERCOSUL laws. By appointing the SGT10, MERCOSUL started adopting social and labor related organisms and instruments, identified in Table 1.

These social and labor organisms and/or instruments support all that is currently discussed regarding labor markets involving MERCOSUL. Among current decisions are issues such as the validation of employees’ documentation for all countries within the group.

Outside SGT10 specific activities are being developed on this matter, such as discussions between countries regarding their border regions and what to approach first, so to improve and develop work issues. As an example, the Brazil-Uruguay’s axis has provided seminars aiming to debate the development of border regions, more specifically its labor market.

Of these two countries, Uruguay was a pioneer in creating new instruments able of programming the inter-regional commerce, mainly through bilateral agreements. Due to this fact the Treaty of Montevideo was signed in 1980, thus creating the Latin-American Integration Association – LAIA, (ALADI), providing the means for multilateral agreements, such as the Regional Customs Preference (PAR), objectifying the reduction of customs taxes when importing regional products involving Ecuador, Bolivia and Paraguay; Chile, Colombia, Peru, Uruguay and Venezuela; Argentina, Brazil and Mexico (according to the classification of countries as less, medium and highly developed).

Uruguay’s Department of Social Development – MIDES – has been performing seminars involving the main authorities from Brazil and Uruguay since 2006, as a way to reinforce the importance of the debate regarding border development between the two countries and to create actual effective policies and actions. The “Taller: Políticas de Integración de Frontera: Espacio de vida diverso y complejo” seminars are usually conducted at Brazilian cities at the Brazil-Uruguay border, specifically at the state of Rio Grande do Sul. Such seminars are open to the public, and have as the only requirement an enrollment upon arrival. Participants may follow thematic discussion tables but are not allowed to contribute to the decision-making processes and sessions conclusions.

LABOR MARKET SITUATION AT THE BRAZIL-URUGUAY AXIS

It became evident, through discussions regarding the labor market theme both at Brazil and Uruguay, a trend among government authorities for more concrete measures concerning labor issues and finding appropriate ways of integrating the population ready to work in both countries. This trend enabled the creation of the seminar “Taller: Políticas de Integración de Frontera: Espacio de vida diverso y complejo”.

The first step of the research consisted of two interviews with persons related to the Department of Social Development of Uruguay and the Consulate of Brazil in Rivera. During all the talks there was an emphasis, as seen below, in the need for establishing policies between the two countries to normalize the work situation of border citizens. In another interview it was mentioned how important it is for the rural jobs to be seen as part of the labor market as a whole. Also women must be better valued.

The Consul of Brazil in Uruguay says that nowadays what is more currently debated regarding labor issues at the borders is what shows in the seminars, since in those debates individuals who experience the borders daily routine conditions find the space to expose their concerns, and government members are there to listen to and, then
Researchers reported the trend towards informal business, especially as street workers who sell anything from food products and legal goods up to piracy merchandise at the exact spot where the line is drawn between the two cities. Santana do Livramento and Rivera's economies are essentially commercial and present few job possibilities on both sides of the frontier.

As properly recalled during the interviews it is a region historically developing livestock, and as soon as the financial return from it diminished, economy itself is stagnated as both governments never sought alternatives for growth. Local economy focused on commerce and a new feature spawned was the exchange rate variation. When the dollar has a high exchange rate against the Real, Santana do Livramento sells better, and when the reverse situation happens, Rivera then profits. These regional conditions do not help to create much diversity for the labor market.

The person interviewed at the Department of Social Development also indicated that at these seminars all authorities involved committed to building a proposal to several MERCOSUL commissions, aiming to create a project that presents the community with special topics regarding the labor that contributes to a better knowledge on how to work thus developing a reordering plan for the labor market at the border, considering MERCOSUL's integration and characteristics.

Based on the interviews performed, researchers learned of the existence of seminars and the possibility to observe central debates regarding the labor market at border regions. It was chosen the observation in one of these events and to obtain the document analysis of previous debates on the matter. One of the primary factors noticed and that influence the issue is that not all seminars discussed labor matters, it depends greatly on the city hosting the event and the participants' interest on the subject.

According to the analysis of data from labor market roundtables, the situation along the borders of the Brazil-Uruguay Axis is problematic. An indication of that is that people believe that solutions depend on political responses to their claims, since the public power has responsibilities and must uphold them in order to improve labor issues in border regions, especially in the Brazil-Uruguay Axis.

Participants of these seminars criticized the tendency of worrying more about urban areas and disregarding rural ones, especially small farmers who still represent a significant part of the population at the borders; Santana do Livramento, for instance, has 30% of its territorial area considered rural (according to the local City Hall data in 2010). This debate is ever growing, stating a need for due diligence when developing policies to ensure the labor market's adequate structure at these rural zones, from educating and maintaining the people in such localities.

Moreover, border regions usually present general work relationships constructed informally. Seminar discussions point, as a primary necessity, to find ways to break the pattern; be it by a local legislation in each country or a law common to both. Alternatives are being debated to legalize many of the current informal jobs, possibly extending it to the borders of economic blocs, mainly regarding the MERCOSUL.

Another topic approached in the seminars and interviews was job training. It has been noticed that it is more stressed in Brazil than in Uruguay. Brazil seeks, furthermore, to discuss and prioritize legislation convergence proposals as well as labor issues. Both persons interviewed pointed out that people need an adequate training education for certain activities and most of the time they lack the sites where courses and training might be provided.

Officially, what was presented was that SGT10 has already been discussing these aspects; however, the major question regards Brazil-Uruguay Axis and the integration of common propositions for qualifying the working class of both countries. The main objective of SGT10's efforts is towards developing training and education based on the needs of different sectors of the Brazil-Uruguay axis.

The actual reality witnessed by the testimonials from seminars and reports is that Brazilians work in Uruguay and vice-versa. A more present and active posture is eagerly expected from the Department of Labor at border areas, as well as a better understanding of the rights and duties of employers and employees. Is it important to note that there are laws and labor rights for the border itself (Cross Border Statute), such as: land settlement agreements with different institutions, amplifying of study of the official languages, Spanish and Portuguese, on both sides of the border; City Administration topics, Computer Sciences, etc. A treaty was signed in 2009 to settle the free transit policy for Brazilians and Uruguayans when residing in one country but working in the other, as well as health care and other benefits.

The result of the seminars together with the interviews emphatically reveals the need for local development policies that include productive bilateral agreements taking in account the territorial reality. The creation of a cross border statute, which includes local legal issues, is another important point for the growth of the labor market in that region.

In the short term, the idea is to intensify the regions' planning, so to immediately ensure, for instance, the right of a worker to cross the border to go to a doctor or that

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3 This analysis of economic context also appears in some local Santana do Livramento historians' books, such as the researcher Vera Albornoz (2000).
the doctor may cross the border without keeping the five mile or 30 kilometer range currently enforced.

These proposals are structured to integrate the MERCOSUL’s labor market, where laws can be conceived to integrate the region altogether. This integration must be applicable to a bilateral educational system, including validating ongoing courses, diplomas and certificates for students and professionals, acknowledging the years of work and study, at one side and the other, as well as the border identity.

All these conclusions and claims are manifested both at the Taller: Políticas de Integración de Frontera: Espacio de vida diverso y complejo seminars and the interviews with Uruguay’s Department of Social Development and the Brazilian Consulate at Rivera. The trend points towards the continuity of this work and, as goals are achieved others may arise, such as a new proposition concerning how to develop the border areas between Brazil and Uruguay, creating the foundation for a continued work. Table 2 presents a summary of these results.

**CONCLUSIONS**

The labor market development at the borders between the Brazil - Uruguay axis presents itself as a topic to be more emphatically debated by both countries. Seminars initiated in 2006 continue to be organized by Uruguay’s Department of Social Development – known as MIDES, with the participation of the Brazilian government, and it worries about the improvement of working conditions and the expansion of the formal work at border regions.

The main hurdles discussing the matter reside on the excess of correlated subjects regarding labor yet to be exposed and debated at the seminar’s roundtables. The intent of working with all aspects which may involve the labor market at border regions has been identified; nevertheless there is no core guidelines orienting future work. It would be interesting if the seminars were to be conducted within more specific topics, which would ensure deepened and outlined actions, far better directed.

The labor market in the Brazil-Uruguay’s Axis demands improvements education-wise, in job regulations, standard common laws for both countries and a closer watch over rural areas. However, no project or structure of specific policies for the main demands has been identified. The rural area seems to be the most problematic, both on lack of resources and lack of qualification for those living in it.

Looking at theory arguments used as a fundament for comprehension of the case studied it is possible to indicate that the labor market in Brazil – Uruguay Axis shall be improved when analyzed by the segmented labor market theory, which indicates a direction towards deeper looking into the local reality and new possibilities of analysis. With the elements presented in this paper it was not possible to perform a dully profound analysis in these terms. In regard of improving this topic, we indicate as a future study a detailed analysis of the segmented labor market in this axis.

There is also the issue of informal labor. These activities are visible at one of the most popular tourist areas by the border, the very international square where it has been drawn the division line between the countries. Even though there are laws that regulate labor on both sides of the border, still there are many workers who find themselves involved in informal activities at the places with a higher flow of customers and tourists, as previously mentioned.

The identity agreement signed at the MERCOSUL level, allowing free transit between different countries by requiring only the original identification document (photo ID), allowing the border’s population to study and/or work in different countries within the bloc. This is considered a first step towards the resolution of some difficulties pointed out by this research.

The present study opens the path for future investigations concerning the labor market theme, aiming to analyze current work relations existing at the border areas of MERCOSUL, as well as to evaluate the actions proposed to face the challenges in order to promote the

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**Table 2. Labor market status at the border regions between Brazil and Uruguay.**

<table>
<thead>
<tr>
<th>Problem</th>
<th>Urban areas</th>
<th>Rural areas</th>
<th>Government actions’ status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Informal work</td>
<td>X</td>
<td>X</td>
<td>Still searching adequate policies to handle informality. Requires proposal from SGT10 to capacitate major sectors from the economy at the Axis between countries and border regions.</td>
</tr>
<tr>
<td>Professional training</td>
<td>X</td>
<td>X</td>
<td>There are laws that allow people from both countries to formalize their work status at the urban areas.</td>
</tr>
<tr>
<td>Work on both sides of the border</td>
<td>X</td>
<td></td>
<td>Incentives to create productive arrangements for both nations.</td>
</tr>
<tr>
<td>Local development</td>
<td>X</td>
<td>X</td>
<td></td>
</tr>
</tbody>
</table>

Source: Authors.
socioeconomic growth in these regions. One of the first actions that the researchers plan to execute for complementing the study is to map the areas labor market, indicating the different operational sectors and expansion possibilities. It is believed that such mapping may reinforce the arguments from the seminars in regard of labor needs at the border.

REFERENCES


