

Received:12/27/2020

Accepted: 05/12/2022

**URBANIZATION AND PARTICIPATION OF WOMEN IN JOB MARKET
IN THE RMVPLN (SP): A STUDY OF THE MUNICIPALITIES OF SANTA
BRANCA, JACAREÍ AND SÃO JOSÉ DOS CAMPOS****URBANIZAÇÃO E A PARTICIPAÇÃO DA MULHER NO MERCADO DE
TRABALHO NA RMVPLN (SP): UM ESTUDO DOS MUNICÍPIOS SANTA
BRANCA, JACAREÍ E SÃO JOSÉ DOS CAMPOS**

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Abstract

This paper presents an analysis of the participation of women in the economically active population in formal jobs and its effects on the degree of urbanization, considering the female Economically Active Population Index (PEA) and the Social Responsibility Index (IPRS) of São Paulo, in three municipalities in the Metropolitan Region of Vale do Paraíba and North Coast (RMVPLN) sub-region 1: Santa Branca, Jacareí and São José dos Campos. The study uses bibliographic research, data on the degree of urbanization, number of women in formal jobs, Economically Active Population Indexes (PEA) and Social Responsibility Indexes (IPRS) of São Paulo with different socioeconomic dynamics. It was found that, although women have conquered a relevant space in the job market, demonstrated through their participation in the economically active population in the three municipalities of the RMVPLN sub-region 1, there are still challenges to achieve a better participation of them in the labor market, in order to contribute to greater female economic efficiency as an essential result of economic development in the region. Despite the advances and the occurrence of metropolization and demetropolization observed in the municipalities under study, the disparity in participation of women in the job market is present.

Keywords: Urbanization. Women. Job market.

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Resumo

O presente artigo apresenta uma análise da participação da mulher na população economicamente ativa em empregos formais e seus reflexos no grau de urbanização, considerando o Índice de População Economicamente Ativa feminina (PEA) e Índice Paulista de Responsabilidade Social (IPRS), em três municípios da sub-região 1, da Região Metropolitana do Vale do Paraíba e Litoral Norte: Santa Branca, Jacareí e São José dos Campos. O estudo se utiliza de pesquisa bibliográfica, de dados sobre o grau de urbanização, número de mulheres em empregos formais, Índices de População Economicamente Ativa (PEA) e Índices Paulistas de Responsabilidade Social (IPRS) com diferentes dinâmicas socioeconômicas. Verificou-se que, embora as mulheres tenham conquistado relevante espaço no mercado de trabalho, demonstrado por meio de sua participação na população economicamente ativa nos três municípios da sub-região 1 da RMVPLN, ainda há desafios para se atingir uma melhor participação da mulher no mercado de trabalho, a fim de contribuir para uma maior eficiência econômica feminina como resultado essencial de desenvolvimento econômico da região. Apesar dos avanços e a ocorrência da metropolização e desmetropolização observada nos municípios em estudo, a disparidade da participação da mulher no mercado de trabalho se faz presente.

Palavras-chave: Urbanização. Mulher. Mercado de Trabalho.

Introduction

The growth and constancy of participation of women in the job market can be seen as a result of a process of economic need and opportunities offered by the market, related to social and behavioral changes, such as the drop in fertility, the expansion of schooling and access to universities (BRUSCHINI, 2000; BARROS & MOURÃO, 2018).

Some factors such as urbanization, industrialization and technological changes contributed to economic development, which provided a greater number of women in the market. Data from the Brazilian Institute of Geography and Statistics (IBGE), in Gender Statistics, demonstrate the evolution of female participation in the labor market and the continuous reduction of the difference between men and women in the Economically Active Population Indexes (PEA)⁴, in the period between 1950 and 2010. PEA went from 80.8% to 67.1%, while female participation more than tripled, jumping from 13.6% to 49.9% (IBGE, 2015).

According to Miranda (2013, p. 22), the participation of women in the workforce presents historical trends that are justified by changes in the Brazilian economic and social organization that would be contributing to increase female employment. Other factors involve cultural and demographic changes.

Changes in economic organization, such as urbanization, industrialization and technological changes, influence the composition of the workforce, thus presenting a greater number of women in paid activities in the job market (PINHEIRO, 2012; PASSOS & GUEDES; 2018).

The urbanization that occurred with the growth of cities generated the occurrence of the rural exodus, causing a fragmentation of the rural economy as a form of family subsistence leading to the displacement of families to urban centers in search of better living conditions. This factor generated a decrease in job in the primary sector and an increase in secondary and tertiary sectors, thus altering the employment structure (PINHEIRO, 2012, p. 24).

Industrialization, as a factor of economic development, generates changes in the structure of the job market, normally, causing men to be used in industrial work, and women still have, to a greater degree, their insertion in the tertiary job market, occupying precarious jobs in the informal economy (PINHEIRO, 2012, p. 23). With technological changes, industries had the possibility of mechanization, at which time female labor began to have the opportunity to enter the market, alongside male labor (MIRANDA, 2013, p. 23).

⁴Economically Active Population (PEA): composed of people aged 10 to 65 who were classified as employed or unemployed in the reference week of the IBGE survey.

The insertion of women in the job market then becomes an important factor for economic development, due to the increase in the supply of labor (PASSOS & GUEDES; 2018). Consequently, there is an increase in their income, causing a repercussion in cultural factors, since there is a greater socialization of women in relation to work performed outside the home, bringing a new dynamics in their lives, a new role in society.

Considering these aspects, this paper aims to present an analysis of the participation of women in the economically active population in formal jobs and its effects on the degree of urbanization, considering the female Economically Active Population Index (PEA) and the Social Responsibility Index (IPRS) of São Paulo, in the RMVPLN sub-region 1. The analysis is directed to the three municipalities of this sub-region, which have their administrative headquarters classified, according to the IBGE (2020), as small (Santa Branca), medium (Jacareí) and large (São José dos Campos), taking into account the degree of urbanization and the typology of each of the municipalities, according to the Social Responsibility Index (IPRS) of São Paulo to verify the disparity in participation of women in the job market in formal jobs as an important factor for their emancipation.

The Metropolitan Region of Vale do Paraíba and North Coast

The Metropolitan Region of Vale do Paraíba and North Coast (RMVPLN) is located to the east of São Paulo State (Figure 1), between the two main economic centers of the country, the cities of São Paulo and Rio de Janeiro. According to EMPLASA (2019), the RMVPLN was created in 2012, concentrates more than 2.5 million inhabitants and generated 4.8% of São Paulo's Gross Domestic Product (PIB) in 2016. It is made up of 39 municipalities, divided into five sub-regions. Sub-region 1, object of analysis of this paper, is formed by the municipalities: Caçapava, Igaratá, Jacareí, Jambeiro, Monteiro Lobato, Paraibuna, Santa Branca and São José dos Campos.

Regarding the Social Responsibility Index (IPRS) of São Paulo (SEADE, 2014), the three municipalities that are analyzed in this paper are classified as follows: São José dos Campos and Jacareí belong to the group of Dynamic municipalities (formerly Group 1) and Santa Branca belongs to the group of municipalities In Transition (formerly Group 4).

Figure 1: Location of the RMVPLN



Source: Prepared by the authors, based on data from IBGE (2015) and EMPLASA (2019).

Materials and methods

For the elaboration of the paper, bibliographic references related to the theme, data from the Economically Active Population Index (PEA) of 2020 and Degree of Urbanization - prepared by the Seade Foundation - Information on Municipalities of São Paulo State (IMP), were used to understand the reality of participation of women in the job market in the municipalities of Santa Branca, Jacareí and São José dos Campos, in addition to considering the typology of these municipalities according to the Social Responsibility Index (IPRS) of São Paulo, 2018.

The Law no. 10,765, February 19, 2001, created the Social Responsibility Index (IPRS) of São Paulo, considered an instrument to measure the quality of life in the municipalities of the state, since it presents a typology of classification of São Paulo municipalities into five groups. Its main function

is to think of the human being as the center of the process of his development, being an information instrument, in the present study, to examine the participation of women in the job market, in the selected municipalities of the RMVPLN sub-region 1 (SEADE, 2019).

The Economically Active Population Index (PEA) of 2020 is an important instrument for analyzing the participation of women in the job market in each of the selected municipalities of the RMVPLN sub-region 1, as well as presenting the Degree of Urbanization of each municipality to verify if there is a correlation between them (SEADE, 2020).

In order to identify the profile of the three municipalities in the RMVPLN sub-region 1, this paper presents the typology that classifies the municipalities of São Paulo according to the IPRS⁵, which considers as indicators of living conditions, in addition to per capita income, the Human Development Index (IDH) – wealth, education and longevity. Based on these indicators, five groups were proposed: Dynamic (formerly called Group 1), which brings together municipalities with a high level of wealth and medium or high dimensions of longevity and schooling; Unequal (formerly called Group 2), which includes municipalities with a high level of wealth that are not reflected in social indicators, which are below those recorded for municipalities classified as Dynamic (low longevity and medium/high schooling or low schooling and medium/high longevity); Equitable (formerly called Group 3) municipalities with a low level of wealth, but with medium or high levels of education and longevity; In Transition (formerly called Group 4), which includes municipalities with low wealth and low longevity and medium/high schooling or low schooling and medium/high longevity, and Vulnerable (formerly called Group 5), composed of traditionally poor locations, with low levels of wealth, longevity and schooling, this group concentrates the most disadvantaged municipalities in the state, both in terms of wealth and social indicators (SEADE, 2019, p. 2).

For the municipalities studied, the IPRS typology was considered to identify the difference between them and to provide a background regarding the quality of life of the inhabitants. From this, we seek to relate the Degree of Urbanization with the number of the Economically Active Population - PEA of men and women in each of the municipalities, during 2014 to 2018.

Results and discussion

For Bruschini (2000, p. 16) the growth and constancy of women's insertion in the job market, since the 1970s, are treated as a process that:

[...] would have resulted not only from the economic need and opportunities offered by the market, in specific conjunctures, but also, to a large extent, from the demographic, cultural and social transformations that have been taking place in Brazil and that have affected women and Brazilian families. The intense drop in fertility, the expansion of schooling and access to universities made it possible for women to have access to new job opportunities (BRUSCHINI, 2000, p. 16).

Leone and Portilho (2018) point out that female achievements in the educational field have not been accompanied by gains in the job market. Passos and Guedes (2018, p. 68) comment that "throughout history, women have assumed the 'natural' role of providing family care, while men have provided financial support", which was considered a natural option in this domestic life. The authors explain that this role has been reversed, however, the greater participation of women in the world of work seems not to have been able to reverse asymmetrical gender relations, with marked wage inequalities prevailing between men and women.

According to Wajnman *et al.* (1998, p. 2431), factors such as the increase in the level of education and the drop in the fertility rate were of crucial importance in the process of inserting women into the labor market, since more educated women of high socioeconomic status directed more to the market and started to have a smaller number of children, becoming more available to exercise their profession.

The drop in the fertility rate is not a new fact in the discussion of the impacts on female work, since in the last decades of the 20th century the country underwent several cultural transformations and already obtained results, "especially in the most developed cities and regions of the country", from 4.4 children per woman in 1980 to 2.3 children in the late 1990s; reduction in the size of families that, in the late 1990s, had only 3.4 members (BRUSCHINI ET AL., 2004, p. 107).

⁵The IPRS follows the paradigm that supports the Human Development Index (IDH) of the United Nations Development Program - UNDP (SEADE, 2019).

According to IBGE data, in a Population Projection Survey of Brazil, factors such as the increase in urbanization, the insertion of women in the job market and the increase in contraceptive methods related to other factors such as the reduction of infant mortality rates, family planning and expansion of education, there was a reduction in the total fertility rate in Brazil from 2000 to 2015. In the period evaluated, the number of children dropped from 2.14 children born alive per woman in 2000 to 1.74 in 2015 (IBGE, 2015).

It appears that women trace a heterogeneous scenario in their activities, as a result of the social and economic differences in which they live and gender inequalities (KRAUSER; KRAUSER, 2016).

In the RMVPLN there is no different picture, comparing the data on the Economically Active Population and the Degree of Urbanization, in the Santa Branca, Jacareí and São José dos Campos, during 2014 to 2018.

The RMVPLN occupies an area of 16,192.77 km², corresponding to 6.5% of the territory of São Paulo, being composed of five sub-regions that have the same nomenclature as the Government sub-regions: sub-region 1 - São José dos Campos; sub-region 2 - Taubaté; sub-region 3 - Guaratinguetá; sub-region 4 - Cruzeiro and sub-region 5 - North Coast (SEADE, 2014, p. 100).

Sub-region 1 has approximately 1,092,767 inhabitants, comprising eight municipalities: 1- Caçapava, with 93,488 inhabitants; 2- Igaratá, with 9,483 inhabitants; 3- Jacareí, with 231,863 inhabitants; 4- Jambeiro, with 6,485 inhabitants; 5- Monteiro Lobato, with 4,608 inhabitants; 6- Paraibuna, with 18,180 inhabitants; 7- Santa Branca, with 14,717 inhabitants and 8- São José dos Campos, with 713,943 inhabitants (EMPLASA, 2019). Jacareí and São José dos Campos belong to the group of municipalities classified as Dynamic, which have a high level of wealth and good social indicators, are classified as medium city - from 100 thousand to 500 thousand inhabitants - and large city - more than 500 thousand inhabitants, respectively. While Santa Branca belongs to the group of municipalities In Transition and it has low wealth and intermediate levels of longevity and/or schooling, being classified as a small city (up to 100 thousand inhabitants), according to IBGE (2020). The three municipalities are interconnected, each one presenting its scope in terms of the provision of services and concentration of activities that they have, forming a part of the urban network of the RMVPLN sub-region 1.

In this sense, Corrêa (*apud* Sposito, 2013, p. 49) states that the urban network should be:

[...] understood as a set of functionally articulated centers, it constitutes a social reflex, the result of complex and changeable processes engendered by various social agents. From this complexity emerges a variety of types of urban networks, varied according to combinations of characteristics, such as the size of the centers, their density in the regional space, the functions they perform, the nature, intensity, periodicity and spatial reach of the interactions and form network (CORRÊA *apud* SPOSITO, 2013).

Given the existence of an urban network between the three municipalities, each with its specificities, there is an interaction and even a certain dependence between them, so they are explained according to the classification of small, medium and large cities with the objective of differentiating each one of them regarding the insertion of women in the job market, based on the data regarding the Degree of Urbanization and Economically Active Population that they present.

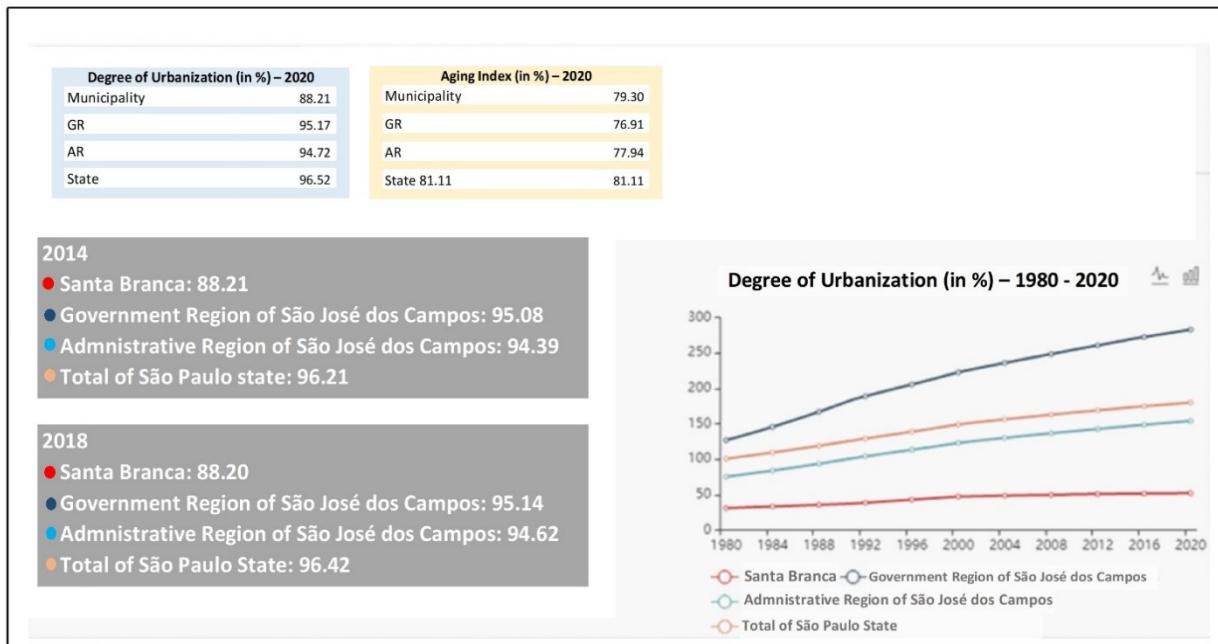
The Municipality of Santa Branca, the degree of urbanization and female PEA

The municipality of Santa Branca has a population of 14,717 inhabitants (EMPLASA, 2019), this number classifies it as a small city (IBGE, 2020). According to the Municipal Government (PMSB, 2020), Santa Branca has an economy focused on ecotourism, considering that tourists can enjoy trails, waterfalls and mountains, in addition to the production of homemade *cachaça* in small stills. Santa Branca has few industries such as chemical, cosmetics and metallurgy; it does not have hypermarkets and offers a restricted network of services and commerce, like any small city. It is located 15 km away from Jacareí, so there is an interdependence between them (PMSB, 2020).

In this perspective, Sposito (2013, p. 41) observes that the small town "offers a more restricted range of services to its residents and this differs in the consumption gradient and in the access to the most necessary and essential goods for the realization of life, compared to larger centers" (SPOSITO, 2013, p. 41). This is what happens with Santa Branca, since given the scarcity of resources in the area of services in general, education, health and others, the population starts to use the services offered by Jacareí.

The municipality belonging to the group of municipalities In Transition, having the typology of municipality with low wealth and intermediate levels of longevity and/or schooling (SEADE, 2019), which can also strengthen the understanding of the “dependence” that the population of Santa Branca has in relation to Jacareí. In this sense, the “dependence” originated from the restricted supply of services can also be identified when analyzing the degree of urbanization of 88.20% (SEADE, 2020) that the municipality presented in the period between 2014-2018, that is, has a degree of concentration of the urban population in relation to the total population of the municipality far below the degree of urbanization, in 2018, of the Government Region (95.14%), Administrative (94.62%) and the total of São Paulo State (96.42%), as shown in Graph 1.

Graph 1: Degree of Urbanization of Santa Branca (1980-2020)



Source: Seade Foundation (2020).

It is observable that the peak of the degree of urbanization in Santa Branca, during 1980 to 2020, was in 2001, where it reached 90.44% against: 94.62% in the Government Region; 92.77% of the Administrative Region and 93.38% of the total of the State.

From the percentage referring to the degree of urbanization that Santa Branca presents, during 2014 to 2018, it can be correlated with the number of the Economically Active Population (PEA) of men and women, in order to verify the insertion of women in the job market in the municipality. In this context, Table 1 presents the total number of formal jobs, numbers of formal jobs for men and women in Santa Branca, during 2014 to 2018.

Table 1: Economically Active Population - total PEA and percentage of male and female formal jobs in Santa Branca (2014-2018)

| Year | Total | Men | % | Women | % |
|------|-------|-------|------|-------|------|
| 2014 | 2,350 | 1,479 | 62.9 | 871 | 37.7 |
| 2015 | 2,528 | 1,479 | 58.5 | 1,049 | 41.4 |
| 2016 | 2,147 | 1,172 | 54.5 | 975 | 45.4 |
| 2017 | 4,133 | 2,902 | 70.2 | 1,231 | 29.7 |
| 2018 | 2,390 | 1,258 | 52.6 | 1,132 | 49.3 |

Source: Seade Foundation (2020).

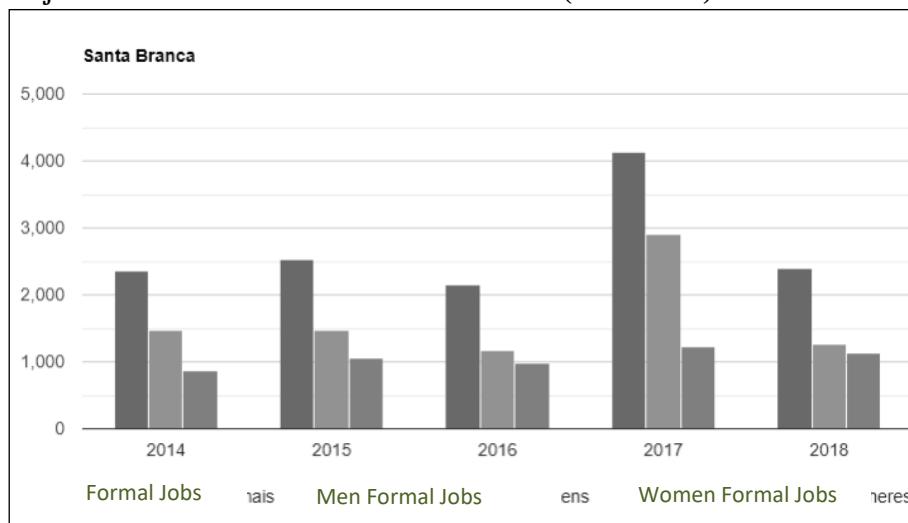
According to Table 2, it can be seen that in Santa Branca, in 2014, female participation in formal jobs was 37.7% and in 2018 it was 49.3% of total jobs, an increase of 11.6 % in the period. In 2014, male participation in formal jobs was 62.9% and in 2018 it was 52.6% of total jobs, showing a decrease of 10.3% in the same period. However, inequality between men and women in formal jobs

in the municipality is identified when it is observed that female participation maintained an average of 40.7% against 59.7% of male participation, during 2014 to 2018.

To corroborate the above context, as well as visualize the oscillations in male and female formal jobs, Graph 2 is presented - which shows that women's formal employment grew (11.6%), between 2014 and 2018, although female inequality is present, in the same period, in comparison to male formal jobs, which decreased (10.3%).

It is observed that in 2018 there was a drop in formal jobs for men and women compared to 2014, however the degree of urbanization in the municipality remained stable at 88.20% during 2014 to 2018.

Graph 2: Formal jobs - Men and Women in Santa Branca (2014-2018).



Source: Seade Foundation (2020).

For the analysis of female insertion in the job market, it is necessary to consider Santa Branca as a small town, with low wealth and intermediate levels of longevity and/or schooling, and with a lower degree of urbanization compared to Jacareí and São José dos Campos.

As for the average female participation in formal jobs in the municipality, in the period presented - 40.7%, it is worth mentioning the effects of migration, in general, when women migrate to neighboring cities - Jacareí and São José dos Campos – in the search for a better job opportunity.

The Municipality of Jacareí, the degree of urbanization and female PEA

The municipality of Jacareí has a population of 231,863 inhabitants (EMPLASA, 2019), this number classifies it as a medium city (IBGE, 2020). It is known as the “beer capital” by the breweries installed in the city, it has a diversified industrial park with companies of different sizes that manufacture: beer, metallic structures, paper and cellulose, food, socks, chemical products, floors and coatings, ceramics, auto parts, glass, beer and soft drinks cans, among others, it is noteworthy that part of the local production is destined for export. It is located 19 km away from São José dos Campos, currently forming a continuous urban plot between them (PMJ, 2020).

Jacareí is connected to São José dos Campos, currently, within the urban network of the RMVPLN, although it has autonomy in terms of resources in the area of services in general, education, health and others. Jacareí articulates not only with São José dos Campos, but also with other cities in the Region, as well as in other countries.

As a medium-sized city, Jacareí maintains relations with Santa Branca, playing an intermediary role between the small town and the larger city – São José dos Campos.

In this context Sposito (2007) states that:

In a context like this, the relations between the average city and its rural and regional space are no longer sufficient to understand the context in which it is inserted. Its hierarchical relations with the larger cities of the same network were expanded, mainly with the metropolises that articulate it with the international scale; complementary relationships were established with other cities of similar importance; their relations with small towns changed, as this process was

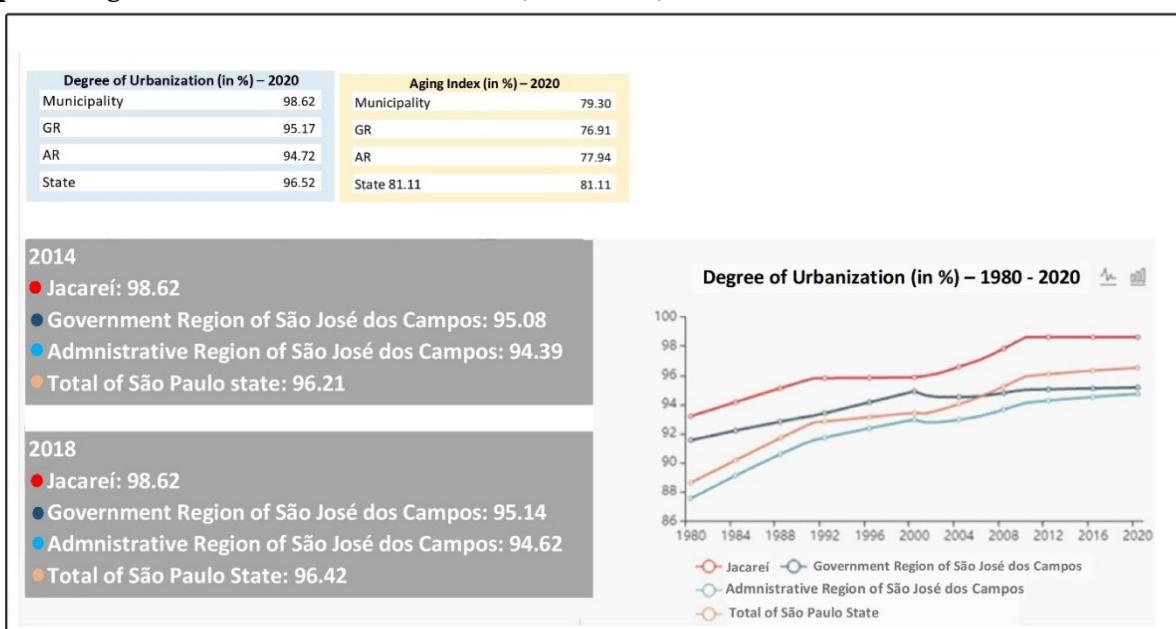
accompanied by the modernization of agriculture that generated migratory movements from the countryside to the cities and from small to medium and large cities (SPOSITO, 2007, pp. 236-237).

It is notable that Jacareí exerts a dynamic of relations between the intra-urban and the inter-urban space, since it maintains relations with the regional and national urban network, as well as with the interior of the city.

It is noteworthy that the municipality belongs to the group of municipalities classified as dynamic and it has the typology of municipality with a high level of wealth and good social indicators (SEADE, 2019), a fact that reinforces its role played in the regional and national urban network.

In this sense, the reflection of modernization and integration to regional, national and international capitalism (SPOSITO, 2007, p. 243) that Jacareí presents, when analyzing the degree of urbanization of 98.62% (SEADE, 2020), during 2014 to 2018, that is, degree of concentration of the urban population in relation to the total population of the municipality above the degree of urbanization, in 2018, of the Government Region (95.14%), Administrative (94.62%) and degree of total urbanization in São Paulo State (96.42%), as shown in Graph 3.

Graph 3: Degree of Urbanization of Jacareí (1980-2020).



Source: Seade Foundation (2020).

It is mentionable that the peak of the degree of urbanization in Jacareí, during 1980 to 2020, was in 2010, when it reached 98.62% against: 95.01% in the Government Region; 94.11% of the Administrative Region and 95.94% of the total of the state, a percentage that remains until 2020.

From the percentage referring to the degree of urbanization that Jacareí presents, during 2014 to 2018, it can be correlated with the number of the Economically Active Population (PEA) of men and women, in order to verify the insertion of the women in the job market in the municipality.

In this context, Table 2 presents the total number of formal jobs, numbers of formal jobs for men and women in Jacareí, during 2014 to 2018.

Table 2: Economically Active Population - total PEA and percentage of male and female formal jobs in Jacareí (2014-2018).

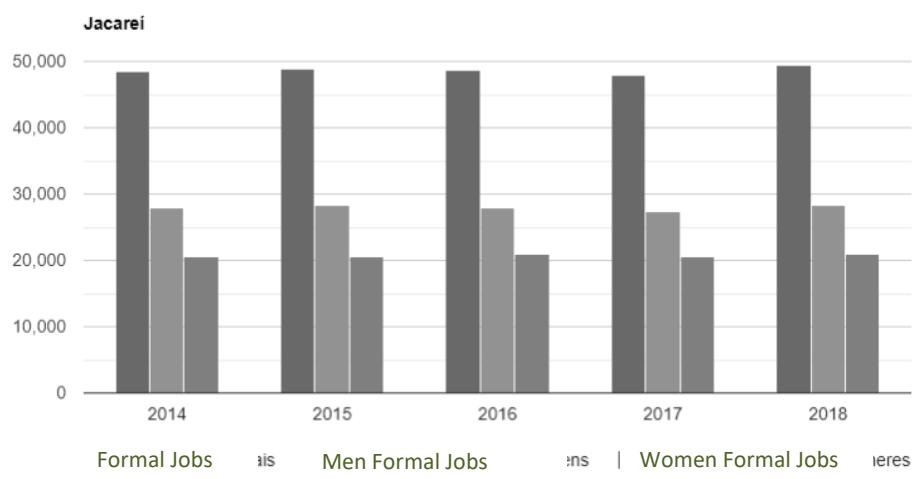
| Year | Total | Men | % | Women | % |
|------|--------|--------|------|--------|------|
| 2014 | 48,473 | 27,974 | 57.6 | 20,516 | 42.3 |
| 2015 | 48,896 | 28,278 | 57.8 | 20,618 | 42.1 |
| 2016 | 48,742 | 27,874 | 57.1 | 20,868 | 42.8 |
| 2017 | 47,934 | 27,364 | 57.0 | 20,570 | 42.9 |
| 2018 | 49,344 | 28,341 | 57.4 | 21,003 | 42.5 |

Source: Seade Foundation (2020).

According to Table 3, it can be seen that in Jacareí, in 2014, female participation in formal jobs was 42.3% and in 2018 it was 42.5% of total jobs, showing an increase of 0.2% in the period. In 2014, male participation in formal jobs was 57.6% and in 2018 it was 57.4% of total jobs, showing a decrease of the same percentage in the period. However, inequality between men and women in formal jobs in the municipality is identified when it is observed that female participation maintained an average of 42.5% against 57.3% of male participation, from 2014 to 2018.

In Graph 4, it is observed that women's formal employment grew very little from 2014 to 2018, and female inequality was present, compared to male formal jobs. It should be noted that inequality between men and women in formal employment, in the analyzed period, was higher in 2015, where female participation was 42.1% against 57.8% of male participation. It is observed that, in 2018, the percentage of formal jobs for men and women remained stable compared to 2014, however the degree of urbanization of the municipality remained stable at 98.62%, during 2014 to 2018 .

Graph 4: Formal jobs - Men and Women in Jacareí (2014-2018).



Source: Seade Foundation (2020)

It is important to consider Jacareí as a medium-sized city, with a high level of wealth and good social indicators, and with a greater degree of urbanization compared to Santa Branca and São José dos Campos. As for the average female participation in formal jobs in the municipality, in the period presented - 42.5% - it is also worth mentioning the effects of migration, in general, when women migrate to neighboring cities - such as São José dos Campos, for example – in the search for a better job opportunity.

The Municipality of São José dos Campos, the degree of urbanization and female PEA

The municipality of São José dos Campos has a population of 713,943 inhabitants (EMPLASA, 2019), this number allows its classification as a large city (IBGE, 2020). It is the main municipality of the RMVPLN and the most important aeronautical and aerospace hub in Latin America, the city unites technology, culture and tradition. In its urban core, there are state-of-the-art technology companies, universities, scientific research institutes, colleges, labor training centers, among others, the city has characteristics relevant to a metropolis. Currently, the city is the “regional center for shopping and services, serving approximately 2 million inhabitants of Vale do Paraíba and southern Minas Gerais” (PMSJC, 2020).

Although São José dos Campos is considered a regional metropolis, it is necessary to point out that it is the result of the metropolitan dynamics originated from the urban dynamics of São Paulo city, that is, metropolizing existing urban spaces.

It is noteworthy that metropolization is the process of formation of metropolises, and the most visible factor in this process is growth, in population, extension, wealth and complexity. Lencione (2020, p. 174) comments that this process would be “a complete change in form, function and

structure of urbanization. Therefore, it means a disruption in the urbanization process, a rupture in the continuum related to a new moment, that of the urbanization of the urban."

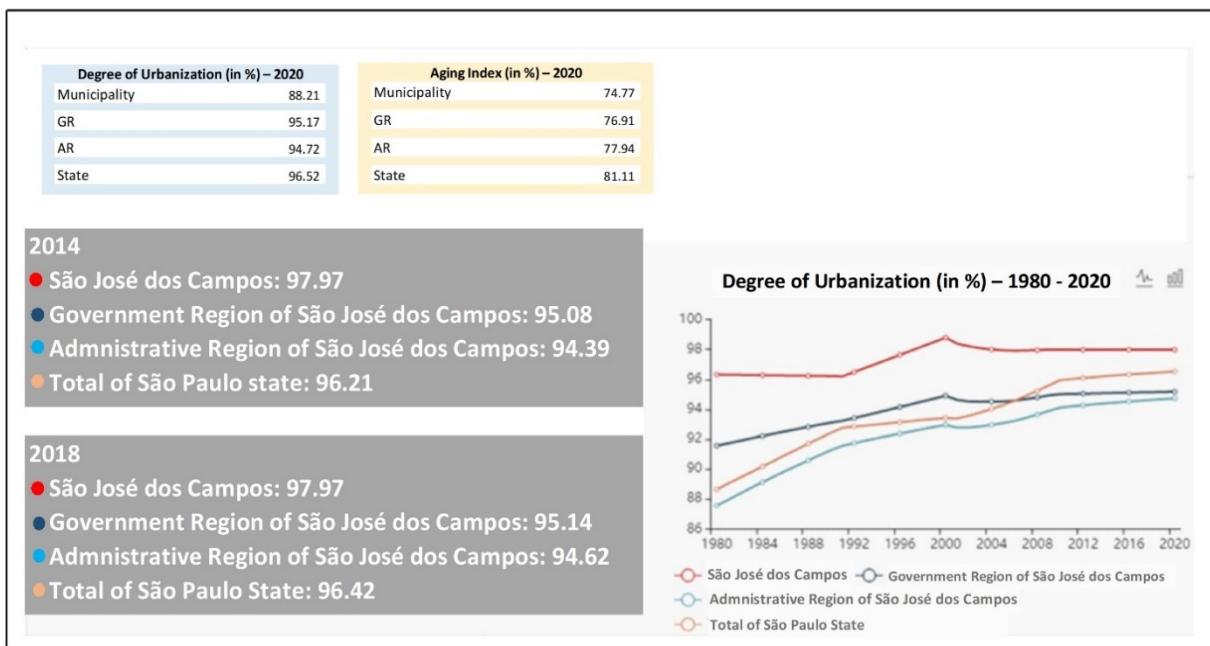
In this sense, what was stated by Lencioni (2004, p. 157) occurred with São José dos Campos:

This is because the current urban dynamics in São Paulo State does not seek to urbanize rural spaces or develop cities. This process is already consolidated. Now, the question is to metropolitize the existing urban spaces. In other words, it is a question of imprinting characteristics of the metropolis on urban spaces, because many activities, hitherto exclusive to the metropolis, need to be reproduced outside of it so that the reproduction of capital in general continues its expansion (LENCIOLI, 2004, p. 157).

São José dos Campos is considered a metropolis - the result of a metropolization process that has been expanding São Paulo city, which is why it has characteristics that differentiate it from other cities around it, such as the development, for example, of service activities, shopping centers, construction of shopping malls, all outlining characteristics similar to São Paulo city, and more, outlining behavior regarding the "way of consuming and living similar to that of the metropolis, as well as the growing presence of the socially excluded" (LENCIOLI, 2004, p. 157). Thus, this behavior is related to the process of metropolization of space that imposes these metropolitan characteristics that until then were exclusive and particular to São Paulo city when it was a metropolis.

In this sense, the reflection of this process of metropolization of space is identified when observing the degree of urbanization of 97.97% (SEADE, 2020), during 2014 to 2018, that is, degree of concentration of the urban population in relation to the total population of the municipality above the degree of urbanization, in 2018, of the Government Region (95.14%), Administrative (94.62%) and the total of São Paulo State (96.42%), as can be seen in Graph 5.

Graph 5: Degree of Urbanization of São José dos Campos (1980-2020).



Source: Seade Foundation (2020).

It is notable that the peak of the degree of urbanization in São José dos Campos, in the period from 1980 to 2020, was in 2000, where it reached 98.78% against: 94.90% in the Government Region; 92.96% of the Administrative Region and 93.41% of the total of the State. From the percentage referring to the degree of urbanization that São José dos Campos presents, during 2014 to 2018, it can be correlated with the number of the Economically Active Population (PEA) of men and women, in order to verify the insertion of women in the job market in the municipality.

In this context, Table 4 presents the total number of formal jobs, numbers of formal jobs for men and women in São José dos Campos, during 2014 to 2018.

Table 3: Economically Active Population - total PEA and percentage of male and female formal jobs in São José dos Campos (2014-2018).

| Year | Total | Men | % | Women | % |
|------|---------|---------|------|--------|------|
| 2014 | 209,777 | 123,653 | 58.9 | 86,124 | 41.0 |
| 2015 | 201,142 | 118,770 | 59.0 | 82,372 | 40.9 |
| 2016 | 192,181 | 112,939 | 58.7 | 79,242 | 41.2 |
| 2017 | 187,441 | 109,639 | 58.4 | 77,802 | 41.5 |
| 2018 | 186,507 | 108,211 | 58.0 | 78,296 | 41.9 |

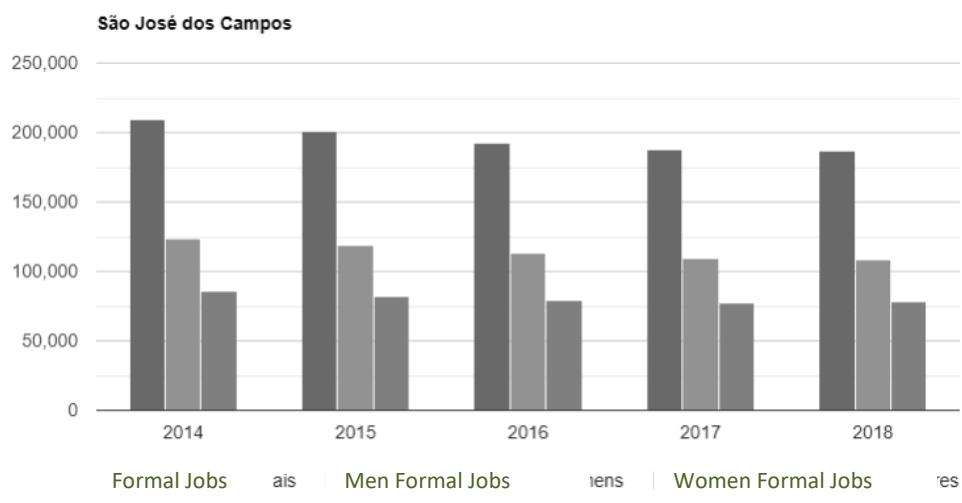
Source: Seade Foundation (2020).

According to Table 3, it can be seen that in São José dos Campos, in 2014, female participation in formal jobs was 41.0% and in 2018 it was 41.9% of total jobs, showing an increase of 0.9% in the period. In 2014, male participation in formal jobs was 58.9% and in 2018 it was 58.0% of total jobs, showing a decrease of the same percentage in the period. The inequality between men and women in formal jobs in the municipality is identified when it is observed that female participation maintained an average of 41.3% against 58.6% of male participation, from 2014 to 2018.

Graph 6 corroborates this statement, showing that women's formal employment - if one can say so - grew minimally, from 2014 to 2018, and female inequality was present, compared to male formal jobs. It should be noted that the inequality between men and women in formal jobs, in the analyzed period, was higher in 2015, where female participation was 40.9% against 59.0% of male participation. It is observed that, in 2018, there was a drop in formal jobs for men (0.9%) and an increase in the same proportion in formal jobs for women compared to 2014, however the degree of urbanization of the municipality remained stable at 97.97%, during 2014 to 2018.

For the analysis of female insertion in the job market, it is necessary to consider São José dos Campos as a large city, with a high level of wealth and good social indicators, and with a degree of urbanization slightly lower than Jacareí and higher than Santa Branca.

Graph 6: Formal jobs - Men and Women in São José dos Campos (2014-2018).



Source: Seade Foundation (2020)

It should be noted that the average of 41.3% of female participation in formal jobs in São José dos Campos, even considering the migration of women from Jacareí (and other municipalities), in search of better job opportunities, it is below the average for Jacareí (42.5%), in the period presented, a reflection, perhaps, of the demetropolization of the city in relation to Jacareí.

The concept of demetropolization is presented by Santos (2005), according to which it would be a distribution of the urban population among other large nuclei. Santos (2005, p. 94) explains that this is a trend that occurs parallel to the phenomenon of metropolization, that is, the growth of large and very large agglomerations occurs, which are elevated to the status of metropolises, while the number of intermediate cities and their populations. Therefore, it can be inferred that Jacareí is "benefiting" from the demetropolization process of São José dos Campos.

Final considerations

The process of insertion of female workforce in the job market is important in the context of Brazilian society, since it can provide numerous changes of order, economic, social and behavioral in society in general and especially for women. It is from these transformations that the present paper sought to analyze the female participation in the economically active population, in formal jobs in three municipalities with different socioeconomic dynamics in the Metropolitan Region of Vale do Paraíba and North Coast.

The degree of urbanization and the female economically active population were factors analyzed to identify the participation of women in the job market in Santa Branca, Jacareí and São José dos Campos, as a background, the three municipalities were identified according to the typology of the Social Responsibility Index (IPRS) of São Paulo - Santa Branca belongs to the group of municipalities In Transition (former Group 4) according to the IPRS and has low wealth and intermediate levels of longevity and/or schooling, while Jacareí and São José dos Campos belong to the same group of municipalities classified as Dynamic (former Group 1) with a high level of wealth and good social indicators.

From the comparison of the degree of urbanization and the index of the female economically active population in the analyzed municipalities, it is concluded that Santa Branca, during 2014 to 2018, showed an increase in the female PEA by 11.6%. The inequality between men and women in formal jobs in the municipality was identified when it was found that female participation maintained an average of 40.7% against 59.7% of male participation in the period. However, the degree of urbanization in the municipality remained stable at 88.20% in the same period.

Jacareí, in the analyzed period, showed an increase in female PEA by 0.2%. The inequality between men and women in formal employment in the municipality was identified when it was found that female participation maintained an average of 42.5% against 57.3% of male participation. However, the degree of urbanization in the municipality remained stable at 98.62% in the same period.

São José dos Campos, in the period under analysis, showed an increase in female PEA by 0.9%. The inequality between men and women in formal jobs in the municipality was also identified when it was found that female participation maintained an average of 41.3% against 58.6% of male participation. However, the degree of urbanization in the municipality remained stable at 97.97%, during 2014 to 2018.

From these percentages identified in each municipality, it can be concluded that in Santa Branca, although there was an increase in the female PEA, during the period of 2014 to 2018, the degree of urbanization does not seem to have been an influential factor for this increase, since remained stable over the period. It must be considered that the city is classified as small according to the IBGE (2020), with a typology of low wealth and intermediate levels of longevity and/or schooling, and with a lower degree of urbanization compared to Jacareí and São José dos Campos. Jacareí and São José dos Campos, although they have shown an increase in the female PEA, in the same period, the degree of urbanization also does not seem to have been a preponderant factor for this increase, since they remained stable in the period. It is necessary to consider that Jacareí is classified as a medium city and São José dos Campos as a large city according to the IBGE, with a typology of high level of wealth and good social indicators.

It is important to note that in the period from 1980 to 2020, Jacareí reached an urbanization peak of 98.62% in 2010, which remains until 2020. São José dos Campos had an urbanization peak of 98.78% within the same period, in 2000. It is observed that Jacareí, as a medium-sized city, acts as a regional center for cities close to it, such as Santa Branca, which depend on its specialized services and that large cities - such as São José dos Campos - have greater resources such as hospitals, sanitation, electricity, and services in general.

Thus, within the time frame of the present study, at the same time that the demetropolization of São José dos Campos is observed, in 2010, as explained above, in front of Jacareí, there is a metropolization of São José dos Campos, in 2000, expanded by the metropolis of São Paulo, that is, Jacareí had its highest degree of urbanization (98.62%) and maintained until 2020, as a result of the demetropolization of São José dos Campos, while the latter had its greater degree of urbanization (98.78%) as a result of the expanded metropolization of São Paulo city. And as a reflection, São José dos Campos, during 2014 to 2018, suffered a drop in the degree of urbanization (97.97%) in relation to Jacareí, a fact that reflects the growth of medium-sized cities. In other words, these results

demonstrate that the demetropolization process does not cancel out the metropolization process underway in São José dos Campos, verified in the data presented.

In this scenario, it is emphasized that the participation of women in the job market is a fundamental factor for egalitarian economic growth, as well as for the reduction of poverty and gender equality, although there is still a wage gap between men and women around the world, as well as in the cities studied. Data provided by Toneto Jr. *et al.* (2021) show that despite the fact that, between 2002 and 2019, the wage inequality between men and women decreased by 30%, in the Government Region of São José dos Campos, which includes the municipalities presented in this paper, there is a wage inequality, around 30%.

Finally, it is concluded that despite the advances and the occurrence of metropolization and demetropolization observed in the municipalities under study, the disparity in participation of women in the job market is present. In this way, it is noted that there are still challenges to achieve greater female participation in this market in the analyzed municipalities of the RMVPLN sub-region 1.

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