




THE POLICY OF RACIAL QUOTAS IN PUBLIC EXAMS FOR MILITARY POLICE IN PARANÁ

 <https://doi.org/10.56238/levv16n44-004>

Submitted on: 03/12/2024

Publication date: 03/01/2025

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ABSTRACT

This article examines the implementation of racial quotas in public examinations in Paraná, focusing on State Law 14.274/2003 and its application in the Military Police. We used exploratory research and documentary analysis to evaluate the effectiveness of this policy in promoting a more inclusive Military Police in Paraná. We analyze the historical importance of quotas and the role of international organizations in promoting racial equality, highlighting their need for a more just society.

Keywords: Racial Quota Policies. Public Tender. Military Police of Paraná.

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INTRODUCTION

The history of Brazil is marked by deep racial inequalities, arising from the long period of slavery and the subsequent social exclusion faced by the black population. Even after the abolition of slavery in 1888, blacks and browns continued to suffer systemic discrimination, resulting in significant disadvantages in areas such as education, healthcare, housing, and employment.

In this context, racial inequality in the Brazilian labor market is a historical problem, aggravated by this legacy of slavery and discrimination. Public policies such as racial quotas in universities and public exams, professional qualification programs, inclusive labor legislation, and incentives have been implemented to promote equality. However, challenges persist, including residential segregation, unequal access to education, and entrenched prejudices. In this sense, Jaccoud (2009) points out that:

Racial discrimination is one of the most perverse social phenomena operating in Brazilian society, responsible for a significant part of the inequalities that characterize it, as well as for a significant part of the process of naturalization of poverty and social distances. However, despite its relevance as a central process in the dynamics of the production and reproduction of poverty and inequality, racial discrimination has proved to be a difficult topic to be included in the public policy agenda (Jaccoud, 2009, p. 156).

In this sense, the critical epistemology that we adopted in this research, through historical-dialectical materialism, allows us to understand that the trajectory of humanity is shaped by social contradictions that arise from the production of material goods, engendered in social relations. The relations of production, that is, the way in which the means of production is structured and managed, play a central role in understanding production and the dynamics of these inequalities.

This epistemology of analysis was used to conduct the research, as we aimed to understand historical events in their entirety, considering the connections and interactions between social, economic, political and cultural elements. It is also recognized that historical phenomena are influenced by a series of mediations, such as class relations, social conflicts, political institutions and economic processes.

The analysis from the perspective of historical-dialectical materialism leads us to a deeper understanding of social dynamics and historical transformations. In this approach, social structures are seen as resulting from a historical process of class struggles and contradictions (Marx; Engels 2010), where the relations of power, economy and culture are intertwined. In the context of Paraná, the implementation of racial quotas in public exams, especially in the Military Police, reflects an attempt to overcome the historical and structural inequalities that permeate Brazilian society.

State Law 14.274/2003, by instituting racial quotas, not only seeks to correct the injustices of the past, but also recognizes the need to promote diversity and ethnic representation in public institutions, including security forces. The analysis of this implementation process requires a broad understanding of the social, political, and economic conditions that have shaped and continue to shape the reality of Paraná.

METHODOLOGY

The methodology adopted in this study is based on bibliographic research and documentary analysis, supported by the theoretical framework of Historical-Dialectical Materialism. This is an exploratory research, which aims to investigate the mechanisms of application of racial quotas in the public exams of the Military Police of Paraná. This approach allows us to understand the historical, structural and social dynamics underlying the implementation of racial quotas, with the aim of evaluating their effectiveness as an instrument of social inclusion.

The expected results go beyond a critical analysis of the effectiveness of this public policy; seek to provide subsidies for the development of more comprehensive policies that promote racial equality and social justice in Paraná and other regions. Through this methodological perspective, the study intends to contribute to the advancement of strategies that effectively address the historical and structural inequalities present in society.

RESULTS

THE ROLE OF INTERNATIONAL ORGANIZATIONS IN COMBATING GLOBAL RACISM

The challenges of racism are a global concern, transcendentally present in diverse societies and cultures around the world. In this context, international organizations play a significant role in producing and recommending policies aimed at eradicating this form of discrimination. We understand that these bodies, represented mainly by the United Nations and other regional and multilateral entities, have been dedicated to establishing norms and guidelines aimed at promoting racial equality and combating ethnic discrimination in all its forms.

Through a wide range of instruments, such as conventions, treaties and reports, these entities establish a legal and moral framework to guide the actions of member countries. Conventions and treaties, in particular, impose legal obligations on signatory states, encouraging the adoption of concrete measures to address racism in their respective jurisdictions.

Thus, the reports produced by these bodies provide a comprehensive analysis of the situation of racism in different parts of the world, highlighting areas of concern and offering recommendations for improving existing policies and practices. At the heart of these policies and guidelines are fundamental principles, such as equal rights and opportunities for all ethnic and racial groups, the protection of rights, and the promotion of education and awareness on issues related to racism. Some of the key international bodies involved in this work include:

- United Nations (UN);
- Organization of American States (OAS);
- African Union (AU);
- European Union (EU);

These international bodies not only document the problem of racial inequality and racism, but also monitor the implementation of measures by member countries and provide guidance to combat racism and promote racial equality. They also conduct periodic reports on the monitoring and state of racism in different regions of the world, highlighting challenges and good practices in the fight against racial discrimination.

Another important issue that aims to minimize racial inequalities in Brazil is the discussion about affirmative action. These actions are policies and measures adopted with the aim of promoting equal opportunities and combating discrimination and social inequality. The author Fonseca (2009) clarifies that: "Affirmative actions aim to build structural reforms in society in order to expand the number of individuals participating in the citizenship republic, as well as the universe of those who effectively participated in the construction of the nation."

"Affirmative Action" refers to policies and programs aimed at correcting historical inequalities, especially those related to racial and gender discrimination. According to Moehleck (2022) in the United States, during the 1960s, this concept gained prominence as part of the civil rights movement. During this period, the country was undergoing significant changes, with a strong fight against racial segregation and for equal opportunities for all citizens.

As Moehleck (2022) states, affirmative action was seen as necessary measures to combat the legacy of institutionalized racial discrimination, which had left ethnic minorities at an educational, economic, and social disadvantage. These policies sought to ensure equitable access to jobs, housing, education, and other resources, through measures such as university quotas, preferential hiring programs, and other initiatives aimed at correcting historical inequalities (Moehleck, 2002).

The civil rights movement relied on prominent leaders of the black community, who became prominent national figures, as well as the support of liberal and progressive white people. Together, they fought for a wide range of civil rights and equal treatment under the law. This struggle included actions such as peaceful protests and awareness campaigns.

These policies aim to correct historical inequalities, promote and ensure diversity in different spheres of society, such as education, employment, housing, among others. Affirmative actions have emerged as essential tools to boost ethnic-racial equality in contemporary society. Measures in this regard are essential to ensure that all individuals, regardless of their ethnic-racial origin, have equal access to rights. We can understand with Munanga (2021) that:

As Habermas said, political modernism has accustomed us to treating unequal beings equally, rather than treating them unequally. Hence the justification of a preferential policy in the sense that positive discrimination does not find resonance among so-called progressive sectors of our society. It is in this context that we emphasize the importance of implementing affirmative action policies, including the experience of quotas, which, according to the experiences of other countries, has been affirmed as a rapid instrument of transformation, especially in the field of socioeconomic mobility (Munanga, 2001, p.34).

Affirmative action represents a direct response to the deep-rooted inequalities that permeate social and institutional structures around the world. By recognizing and addressing the historical disparities that have perpetuated the marginalization of certain groups, these policies seek to guarantee entitlement for all members of society. From the implementation of quotas in educational institutions and the labor market to specific incentive and support programs, affirmative action aims to balance access to resources that have historically been denied to the black community.

In addition to correcting past inequalities, affirmative action also has the potential to transform social structures and promote a culture of inclusion and diversity. By ensuring the representation and participation of historically marginalized groups in all spheres of society, these policies promote social justice, and enrich the social fabric with a variety of perspectives and experiences. In this way, affirmative action is a mechanism of reparation, to build a fairer, more dynamic, and truly inclusive society, where all individuals can reach their full potential, regardless of their origin or identity. According to Munanga (2021):

The so-called affirmative action policies are very recent in the history of anti-racist ideology. In the countries where they have already been implemented (the United States, England, Canada, India, Germany, Australia, New Zealand and Malaysia, among others), they aim to offer discriminated and excluded groups a differentiated

treatment to compensate for the disadvantages due to their situation as victims of racism and other forms of discrimination (Munanga, 2009, p. 31).

Thus, Brazil restructures its legislation through affirmative action, having as examples many of these countries cited by the author, we can follow the same path that these countries followed, or follow their own path. Following this, one of the affirmative actions is precisely racial quotas, which minimize racial inequalities, whether in access to education or in public service.

We can mention an important aspect of racial quotas is their function as a form of historical reparation. By recognizing and attempting to correct the injustices and disadvantages faced by the Black population over the centuries, these policies seek to promote equal opportunity and compensate for the damage caused by institutionalized racism.

In Brazil, the implementation of racial quotas in public exams represents an important advance in the search for racial equality and social inclusion. This movement gained national prominence in 2014 with the enactment of Law 12.990/2014, which reserved 20% of vacancies in federal public exams for black candidates.

The measure applies to competitions to fill effective positions and public jobs in the federal public administration, autarchies, public foundations, public companies and mixed-capital companies controlled by the Union. However, long before this federal initiative, the State of Paraná had already taken a significant step by adopting its own specific legislation, State Law 14.274/2003, which established racial quotas in state public tenders.

As Bulhões points out; Duarte (2020) the State of Paraná was a pioneer in the adoption of racial quota policies with the enactment of State Law 14.274/2003, sanctioned on December 24, 2003. This law established the reservation of 10% of vacancies in state public exams for black candidates and 5% for indigenous candidates. The Paraná initiative served as a model for other federative units and for the federal government, standing out as one of the first formal actions in Brazil aimed at racial inclusion in the public labor market.

Racial quota policies have proven effective in promoting social inclusion and correcting historical inequalities. They have contributed to greater racial representation in public service, creating opportunities for marginalized groups and promoting social justice. However, the application of the law has been the subject of debate and criticism, especially in relation to the effectiveness of racial quotas. Studies show that, even with the existence of the law, the number of black people occupying public positions is still

lower than expected, indicating challenges in the effective implementation of racial quotas. Bulhões; Duarte (2020) explain that:

Duarte and Ferreira (2017), when analyzing details of the application of racial quotas in public tenders, point out that even with the dictates of Law 12.990/2014 there is a perspective that the number of black people in the public service still remains far behind, in proportional terms, the contingent of people who declare themselves black in the country, mainly because: (a) there are many careers, especially the most elitist ones and with better levels of remuneration, in which there is the use of strategies so that vacancies are not reserved for black people and; (b) there is a significant contingent of freely appointed functions (the so-called "positions in commission") that are not filled respecting the proportionality of the reservation of vacancies for black people (Bulhões; Duarte, 2020, p. 10)

However, the implementation of these policies is not without its challenges. The supervision of self-declaration and the effective integration of quota beneficiaries are issues that need continuous attention. Thus, these policies are accompanied by other affirmative actions, such as training and professional development programs, to ensure that quota candidates are able to compete on equal terms.

According to Bulhões; Duarte (2020) law 12.990/2014 also establishes guidelines to prevent fraud in the vacancy reservation process, such as the self-declaration of black candidates and the prohibition of fractioning vacancies to circumvent the legislation. These measures aim to ensure the transparency and effectiveness of racial quotas in public tenders. As the authors emphasize:

In the meantime, with the purpose of "solving" the aforementioned problem, the Ministry of Planning, Development and Management of the Federal Government edited, in 2016, Normative Instruction No. 3, which created the so-called "ethnic-racial hetero-identification boards" or "phenotypic measurement boards" (BRASIL2016). In short, such boards were designed with the objective of evaluating only the phenotypic characteristics (such as skin color, hair and appearance of the face, particularly the lips and eyes) of the candidates registered for racial quotas, in a dynamic in which the boards must have members distributed, balanced, by criteria of color, race, gender and place of birth (NUNES, 2018). In the event of possible attempts at fraud, it is the prerogative of the hetero-identification boards to exclude the candidate from the selection processes for public office, safeguarding the possibility of ample defense and adversarial proceedings (Bulhões; Duarte, 2020, p.09).

We understand that the influence of racial quotas in public tenders has been significant. Quotas aim to ensure that black people have access to positions in the public service, where they have historically been underrepresented. This policy seeks to promote a more inclusive representation within public institutions, better reflecting the diversity of the Brazilian population. As Souza (2010) points out:

On May 13, 2002, the President of the Time instituted the National Program of Affirmative Actions in the Federal Public Administration (PNAA), to combat inequalities of gender, race and physical disability. Since 1995, when the Brazilian State recognized the existence of racial discrimination and socio-racial inequalities arising from the profile of discrimination for this group, the debate on AA began to be more effective, focusing on the need for policies to reduce them. Therefore, these policies would be built not to guarantee privileges to the weakened group, but to minimize the structure of privilege achieved in the various forms of maintenance that corroborated the loss of rights of groups historically discriminated against (Souza, 2010, p. 136).

This article aims to examine this legislation, highlighting its implementation in the composition of public examinations for the Military Police of Paraná. However, it is worth noting that the implementation of racial quotas in public tenders, as provided for by State Law 14.274/2003, is an important step towards the construction of an anti-racist society. However, their effectiveness and impact can vary, depending on how they are implemented and enforced. According to Souza (2009):

Often, according to our analysis of the testimonies, achievements in promoting equality are collectively constructed by MSN1, but the criteria are decided by what the actor considered to call the "dominant white social order". In other words, these gaps would be presented "by the action of someone from within or by the action of a figure of this central power [...], but these gaps need to be taken advantage of and in a way also reflect pressure from the black movement [...], but it does not have the hand of the black struggle. It ends up coming with the hand of the white" (Alexandre Lima, on 03/19/2009) precisely because there would be an underrepresentation of blacks in politics (Souza, 2009, p.277)

The methodological assumptions of the research prioritized a critical understanding of the challenges and opportunities that arise with the application of this specific legislation, thus contributing to the debate on diversity in the police force and its broader implications for Brazilian society.

It is essential to highlight that public policies should be primarily the responsibility of the State, while society plays a complementary role, not being the main responsible for their implementation. As indicated by Pereira (2008), public policies encompass the participation of the State and civil society, conferring on both representativeness, decision-making power and the ability to exercise supervision over their own reproduction, as well as over the actions and decisions of the government. This encompasses state intervention, either through deliberate actions or through the intentional omission of a public authority in the face of problems or responsibilities under its jurisdiction, because as Pereira (2008) points out:

The identification of public policies with social rights stems from the fact that these rights have equity and social justice as their perspective, and allow society to demand positive, active attitudes from the State to transform these values into reality. That is why, in the field of public policies, the participation of the State,

whether as a regulator or as a provider or guarantor of public goods as a right, is considered fundamental (Pereira, 2008, p. 102).

According to Pereira (2008), public policy encompasses social policy. According to Höfling's (2001) definition, public policies refer to the intervention of the State through the execution of a government plan, involving programs and initiatives aimed at particular segments of society. In this context, public policies are conceived as "state action".

It is relevant to highlight that, from the author's perspective, these concepts are not mutually exclusive, but rather complementary and interconnected. Public policy encompasses social policy and is the result of society's collective decisions, at the same time that it represents the State's action in the implementation of programs and measures aimed at achieving specific objectives (Höfling, 2001).

In the context of dialectical-historical materialism, in order to promote the emancipation of the working class and overcome social inequalities, it is necessary to undertake policies that address the root causes of disparities. This implies the need to legislate to combat racial inequalities, for example. It is essential to ensure equal access to essential resources and services. This encompasses providing quality education, providing comprehensive health services, ensuring adequate housing, and developing basic infrastructure. Such policies should be designed from a social justice perspective, with the aim of reducing existing disparities.

DISCUSSION

BRIEF HISTORY OF RACIAL QUOTAS IN BRAZIL AND PARANÁ

Racial disparity is a problem rooted in several sectors of Brazilian society, such as education, the labor market, health, and access to rights guaranteed by law. Throughout history, black people have faced structural obstacles that restrict their social and economic advancement. These barriers include institutionalized discrimination, lack of access to resources, as well as entrenched biases that perpetuate inequality. As a result, these groups have faced significant difficulties in achieving true equality of opportunity and living conditions. As pointed out by Silva (2022):

Black movements expanded in the 1920s and 1930s and were important instruments in the fight against racial asymmetries. However, they were insufficient to combat the ambiguities in which public opinion was informed by the ideas of whitewashing and national integration (Silva, 2022, p. 60).

In view of this situation, affirmative action policies emerged as a response to mitigate such discrepancies, aiming to foster inclusion. Affirmative action policies consist

of a set of measures or programs adopted by governments, institutions, and organizations in order to combat historical and systemic inequalities that affect marginalized groups, such as black people, indigenous people, women, and other categories historically subject to discrimination. The main purpose of these policies is to promote equal opportunities and reduce socioeconomic disparities between different groups.

In this context, Fraser (2002) argues that recognizing the injustices present in the hierarchical and subordinate structures of society is a fundamental step to promote social equality. According to the author, to combat these inequalities, it is essential to value and recognize marginalized identities. This entails appreciating diversity and giving visibility to voices and experiences that are often ignored or disregarded. The recognition is not only symbolic; it must be translated into actions that transform the symbolic order of society. The symbolic order refers to the norms, values, and meanings that structure society and shape the perception of differences.

Gomes (2017) thus highlights the significant contribution of Black Movements to affirmative action policies in Brazil. Throughout their trajectory, these social movements have consistently addressed issues and promoted debates related to racism, emphasizing its intersection with social and racial disparities.

From the beginning, as pointed out by Gomes (2017), these movements have raised questions about how racism affects various aspects of life in Brazil. They have shown that racism cannot be understood in isolation, but rather in conjunction with other forms of social and economic inequality. In doing so, Black Movements have fostered a deeper understanding of how racial disparities are intertwined with other forms of social injustice. Through their work, these groups have promoted the implementation of affirmative action policies that seek to provide equal opportunities for all.

Racial quotas in Brazil represent an affirmative action policy that seeks to correct the deep social and economic inequalities that affect the non-white population in the country. This initiative has its roots in the long and painful history of racial discrimination that Afro-Brazilians have faced since the times of slavery, and is a direct response to this historic injustice. The author Jaccoud (2009) ponders that:

Institutional racism acts at the level of social institutions, referring to the ways in which they function, following the social forces recognized as legitimate by society and, thus, contributing to the naturalization and reproduction of racial hierarchy.⁸ It is not expressed by manifest, explicit or declared acts of discrimination, guided by racial motives, but, on the contrary, it acts in a diffuse way in the daily functioning of institutions and organizations, that operate in a differentiated way in the distribution of services, benefits and opportunities to different racial groups (Jaccoud, 2009, p. 157).

The implementation of racial quotas in Brazil in the educational field occurred with Federal Law 12.711/2012, also known as the Quota Law, which establishes the reservation of vacancies in federal educational institutions, such as universities and federal institutes. This law was a significant step in the search for greater inclusion and equality in access to higher education, since the black population historically faces socioeconomic barriers that make it difficult to enter and remain in universities. However, the State of Paraná would have already adopted racial quota measures much earlier in state public exams, including those of the Military Police, through State Law 14.274/2003.

This decision encouraged the State to promote diversity and ethnic representation in its public institutions, recognizing the importance of combating systemic racism and providing equal access for all citizens, regardless of their ethnic origin. However, it is important to note that racial quotas also generate debates and controversies in Brazil, with arguments that they can create forms of discrimination or that they should be replaced by broader socioeconomic inclusion policies.

However, the implementation of these affirmative action policies aims to directly address the persistent racial inequality in the country and ensure that rights are enforced, regardless of their skin color. It is important to highlight that confronting racism and building a more just and egalitarian society are ongoing challenges, and the development of specific policies is essential for overcoming historical inequalities.

To this end, historical-dialectical materialism considers that history is driven by social contradictions arising from the production of material goods. The relations of production, that is, the way the means of production are organized and controlled, influences the dynamics of these inequalities.

Law 14.274 of December 24, 2003 stipulates that 10% of vacancies in all public exams must be reserved for blacks. In case of not filling this quota, the remaining vacancies will be made available to the other qualified candidates, following the order of classification. As for racial identification, according to this Law, an individual will be considered eligible for a vacancy by racial quota, if he explicitly declares his color as black or brown, belonging to the black ethnic race. This means that the candidate must make a self-declaration indicating that their color fits into the categories of the Brazilian Institute of Geography and Statistics (IBGE) related to the color black or brown, in addition to belonging to the "black ethnicity race".

Information about self-declaration will be recorded in the registration of civil servants. Additionally, Article 5 of the Law ensures that, if falsehood is detected in the

self-declaration, the candidate can be dismissed and his registration in the public tender can be annulled, as long as the candidate has the right to a defense.

State Law 14.274/2003 in the Military Police of Paraná

State Law 14.274/03 is a fundamental legislation for the policy of racial quotas in the State of Paraná and has been rigorously applied in the State Military Police since the 2005 public exam when 3,000 vacancies were offered, 10% of which were allocated to blacks as provided for by law. According to the provisions of State Law No. 14,274, of December 24, 2003, candidates who declare themselves black/brown or indigenous, under the terms of article 4 of this Law, are guaranteed 10% (ten percent) of the total vacancies offered (Military Police of Paraná, 2005).

This law establishes that 10% of vacancies in the Military Police of the state of Paraná (PMPR) are reserved for self-declared black, brown or indigenous candidates. In addition, it defines strict criteria and procedures for self-declaration and the inspection of the veracity of statements, ensuring transparency and fairness in the process. All other competitions from that date onwards include this law.

Defenders of racial quotas and Law 14.274/03 argue that this policy is essential to correct deep historical inequalities in the Military Police of the State of Paraná (PMPR). Historically, Black people have been underrepresented in public security institutions, and this law seeks to correct that injustice by providing access to opportunities previously denied to racially marginalized groups. This not only promotes inclusion, but also ensures greater representation in the police force.

In this way, racial quotas strengthen the diversity of perspectives and experiences within the Military Police of Paraná. This enriches the institution's work, as different ethnic backgrounds can bring unique approaches and solutions to the challenges faced by PMPR. Diversity can also contribute to building a police force that is more sensitive to racial issues and better able to connect with the communities it serves.

We can note that according to the IBGE between 2012 and 2016, while the Brazilian population grew 3.4%, reaching 205.5 million, the number of those who declared themselves white had a reduction of 1.8%, totaling 90.9 million. The number of self-declared browns grew 6.6% and that of blacks, 14.9%, reaching 95.9 million and 16.8 million, respectively. This is what the data on residents from the 2016 Continuous National Household Sample Survey show.

The IBGE data that were mentioned reveal a remarkable growth in the self-declaration of black people in Brazil. This phenomenon has the potential to exert a

significant influence on the formulation and effectiveness of quota policies adopted in the country. As the black population expands numerically, there is naturally a greater demand for reserved vacancies in public exams and, consequently, an increase in the representativeness of these groups in public offices.

Therefore, the correlation between the demographic data disclosed and the quota legislation applied to public exams lies in the pressing need for affirmative policies that aim to ensure the full inclusion and representativeness of historically marginalized communities within the structure of the Brazilian public administration.

State Law 14.274/03 and the policy of racial quotas in the Military Police of Paraná are complex issues that generate heated debates. On the one hand, it seeks to correct historical inequalities and promote inclusion and representation in the police force. On the other hand, it raises concerns related to fraud in self-declaration and racial divisions.

Bill 540 of 2003 was presented on September 16, 2003 in the Legislative Assembly of Paraná (ALEP) and promulgated on December 24, 2003, becoming Law No. 14,274. The official publication took place in the Official Gazette on December 26, 2003. The project was proposed by state deputy Geraldo Cartário, of the Social Liberal Party (PSL), who supported Governor Roberto Requião at that time.

The project passed through the Constitution and Justice Commission (CCJ) on September 17, 2003, receiving a favorable opinion on October 21, 2003, issued by state deputy Tadeu Veneri, of the Workers' Party (PT). The Commission on Human Rights, Citizenship and Consumer Protection also analyzed the project and issued a favorable opinion on October 29, 2003, presented by Deputy Barbosa Neto, of the Democratic Labor Party (PDT).

CONCLUSION

State Law 14.274/03 plays a key role in promoting equal opportunities and diversifying the Military Police of Paraná. Although there are arguments for and against racial quotas, the data show that they have contributed to a greater representation of historically marginalized groups in the PMPR. The challenge now is to improve legislation and ensure that quotas continue to be an effective tool in building a more inclusive and representative Military Police.

In the final considerations of this article, it is important to highlight that the search for the realization of rights and diversity in the police force is an issue of extreme relevance, not only in Brazil, but worldwide. The implementation of racial quotas, as provided for in State Law 14.274/03 in the State of Paraná, represents a significant step towards the

construction of a more just and egalitarian society. However, like any public policy, it presents challenges that deserve critical analysis and reflection.

Public policy, as discussed in this article, is the result of class struggles and civil society pressures on the state to promote changes towards equality and social justice. Racial quota policies aim to correct deep historical inequalities that affect racially marginalized groups, such as the black population. However, it is important to recognize that these policies are not without criticism and challenges.

We understand that the candidates selected for positions in the police force are of utmost importance, considering the sensitivity and responsibility of the role. In this sense, it is worth worrying about the possibility of fraud in racial self-declaration, which must be addressed through appropriate verification mechanisms. Another relevant aspect is the potential impact on the internal dynamics of the police force. Racial quotas can create divisions within the institution, affecting the internal cohesion and perception of competence of the candidates selected through this system.

However, it is important to emphasize that racial quota policies have as their main objective to correct historical inequalities that affect the black population. They represent a commitment by the State to promote diversity and ethnic representation in its public institutions. In addition, the diversity of perspectives and experiences within the police force can enrich the institution's work and make it more sensitive to racial issues.

It is essential to emphasize that the fight against racism and the search for a more just and egalitarian society are constantly developing challenges, and the formulation of specific policies plays an essential role in overcoming the deep historical inequalities in Brazil. The implementation of affirmative actions, professional qualification programs are essential measures to ensure the inclusion of black people in the labor market. We understand that awareness of structural racism and the need for cultural and institutional changes are important for the success of these policies. Collaboration between government and civil society is vital to promote equality and build a society where everyone, regardless of their race, has access to rights. Continued commitment to social justice and equality is necessary to create an inclusive environment and combat the discrimination that still persists.

Ultimately, the discussion about racial quotas in the Military Police of Paraná is a reflection of a broader debate on how to balance the promotion of equality with the maintenance of quality and cohesion in public institutions. The challenge lies in finding solutions that guarantee the right for all, regardless of their ethnic origin, while ensuring that institutions continue to fulfill their functions effectively. This is a complex challenge,



but it is fundamental for building a fairer and more inclusive society. Therefore, it is essential to continue debating and critically analyzing racial quota policies and their implications for the future of the country.

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