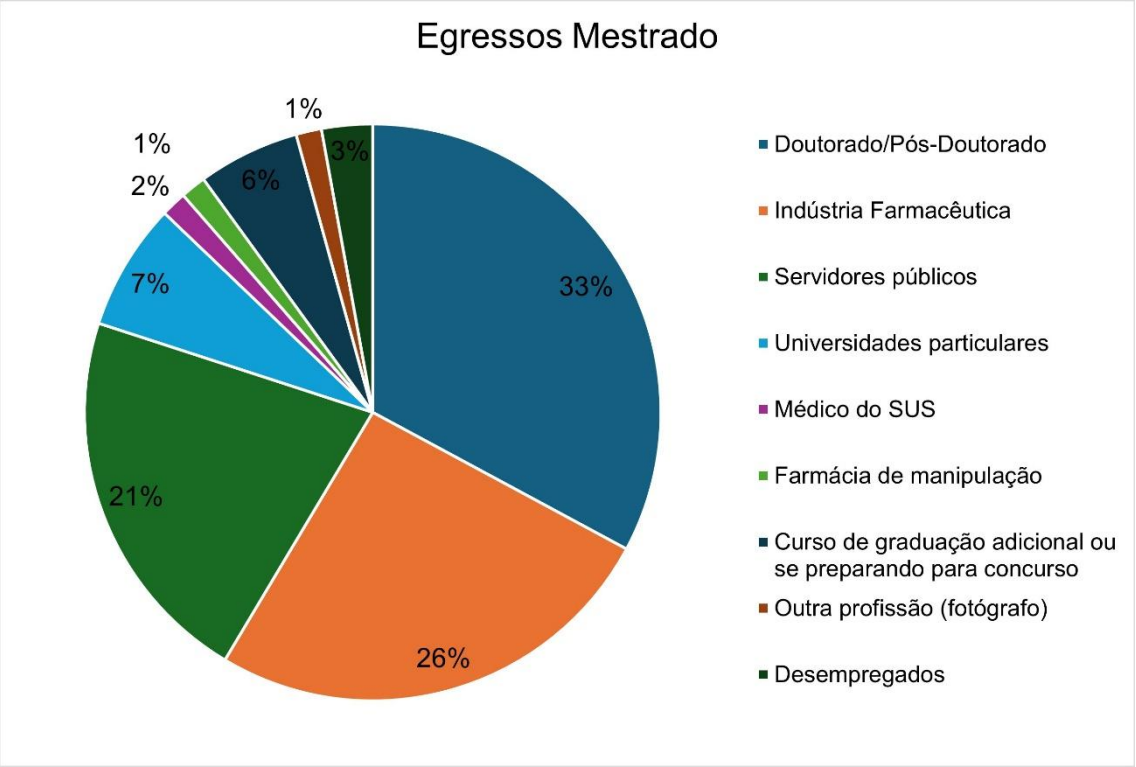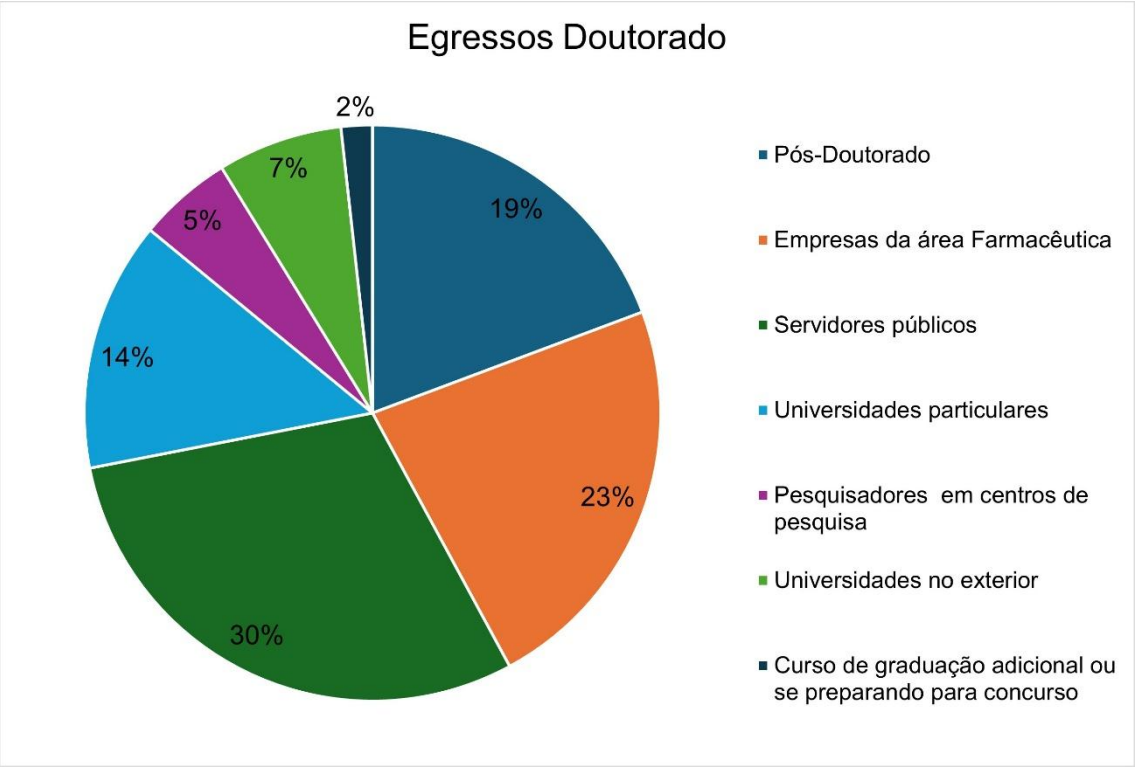Inserção no Mercado de Trabalho