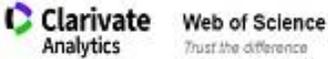


<p>JOURNAL  </p> <p>Dossier SOCIAL INEQUALITIES AND AFFIRMATIVE ACTION</p> <p>Editors: Carla Cerqueira (Universidade Lusófona – CICANT) (Portugal). Maria Helena Santos – Instituto Universitário de Lisboa (ISCTE-IUL), CIS-IUL (Portugal). Renísia C. Garcia Filice - (Universidade de Brasília/UnB/Brasil)</p> <p>Deadline – May 30, 2021 (to be published in December 2021)</p>	<p>Indexed in:</p>       <small>Sistema Regional de Información en Línea para Revistas Científicas de América Latina, el Caribe, España y Portugal.</small>
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ex æquo

is a scientific, interdisciplinary and multidisciplinary peer reviewed journal open to contributions of multiple disciplines and currents of thought. Published since 1999 as a bi-annual interdisciplinary journal in the area of Women’s, Gender and Feminist Studies (<http://exaequo.apem-estudos.org/page/apresentacao-da-revista?lingua=en>)

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Presentation:

Equality, diversity, and social inclusion have become legitimate objectives of Western societies, formalised by various conventions and legislation. However, inequalities persist, and dominant ideologies have remained relatively well established, contributing to the maintenance of sexism, racism, classism, and other forms of domination.

In various geographical contexts, groups labelled as “minorities” have been organized and important political actions to be considered in public policy formulation have been established. Gender segregation in the labour sphere is an example of this, with inequalities persisting in the educational, political, associative, and business world that place women at a disadvantage compared to men, particularly in what concerns positions of power and decision-making (Santos and Amâncio 2014). Further issues arise when race and ethnicity come into play in addition to gender and class, for example (Garcia-Filice 2011).

From a look at the existing gender segregation, in fact, after the implementation of democracy and formal equality, it quickly became clear that informal and invisible gender barriers continued to hinder women's access to certain positions and career progression (Santos 2011; Santos and Amâncio 2012). This reality is evident in several spheres and becomes more complex as other social markers such as race, ethnicity, class, age, sexual orientation, and functional diversity are analysed in an intersectional way (Crenshaw 1989; Cerqueira and Magalhães 2017; Collins and Bilge 2018; Akotirene 2019).

In recent decades, the recognition of these multiple asymmetries – result of demands from social movements, feminists and antiracists (Krook and O'Brien 2010) and international institutions such as the United Nations, the European Union and the European Council (Procacci and Rossilli 1997) – and the perception of inequalities in results, which affect women, black women and other minorities in various ways, has led countries in different parts of the world to implement various affirmative action measures - although there are also cases where these have been forbidden (e.g, see Long and Bateman 2020). That is, more than following the traditional and slow “incremental path”, it is perceived that measures such as quotas, for example, have become a “fast track” strategy (Dahlerup and Freidenvall 2005), with the aim of increasing women's representation, namely in politics. Other social groups have also been subject to quota legislation, including those rooted on language, religion, ethnicity, nationality, race, caste, age, expatriation, profession, domicile, and functional diversity (Krook and O'Brien 2010).

Affirmative action generally results from intense disputes between social movements, states, companies, a varied network of actors in a complex power game of a social, economic, and cultural nature. While affirmative action measures are a crucial mechanism for reinvigorating progress towards equality, their implementation is diverse, not always a necessary condition, as in the cases of Finland and Denmark, but also not always a sufficient condition, as illustrated by the cases of France and Brazil (IPU 2020). In addition, there are other parallel and alternative strategies, in addition to quotas, that can be developed by civil society, political parties, parliaments and/or state bodies (Krook and Norris 2014).

Despite the rapid spread and success of affirmative action measures in various regions of the world and several types of political systems, quotas are one of the most critical measures of the last two decades (Krook and Zetterberg, 2014), generating strong social controversies (Dahlerup 2008; Maggie and Fry 2002). Nevertheless, this phenomenon has aroused interest from both the general population and academia, leading to a broad debate and growing research on its impacts on education, health, the labour market, associations, and politics at national and international level (e.g., see Beloshitzkaya 2020; Espírito-Santo and Santos 2020; Warikoo and Allen 2020). Understanding the varied and complex forms of rejection of affirmative policies in contexts of extreme inequality of class, gender, race, ethnicity, and other social markers motivates us to propose this Dossier.

To fill the gaps in research in this area, this special dossier therefore invites theoretical, methodological, and empirical contributions, with national or international data, or comparisons on the following topics:

- **Affirmative action measures from a gender perspective and/or race and/or ethnic and/or class and/or age and/or sexual orientation and/or functional diversity perspective,**
- **Analysis of affirmative action measures focused on the educational, political, associative, and business world, among others.**
- **Intersectional approaches on gender, race, class, and/or other identity markers, and affirmative action measures.**
- **Mediatization and communication strategies around affirmative action measures in various spheres.**
- **Affirmative policies, political actions, and social movements.**
- **Others.**

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Deadline for delivery:

Submission of articles, with scrupulous compliance with the rules of the review presented in <http://www.apem-estudos.org/pt/page/submissao-de-artigos> until May 30, 2021, to the address apem1991@gmail.com. Texts that do not comply with the norms regarding length, formatting and how to cite and reference bibliographic sources will be excluded in a first screening before being submitted to scientific arbitration. Within four weeks of the deadline for receipt, the authors will receive information on the results of the first screening and the move on to the next stage, that is, submission, under anonymity, to double scientific arbitration of the text. The expected date of publication of this issue is December 2021.

In addition to submissions for thematic dossiers, the *ex æquo* permanently accepts contributions for the Studies and Essays and Reviews sections.

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ex æquo REVISTA DA ASSOCIAÇÃO PORTUGUESA DE ESTUDOS SOBRE AS MULHERES N.º 42 | 2020

BOSSIERI, ESTUDOS DE GÊNERO E NEOLIBERALISMO: OS ÚLTIMOS 20 ANOS

SITUACIONISMO DE SEXO: UM DIAGNÓSTICO FEMINISTA À PLATAFORMA DE PEQUIM PASSADOS 35 ANOS. *Cátia Alvares, Maria João Silvestre e Virgínia Ferreira*

«ESTUDOS SOBRE AS MULHERES» EM PORTUGAL PÓS-DECLARAÇÃO DE PEQUIM – ESTUDO BIBLIOMÉTRICO DAS REVISTAS *EX ÆQUO* E *FAÇES DE EVA*. *Virgínia Ferreira, Cristina C. Vieira, Maria João Silvestre, Elizângela Carvalho e Patrícia Freire*

DREAMING THE WELFARE-STATE: INDIAN WOMEN-STUDIES-MOVEMENT, NEOLIBERALISM AND FEMINIST FUTURE. *Chesita Azevê*

FEMINISM AND/IN THE/ITS PLURAL. *Bogoyva Saez Tzafurca*

ACADÉMIAS DE TALENTO FEMININO: MEIOS DE EMANCIPAÇÃO OU FERRAMENTAS DE REPRODUÇÃO SOCIAL? *Susana Santos*

FAZER O MESMO, SEM SER O MESMO: FEMINILIDADES, NEOLIBERALISMO E ANTIFEMINISMO NO CONTEXTO GODOLLYWOOD BRASILEIRO. *Manise Martins*

SURFANDO NA ONDA DIGITAL: FEMINISMOS EM REDE NO BRASIL. *Raquel de Barros Pinto Miguel, Djenifer Samantha Marx e Glâmara Joana Arndt e Saraia Lobo*

PÓS-FEMINISMO, PÓS-RACIALISMO E PÓS-COLONIALISMO: A COBERTURA MEDIÁTICA DA CAMPANHA DE JOACHIM KATARI MOREIRA. *Rita Beirão de Simões e Inês Amaral*

ESTUDIOS E ENSAIOS

A IGUALDADE DE GÊNERO NAS ORGANIZAÇÕES E O EFEITO DO RECONHECIMENTO PÚBLICO: O CASO DO PRÊMIO IGUALDADE E QUALIDADE. *Mariana Pinheiro e Sara Falcão Casaca*

ARCHITECT LUZVALENTE-PEREIRA: ARCHITECTURE, RESEARCH, AND LIFE IN A CHANGING COUNTRY. *Patrícia Santos Pedrosa e Lia Gil Antunes*

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