



Affirmative Actions Make Difference? A Profiles' Analysis Of The Selected For The Federal University Of Paraná, Brazil (2013-2017)

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ABSTRACT

It analyzes the impacts of Law n.12.711 / 2012 (Quotas Law) on the profiles of those selected for the Federal University of Paraná between 2013 and 2017, starting from the comparison with the Plan of Social and Racial Inclusion Goals implemented by the institution from 2004. For that, the microdata of the socio-educational questionnaires provided by the UFPR Contests Nucleus received treatment and were submitted to descriptive statistical analysis to be compared with data of a similar nature presented in surveys carried out on the profiles of those enrolled between 2005 and 2012. It is concluded that, although the Quotas Law has subordinated the racial question, in the case of UFPR it was more effective in including Blacks, Pardos and Indigenous People than the Previous Goal Plan.

KEYWORDS

Affirmative actions. Higher education. Quotas law. Universidade Federal do Paraná.

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Ações Afirmativas Fazem Diferença? Uma Análise Dos Perfis Dos Aprovados No Vestibular Da Ufpr (2013-2017)

RESUMO

Analisa os impactos da Lei n.12.711/2012 (Lei de Cotas) sobre os perfis dos aprovados no vestibular da Universidade Federal do Paraná entre 2013 e 2017, partindo da comparação com o Plano de Metas de Inclusão Social e Racial implementado pela instituição a partir de 2005. Para tanto, os microdados dos questionários socioeducacionais disponibilizados pelo Núcleo de Concursos da UFPR receberam tratamento e foram submetidos à análise estatística descritiva para, então, ser comparados com dados de natureza semelhante apresentados em pesquisas realizadas sobre os perfis dos matriculados entre 2005 e 2012. Conclui-se que, embora a Lei de Cotas tenha secundarizado a questão racial, no caso da UFPR ela foi mais efetiva na inclusão de Pretos, Pardos e Indígenas que o Plano de Metas Anterior.

PALAVRAS-CHAVE

Ações afirmativas. Educação superior. Leis de cotas. Universidade Federal do Paraná.

Acciones Afirmativas Hacen Diferencia? Un Análisis De Los Perfiles De Los Seleccionados Para La Universidad Federal Del Paraná, Brasil (2013–2017)

RESUMEN

Analiza los impactos de la Ley n.12.711 / 2012 (Ley de Cuotas) sobre los perfiles de los aprobados en el ingreso de la Universidad Federal de Paraná entre 2013 y 2017, partiendo de la comparación con el Plan de Metas de Inclusión Social y Racial implementado por la institución a partir de 2004. Para ello, los microdatos de los cuestionarios socioeducativos disponibilizados por el Núcleo de Concursos de la UFPR recibieron tratamiento y fueron sometidos al análisis estadístico descriptivo para entonces ser comparados con datos de naturaleza similar presentados en investigaciones realizadas sobre los perfiles de los matriculados entre 2005 y 2012. Se concluye que, aunque la Ley de Cuotas secundó la cuestión racial, en el caso de la UFPR ella fue más efectiva en la inclusión de Negros, Pardos e Indígenas que el Plan de Metas Anterior.

PALABRAS CLAVE

Acciones afirmativas. Educación superior. Ley de cuotas. Universidade Federal do Paraná.

Introduction

In the course of a little more than a decade, during which time the Black Movement effectively took part in the decision-making process through effective action with the Special Secretariat for the Promotion of Racial Equality (Seppir), the debate on nature elitist access to Higher Education in Brazil surpassed the character of a denunciation, determining significant changes mainly in the selective processes that introduced social and racial-ethnic criteria. Expressions of these transformations can be glimpsed, in addition to the innumerable initiatives of the HEIs themselves, in the University for All Program - ProUni (instituted by Law 11,096 / 2005), in the Program to Support Restructuring and Expansion Plans of Federal Universities - by Decree No. 6,096 / 2007), in the Unified Selection System - SiSu (instituted by Normative Order No. 2/2010 - MEC), the reformatting given to the Student Financing Fund - Fies (by Normative Order n.10 / 2010 - MEC) and by Law no. 12.711 / 2012, which instituted the Quota Policy in Universities and Federal Institutions of Higher Education (LOPES, BRAGA, 2007, FERES JUNIOR, DAFLON, 2014, MOREIRA, 2018).

As a result of these policies, the number of enrolled in Higher Education in Brazil in 2004 - the year before the implementation of the first of the initiatives under the Federal Government, ProUni - e 2016 increased in 90.57% throughout the country. The following table shows the growth of the Federal (110.78% in the period) and Private (101.34% in the period) network. However, although the growth in enrollments and graduates in the period in question is notorious, little is known about who these people are and whether a causal link between such initiatives and enrollment growth can be established, as well as inclusion of ethnic minority groups.

Table 1. Evolution of enrollments in higher education by administrative dependency (2004-2016)

Year	Federal		State		Municipal		Private		Total	
	Enrollment	%	Enrollment	%	Enrollment	%	Enrollment	%	Enrollment	%
2004	592.705	14,03%	489.529	11,59%	132.083	3,13%	3.009.027	71,25%	4.223.344	100%
2005	595.327	13,03%	514.726	11,27%	136.651	2,99%	3.321.094	72,71%	4.567.798	100%
2006	607.180	12,43%	502.826	10,30%	141.359	2,89%	3.632.487	74,38%	4.883.852	100%
2007	641.094	12,21%	550.089	10,48%	143.994	2,74%	3.914.970	74,57%	5.250.147	100%
2008	698.319	12,02%	710.175	12,23%	144.459	2,49%	4.255.064	73,26%	5.808.017	100%
2009	839.397	14,10%	566.204	9,51%	118.263	1,99%	4.430.157	74,41%	5.954.021	100%
2010	938.656	14,71%	601.112	9,42%	103.530	1,62%	4.736.001	74,24%	6.379.299	100%
2011	1.032.936	15,33%	619.354	9,19%	121.025	1,80%	4.966.374	73,69%	6.739.689	100%
2012	1.087.413	15,45%	625.283	8,88%	184.680	2,62%	5.140.312	73,04%	7.037.688	100%
2013	1.137.851	15,57%	604.517	8,27%	190.159	2,60%	5.373.450	73,55%	7.305.977	100%
2014	1.180.068	15,07%	615.849	7,86%	165.085	2,10%	5.867.011	74,94%	7.828.013	100%

2015	1.214.635	15,13%	618.877	7,71%	118.877	1,48%	6.075.152	75,70%	8.025.297	100%
2016	1.249.324	15,52%	623.446	7,74%	117.308	1,45%	6.058.623	75,27%	8.048.701	100%

Source: Own elaboration, based on data from the Higher Education Census 2004 - 2016, MEC / INEP.

Starting from the notion that affirmative actions can be understood as

[...] focal policies that allocate resources to the benefit of people belonging to discriminated groups and victims of socioeconomic exclusion in the past or present. These are measures aimed at combating ethnic, racial, religious, gender, or caste discrimination, increasing the participation of minorities in the political process, access to education, health, employment, material goods, protective nets social and / or cultural recognition (FERES JUNIOR; DAFLON, 2014, p.33).

It is the task of researchers to investigate whether the intentionality expressed in the text of each initiative ultimately translates into an effective increase in the participation of blacks, browns and indigenous people in the group enrolled in Higher Education.

With regard to initiatives relating strictly to vacancies, it should be noted that the period between the beginning of the 2000s and the year 2012 is marked by a great fragmentation, manifested through local and institutional decisions (Lopes, Braga, 2007). In the case of UFPR, in 2004, the University Council approved Resolution n.37 / 2004, which established the Plan of Racial and Social Inclusion Targets, with validity of 10 years. According to the plan, already in the 2005 college entrance examination, 20% of the vacancies would be allocated to racial quotas and another 20% to the social quotas - in the case in question, destined to candidates graduating from the Public Basic Education Network (PORTO, SILVA, 2008);

During the validity of the Plan of Goals, prior to the sanction of Law no. 12,711 / 2012, the impacts were considered to be still timid, particularly with regard to racial quotas (PORTO; SILVA, 2008). However, when the gender / gender variable is considered, the fact is that the initiative favored the insertion of black women (black and brown) more than the other groups analyzed (CERVI, 2013), which leads to the conclusion that, despite its limits, the initiative was successful in promoting equity since, according to the IPEA (2017), black women are the ones with the highest social vulnerability indicator in the historical series involving the period 1995 to 2015.

The advent of Law no. 12,711 / 2012 raised the debate on affirmative action to a new level, unifying the practices of Ifes. The effective impacts of this law are still unknown, since its validity is still recent. As suggested by Cervi (2013), a comparative study between the impacts of the 2004 Plan of Goals of UFPR and the impacts of Law no. 12,711 / 2012 may be an important starting point for research. Thus, this work sought to inventory the profiles of students entering the UFPR between 2013 and 2017, using data from the NC / UFPR, in order to compare the effects of Law no. 12,711 / 2012 with the effects of the Plan of Goals of Racial and Social Inclusion of UFPR approved in 2004.

It must therefore be questioned whether this initiative has been successful, based on the criteria stated in the text that establishes it, in an evaluation exercise of the policy as

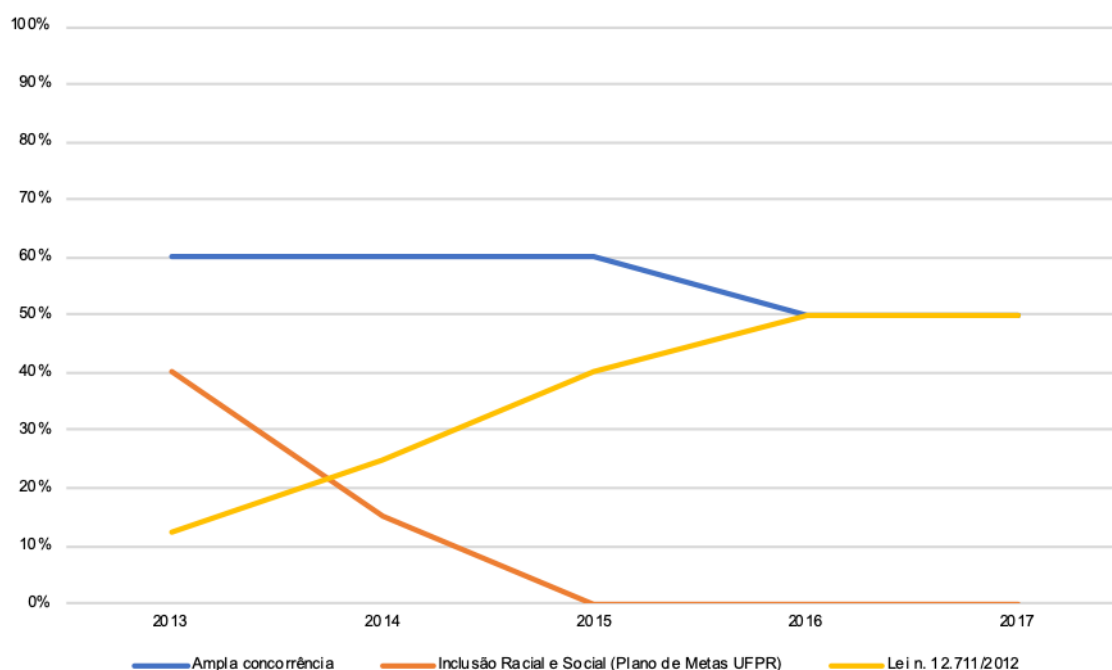
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explained by Figueiredo and Figueiredo (1986). To do so, in this text an analysis will be presented based on the data provided by the Contests Nucleus of the Federal University of Paraná (NC / UFPR), referring to the profiles approved in the entrance exam, obtained at the time of enrollment of the candidates to the Selective Processes of the period between 2013 and 2017. The cut is justified in view of the implementation of Law n. 12,711 / 2012, which instituted the quotas policy in the Federal Universities and Institutes, which had its first year of implementation in the Selective Process for admission in 2013.

The Implementation of Law n.12.711 / 2012 at UFPR

The period of validity of the Federal Law coincides partially with that of the Plan of Goals for Social and Racial Inclusion of UFPR, established through Resolution n.37 / 2004, valid for 10 years (2005-2014). Thus, the end of the interinstitutional initiative coincides with the progressive implementation of federal legislation, which should be implemented in a staggered manner in a four-year period, reaching in 2016 the percentage of 50% of vacancies offered (BRAZIL, 2012).

Graph 1. Evolution of the distribution of vacancies by type of competition and by Selective Process (2013-2017)



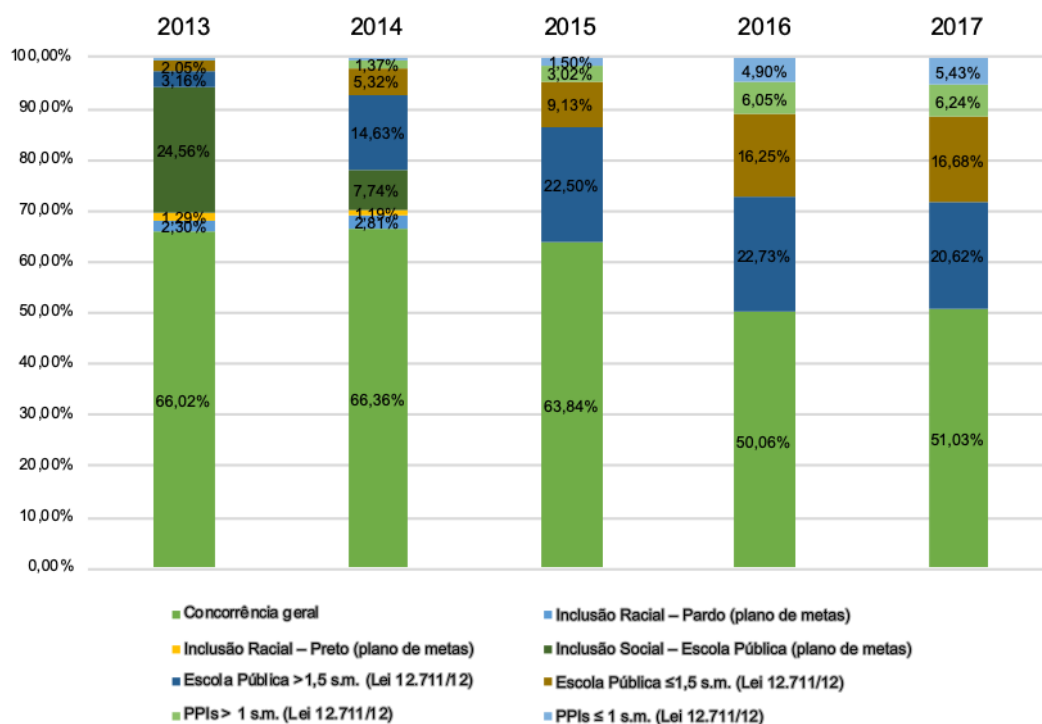
Source: Own elaboration, from the provisions of the NC / UFPR Notice n. 7/2012; Edital NC / UFPR n. 13/2012; Edital NC / UFPR n. 13/2013; Edital NC / UFPR n. 14/2014; Edital NC / UFPR n. 28/2015; Edital NC / UFPR n. 24/2016. Note: The Selective Process of 2013 allowed candidates registered for vacancies in the UFPR Plan of Goals to reopen for vacancies in accordance with Law n. 12.711 / 2012 since they were approved in the first phase, which explains why the sum of the percentage of vacancies exceed 100%.

The data presented in Graph 1 shows how the University implemented Law n. 12.711 / 2012, in a step-by-step manner, in line with its recommendations: 12.5% per year, until reaching 50% of the vacancies offered by the selection process the end of four years.

An important observation to make is that in the Selective Process for the year 2013 were published two Edicts. Call Notice n.7, on August 2, 2012, maintained the reserve of 40%, distributed in 20% for Social Quotas and 20% for Racial Quotas, in accordance with University Council Resolution n.37 / 2004, which established the Racial and Social Inclusion Goals Plan. With the enactment of Law No. 12,711, on August 29, 2012, the Contests Nucleus published a new Call Notice in November (Edital n.13 / 2012), allowing registered candidates for vacancies booked in accordance with the Plan of Targets of the institution could choose to compete for the 12.5% of vacancies offered under the Federal Law, with approval in the first phase of the contest.

If the reading of the Edicts allows to affirm that the University complied with all legal requirements regarding the provision of reserved places, it is in the analysis of the occupation of these places that the limits of the policy are shown, because when there are no approved candidates for reserved places, they are redistributed to another reserved category or even to general competition. Figure 2 shows the distribution of the candidates approved by the selection process, according to the type of competition. In none of the years of the analyzed series the percentage of vacancies reserved was entirely occupied by candidates for these vacancies. The closest that was reached was in the year 2016, when those approved in General Competition occupied 50.06% of the vacancies.

Chart 2. Distribution of approved in UFPR Selective Processes by type of competition (2013-2017).



Source: Own elaboration, based on data provided by NC / UFPR (2013-2017).

However, the limits are even more evident when examining the data by type of job reservation. In the Selective Processes of 2013 and 2014, when the Goal Plan was still under surveillance, the percentage of blacks and browns approved was well below the 20% (2013 = 3.59%) and 7.5% (2014 = 4%) respectively. The approved who reopened by joining through

spaces reserved for PPIs by Law 12.711 / 2012 in the year 2013 add up to insignificant 0.62%.

The table is somewhat more favorable when one observes the data of those approved by means of the so-called Social Quotas (UFPR Goals Plan) or public high school graduates (with two sub-bands: up to 1.5 sm of per capita family income and above 1.5 sm of family income per capita). In 2013, those approved through these forms of competition accounted for 29.77%, with 24.5% only through the reserve of vacancies related to the Plan of Goals. However, in the following year, participation fell to 27.69%, highlighting the percentage of those approved in vacancies reserved for public high school graduates, in accordance with Law n.11.711 / 2012 (19.95%). Those approved in places reserved for Social Quota (Targets Plan) total only 7.74%.

From the Selective Process to entry in 2015, when the vacancy reserved by the UFPR's Target Plan ceases, the trend observed in the two previous years remains unchanged, that is, the number of approved in vacancies reserved for public school graduates is higher in comparison with those approved in vacancies reserved for Blacks, Pardos and Indigenous People. In both cases, those approved focus more on the per capita income bracket above 1.5 minimum wages.

The data presented from Table 2 expose the difficulty in filling the vacancies reserved for PPIs over the period. For vacancies reserved to PPIs with a per capita family income equal to or less than 1.5 minimum wages, the percentage of vacancy occupancy is only 9.15% in 2013. Already for the occupation of vacancies reserved for PPIs with per capita income higher than 1.5 minimum wage, the percentage is slightly higher: 12.41%. As for the vacancies reserved according to the Plan of Targets, there are a small number of vacancies effectively occupied by racial quota holders (25%), to the detriment of social quota holders (196.19%).

Table 2. Number of candidates, vacant and approved by type of competition (2013)

	Type of competition	Candidates	Vacancies	Approved	% vacancies occupied
	General Competition	38.138	3059	3323	108,63%
Law nr. 12.711/12	PPIs \leq 1,5 s.m.	21	153	14	9,15%
	Public School \leq 1,5 s.m.	135	217	103	47,47%
	PPIs $>$ 1,5 s.m.	25	137	17	12,41%
	Public School \leq 1,5 s.m.	225	167	159	95,21%
Goals plan	Racial quotas	2559	724	181	25,00%
	Racial quotas	9227	630	1236	196,19%
	Total	50.330	5087	5033	-

Source: Own elaboration, based on data provided by the NC / UFPR and Guide for Applicants to Vestibular (Selective Process 2012/2013).

Observations: (1) these are exclusively vacancies offered for the Vestibular Competition, disregarded those offered via Sisu (10% of the total number of places per course) and Provar. (2) The proportion of vacancies reserved in accordance with Law no. 12,711 must respect the proportion of Blacks, Pories and Indigenous people measured in the UF of the HEI in the last census survey. In the case of Paraná, the 2010 Census measured 3.17% of Blacks, 25.09% of Pardos and 0.25% of Indigenous people. However, in agreement with consultations with the Public Prosecutor's Office the criterion was to round up each separate group, respectively to 4%, 26% and 1%, reaching a total of 31%. (3) The number of approved calls includes the complementary calls, so the number of approved total exceeds in some cases the number of vacancies.

In the case of vacancies reserved for students who have attended high school in public schools, the percentage of occupation is higher, because vacancies not occupied by PPIs are transferred to graduates of the Public Network. This does not mean that all the candidates summoned have effectively registered, either because in some cases the registration was canceled by withdrawal or, in others, by not proving the conditions to claim the reserved seat. Therefore, there are more approved than vacancies, and complementary calls are made to each Selection Process. In the end, if there are no approved vacancies reserved, they are transferred to the general competition.

Table 3. Distribution of number of candidates, vacant and approved by type of competition (2014)

	Type of competition	Candidates	Vacancies	Approved	% vacancies occupied
	General Competition	38.789	2680	2957	110,34%
Lei n. 12.711/12	PPIs ≤ 1,5 s.m	357	221	26	11,76%
	Public School ≤ 1,5 s.m.	1964	361	237	65,65%
	PPIs > 1,5 s.m.	470	218	61	27,98%
	Public School ≤ 1,5 s.m.	7275	336	652	194,05%
Goals plan	Racial quotas	1718	342	178	52,05%
	Racial quotas	2977	342	345	100,87%
	Total	53.550	4500	4456	-

Source: Own elaboration, based on data provided by the NC / UFPR and Guide for Applicants to Vestibular (Selective Process 2013/2014).

Remarks: (1) these are exclusively vacancies offered for the Vestibular Contest, disregarded those offered through SISU (30% of the total of vacancies of the course) and Provar. (2) The proportion of vacancies reserved in accordance with Law no. 12,711 must respect the proportion of Blacks, Pories and Indigenous people measured in the UF of the HEI in the last census survey. In the case of Paraná, the 2010 Census measured 3.17% of Blacks, 25.09% of Pardos and 0.25% of Indigenous people. However, in agreement with consultations with the Public Prosecutor's Office the criterion was to lease up each separate group, respectively to 4%, 26% and 1%, reaching a total of 31%. (3) The number of approved calls includes the complementary calls, so the number of approved total exceeds in some cases the number of vacancies.

The data referring to the Selective Process of 2014, presented in Table 3, maintain the tendency verified in the previous year: a difficulty in filling the vacancies reserved for PPIs. The residual vacancies of the Plan of Goals of the UFPR, which was in its last year of

validity, evidences the maintenance of the absolute number of approved in vacancies reserved for racial quotas (178 against 181 in the previous vestibular). However, the total percentage of reserved vacancies was maintained. The reduction was offset by the increase in the number of places reserved by Law n. 12.711 / 2012, which in that year reached 25% of the total. However, even among these vacancies there were not enough candidates approved for their filling by PPIs. The same is true of public school graduates with a per capita family income of up to 1.5 minimum wages. Such a framework allowed the number of approved students in public school places, with a per capita family income of more than 1,5 s.m. to be expanded, to almost double the number initially reserved (194.05%).

Table 4. Distribution of number of candidates, vacant and approved by type of competition (2015)

	Type of competition	Candidates	Vacancies	Approved	% vacancies occupied
	General Competition	40.167	2852	3104	108,84%
Law nr. 12.711/12	PPIs \leq 1,5 minimum wage	634	325	73	22,46%
	Public School \leq 1,5 minimum wage	3295	691	444	64,25%
	PPIs $>$ 1,5 minimum wage	1025	321	147	45,79%
	Public School \leq 1,5 minimum wage	11069	641	1094	170,67%
	Total	56190	4830	4862	–

Source: The author (2018), based on data provided by the NC / UFPR and Guide for Applicants to the Vestibular (Selective Process 2014/2015).

Remarks: (1) these are exclusively vacancies offered for the Vestibular Competition, disregarded those offered through SISU (30% of vacancies per course) and Provar. (2) The proportion of vacancies reserved in accordance with Law no. 12,711 must respect the proportion of Blacks, Ponies and Indigenous people measured in the UF of the HEI in the last census survey. In the case of Paraná, the 2010 Census measured 3.17% of Blacks, 25.09% of Pardos and 0.25% of Indigenous people. (3) The number of approved calls includes the complementary calls, so the number of approved total exceeds in some cases the number of vacancies.

The 2014/2015 Selective Process is the first one in which the vacancies reserved by the Goals Plan are no longer offered. Perhaps as a result of this, the number of approved to occupy the vacancies reserved for PPIs (in both lanes) and those reserved for Public School graduates with per capita family income of up to 1.5 minimum wage increased in both the absolute number and the relative number. The proportion of Blacks, Ponies and Indigenous people included in the vacancies reserved for the lowest family income brackets almost doubled from year to year, jumping from 11.76% to 22.46%. As a result, the vacancy rate for the General Competition decreased slightly, as well as the vacancy rate reserved for Public School students, regardless of income.

In the following Selective Process, the full implementation of the reserve of vacancies is verified according to the enactment of the Law, thus reaching 50% of the total number of vacancies. The trend of increasing the participation of PPIs in the set of approved also goes through a significant increase. This refers to a change in the criterion of application of quotas. Resolution 27/2004 defined an application of quotas only in the second phase of the

vestibular exam, which limited the number of black and brown competitors and was the object of internal criticism by the studies of NEAB (SILVA, 2008; PORTO and SILVA, 2008). implementation of the policies. In the 2015/2016 college entrance examination, the quotas began to focus on the first phase, increasing its effectiveness. As shown in Table 5, it reaches 71.65% of the vacancies reserved for students with a family income greater than 1.5 s.m. per capita and 55.45% of the students with a lower per capita family income. It is evident a change in the profile of the ethnic-racial distribution of the approved, as well as the reduction of the participation of approved in General Competition. There are therefore two effects: there are a greater number of places reserved for the quotas and a greater number of approved ones to occupy them.

Table 5. Distribution of number of candidates, vacant and approved by type of competition (2016)

		Type of competition	Candidates	Vacancies	Approved	% vacancies occupied
		General Competition	42140	2417	2341	96,86%
Lei 12.711/12	n.	PPIs ≤ 1,5 minimum wage	686	413	229	55,45%
		Public School ≤ 1,5 minimum wage	3270	843	760	90,15%
		PPIs > 1,5 minimum wage	990	395	283	71,65%
		Public School ≤ 1,5 minimum wage	10560	818	1063	129,95%
		Total	57646	4886	4676	—

Source: Own elaboration, based on the data provided by the NC / UFPR and Guide to the Candidate for the Vestibular (Selective Process 2015/2016).

Remarks: (1) these are exclusively vacancies offered for the Vestibular Competition, disregarded those offered through SISU (30% of vacancies per course) and Provar. (2) The proportion of vacancies reserved in accordance with Law no. 12.711 must respect the proportion of Blacks, Ponies and Indigenous people measured in the UF of the HEI in the last census survey. In the case of Paraná, the 2010 Census measured 3.17% of Blacks, 25.09% of Pardos and 0.25% of Indigenous people. (3) The number of approved calls includes the complementary calls, so the number of approved total exceeds in some cases the number of vacancies.

In the last year of the series analyzed here (2017), according to the presented in Table 6, the tendency of increase of the occupation of places reserved for PPIs consolidates. Again, there is a proportional participation of those approved in General Competition and Public-School graduates with family income per capita above 1.5 minimum wages.

An element to be considered in the evaluation of the policy is the question of the family income of the beneficiaries. Regarding this criterion, it is important to note that the text of Law no. 12.711 / 2012 refers to the per capita family income, which differs from the measure used by the NC / UFPR collection instrument, which refers to family income. Despite this caveat, which prevents us from verifying that the income requirements are being effectively observed when the case is the case, the data in the Graphs presented below show that, as the Law was implemented, the percentage of vacancies reserved in the bands of lower

family income has been widened, especially in the case of Black, Brown and Indigenous candidates.

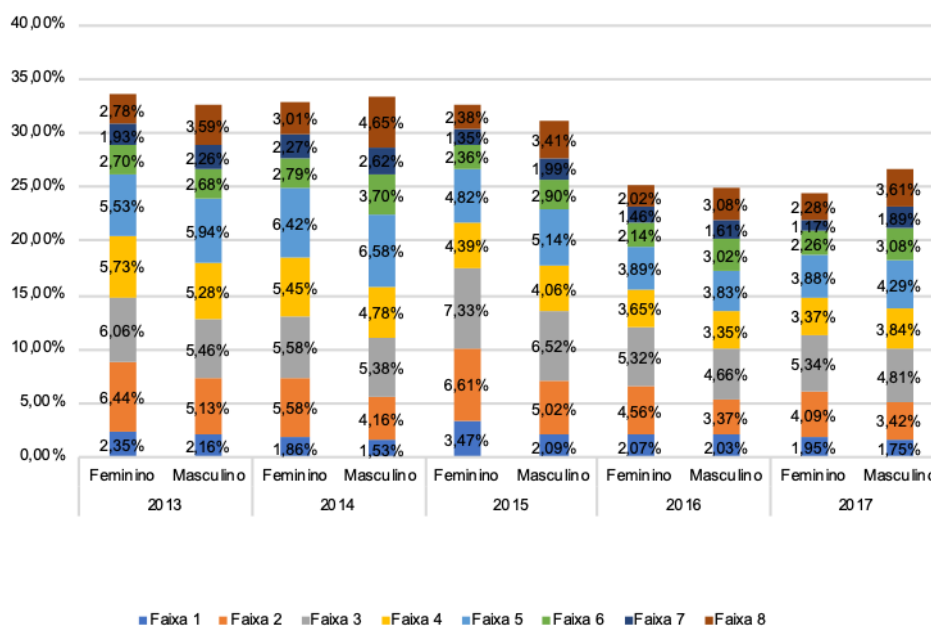
Table 5. Distribution of number of candidates, vacant and approved by type of competition (2017)

	Type of competition	Candidates	Vacancies	Approved	% vacancies occupied
	General Competition	35690	2741	2698	98,43%
Law 12.711/12 nr.	PPIs \leq 1,5 minimum wage	1198	447	287	64,21%
	Public School \leq 1,5 minimum wage	4563	937	882	94,13%
	PPIs $>$ 1,5 minimum wage	1508	441	330	74,83%
	Public School \leq 1,5 minimum wage	11525	928	1090	117,46%
	Total	54484	5494	5287	–

Source: Own elaboration, based on the data provided by the NC / UFPR and Guide for Applicants to the Vestibular (Selective Process 2016/2017).

Observations: (1) these are exclusively vacancies offered for the Vestibular Competition, disregarded those offered through SISU and Provar (Process of Utilization of Remaining Vacancies). (2) The proportion of vacancies reserved in accordance with Law no. 12,711 must respect the proportion of Blacks, Ponies and Indigenous people measured in the UF of the HEI in the last census survey. In the case of Paraná, the 2010 Census measured 3.17% of Blacks, 25.09% of Brown and 0.25% of Indigenous people. (3) The number of approved calls includes complementary calls, so the total approved number exceeds the number of vacancies in a few years.

Beginning in 2015, the year in which the UFPR Targets Plan ceases to exist, the participation of those approved in General Competition in the two lower income brackets falls. On the other hand, participation in the higher income brackets maintains a relative stability, which indicates that the advent of the Law allowed the insertion of a larger contingent of impoverished individuals, mainly concentrated in the income brackets 2, 3 and 4, with income varying between R \$ 1,245.00 to \$ 4,976.00. As a comparison, the average income of the Brazilian worker calculated by RAIS, therefore in a condition of formality in the labor market, in 2013, was R\$ 2,266.00 (DIEESE, 2014).

Graph 3. Distribution of the approved in General Competition, by income, sex¹ and selective process.

Source: Own elaboration, based on data provided by NC / UFPR (2013-2017).

Comments:

(1) The percentages refer to the total of approved per contest.

(2) The family income brackets, according to the year of the selection process, are as follows:

1 - Up to R\$ 1,244.00 (2013 and 2014); up to R\$ 1,448.00 (2015 to 2017).

2 - From R\$ 1,245.00 to R\$ 2,480.00 (2013,2014); From R\$ 1,449.00 to R\$ 2,896.00 (2015 to 2017).

3 - From R\$ 2,481.00 to R\$3,732.00 (2013 and 2014); From R\$2.897,00 to R\$4.344,00 (2015 to 2017).

4 - From R\$3,733.00 to R\$4,976.00 (2013 and 2014); From R\$4,345.00 to R\$ 5,792.00 (2015 to 2017).

5 - From R\$4,977.00 to R\$7,464.00 (2013 and 2014); From R\$ 5,793.00 to R\$8,688.00 (2015 to 2017).

6 -From R\$7,465.00 to R\$9,952.00 (2013 and 2014); From R\$8,689.00 to R\$11,584.00 (2015 to 2017).

7-From R\$9,953.00 to R\$12,440.00 (2013 and 2014);From R\$11,585.00 to R\$14,480.00 (2015- 2017).

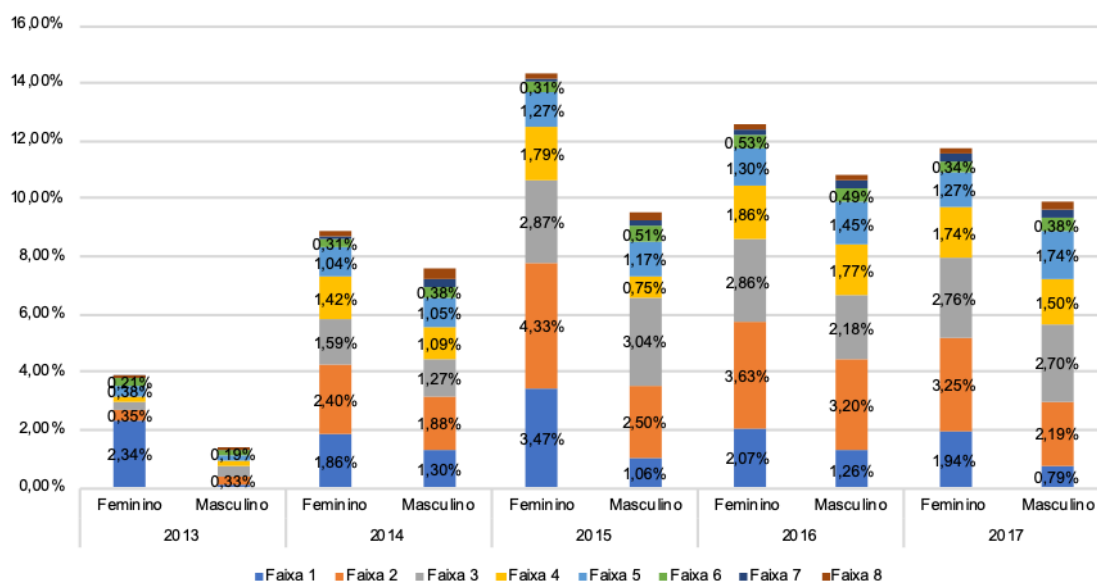
8 - Above R \$ 12,441.00 (2013 and 2014); Above R \$ 14,481.00 (2015 to 2017).

Graph 3, which analyzes the data of those approved in General Competition, shows that there is a balanced distribution between the sexes, with a slight advantage for men. Only in 2013 and 2015 do women exceed men in number of approvals.

However, the data that draws attention is a result of the cross between income and sex. While there are more approved concentrates in the lower income brackets, there are more men in the higher brackets. This is a fact that requires the performance of other studies, perhaps using qualitative methodologies, to understand the relationship between gender, income and success in selective processes.

¹ The option, in this work, was to maintain the categories used by the data collection instrument.

Chart 4. Distribution of those approved in vacancies reserved for public high school graduates, with income greater than 1.5 per cent per capita, by income, sex and selective process



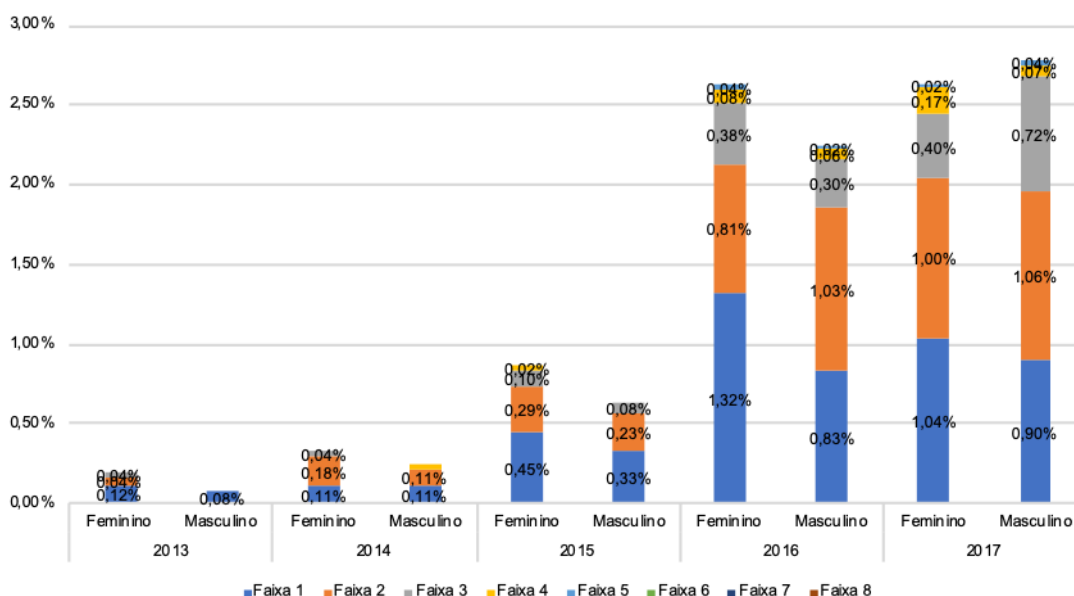
Source: Own elaboration, based on data provided by NC / UFPR (2013-2017).

Comments:

- (1) The percentages refer to the total of approved per contest.
- (2) The family income brackets are the same as those described in Chart 3.

Graph 4 presents the data related to those approved in the vacancies reserved for Public High School graduates, with family income per capita higher than 1.5 minimum salary. As is the case of those approved for all types of reserved places, more women are approved in the whole series analyzed. In addition, although the Act does not provide for an income ceiling, there is a strong concentration of approved income brackets 2 and 3.

Chart 5. Distribution of those approved in vacancies reserved for Blacks, Brown and Indigenous, with income greater than 1,5 s.m. per capita, by income, sex and selective selection



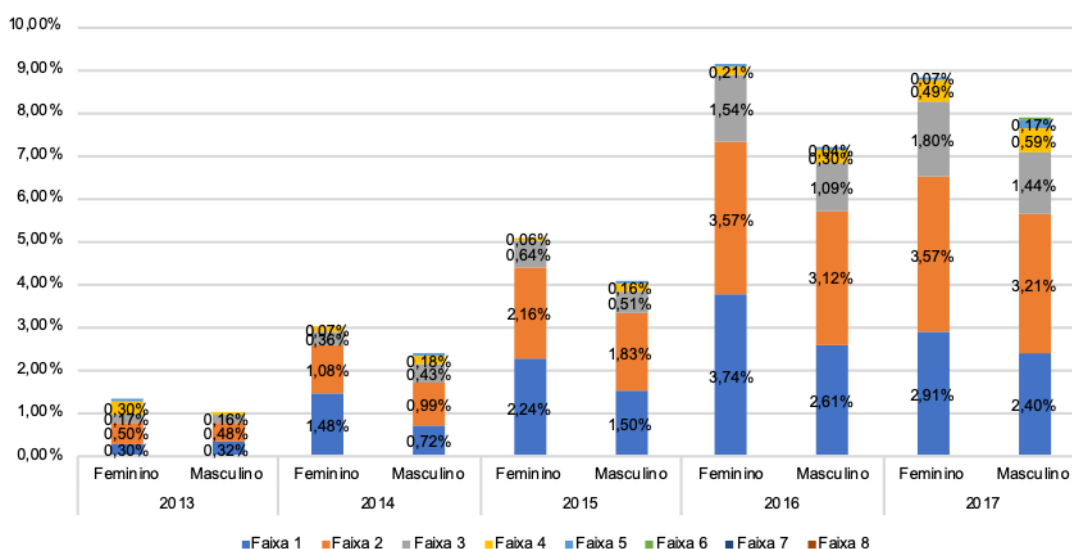
Source: Own elaboration, based on data provided by NC / UFPR (2013-2017).

Comments:

- (1) The percentages refer to the total of approved per contest.
- (2) The family income brackets are the same as those described in Chart 3.

Graph 5 presents the data of approved for vacancies reserved for Blacks, Brown and Indigenous people with per capita family income greater than 1.5 minimum wage. What is most striking is the absence of approvals in the three highest income brackets, with a high concentration in lanes 1 and 2. If compared to the data presented in Graph 4, there is confirmation that PPIs have a lower income compared to the graduates of the public school, even in the case of not having a ceiling to plead the vacancy. In short, there is a greater social and economic vulnerability of Black, Browns, and Indigenous individuals that becomes perceptible when comparing family income profiles.

Graph 6. Distribution of those approved in vacancies reserved for public high school graduates, with income equal to or lower than 1.5 per cent per capita, by income, sex and selective process



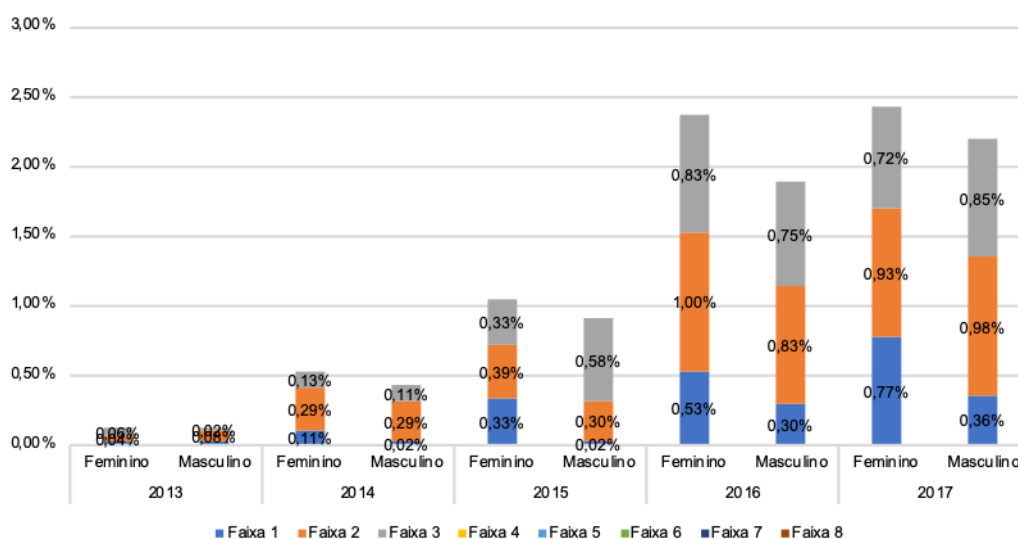
Source: Own elaboration, based on data provided by NC / UFPR (2013-2017).

Comments:

- (1) The percentages refer to the total of approved per contest.
- (2) The family income brackets are the same as those described in Chart 3.

Graph 6 presents data of the approved ones for the vacancies reserved for graduates of the Public High School, with per capita family income equal to or less than 1.5 minimum salary. As shown in Graph 5, there are no approved in the three highest income brackets, which is not surprising, given the conditionality of the wave type. There is also a greater participation of women.

Chart 7. Distribution of those approved in vacancies reserved for Blacks, Brown and Indigenous, with income equal to or less than 1.5 per cent per capita, by income, sex and selective process.



Source: Own elaboration, based on data provided by NC / UFPR (2013-2017).

Comments:

(1) The percentages refer to the total of approved per contest.

(2) The family income brackets are the same as those described in Chart 3.

In Chart 7, referring to those approved for vacancies reserved for PPIs with a per capita family income equal to or less than 1.5 sm, the most striking fact is the absence of approved ones from the fourth. That is, one more once the vacancy reserve guarantees the entry of subjects with profiles of greater social and economic vulnerability and confirms the thesis that blacks, pardos and indigenous people need different treatment in order to guarantee equal conditions of access to Higher Education.

Final Considerations

Considering the data presented so far, it is necessary to examine the scope and scope of Law n. 12.711 / 2012 on the profile of students recruited through the UFPR entrance examination, particularly those who entered through racial quotas. According to the analysis undertaken by Campos and Feres Junior (2014, p. 103), such a form of affirmative action [...] has been viewed in Brazil as a synonym of dissent" opposing defenders and detractors who resort to the same set of arguments based mainly on multiculturalism. On the one hand, the defense of the right to cultural difference. On the other, the accusation that it is a set of measures imported from the United States that has a history of racial conflicts different from the Brazilian, which would de-authorize its implementation.

Still in the field of academic rhetoric - which ultimately influences the debate held in the political arena and also in common sense - there is recourse to arguments that refer to the idea of formal equality, challenging the very compatibility of affirmative actions with democratic principles. In this sense, Daflon and Feres Junior (2015) analyze the set of

arguments against affirmative action in light of the three reactionary theses described by Albert Hirschman (1989).

According to Hirschman (1989), for every great movement for the conquest of citizenship rights in the West - namely, the conquest of civil rights, the extension of political rights through the universalization of suffrage and the recognition of social rights within the logic of the State Providence - is built an arsenal equivalent of arguments that aims to constitute as a barrier to its implementation. Transposing the analysis to the field of affirmative action, Daflon and Feres Junior (2015) conclude that the academic production that opposes such an initiative, both in Brazil and in India, uses the so-called reactionary theses. Thus, the appeal to identity markers such as caste (India) or race (Brazil) is taken as a perversion of national identity, with the effect of intensifying the problems that seek to be overcome through policies. In Brazil, for example, the politics of racial quotas would provoke the racialization of society itself.

However, in the analysis of affirmative action research that monitors various policy aspects, Silva and Borba (2018) identify that data and social indicators handled in several studies are lavish in refuting the arguments against affirmative action. That is, the analysis of impact on access, academic performance, social impact and generation of equity, identity development, permanence policies, point to positive results of the policies developed (SILVA, 2008; VELOSSO, CARDOSO, 2011; SANTOS, 2011; DOEBBER, GRISA, 2012, OLIVEIRA, CONTARINE, CURRY, 2012, SANTOS, 2012, SILVA, MOSCA, ZIMERMAM, 2012, CORDEIRO, 2013, DAFLON, FERES JÚNIOR, CAMPOS, 2013, HOLLAND, WELLER, 2014, MOREIRA, 2018).

Merit and formal equality, taken as great achievements of Western societies, would be under threat before the implementation of affirmative action. More subtle than the thesis of perversity, the thesis of the threat argues that any gains from these initiatives would not compensate for the losses stemming from the abatement of universalism previously unchallenged.

Finally, there is the appeal to the thesis of futility. According to this point of view, affirmative actions have failed procedures and results and, therefore, initiatives in this sense should be canceled. This argument does not find empirical support, especially in the case of the Brazilian reality, since the quotas for Higher Education are still very recent. With regard to UFPR, since the enactment of Law n. 12.711 / 2012, a new framework is opened.

If the impacts of the Plan of Goals were evaluated as timid, widening the inclusion of black women (CERVI, 2013), the same cannot be said about Federal Law n. 12,711 / 2012. Analyzing the data presented in Table 2, 3, 4, 5 and 6, particularly those referring to those approved for vacancies reserved for Blacks, Pardos and Indígenas (in the two subgroups of income), we can see the increase in occupation of vacancies. It is still more difficult for PPIs with a per capita family income equal to or lower than 1.5 sm to occupy proportionally the total number of vacancies offered, but the trend in 2016 and 2017 is up: 18.23% of the total number of vacancies reserved in 2016 and 20.73% of the vacancies offered in 2017, noting

that the reference value, according to IBGE, is 28.51% of the vacancies reserved for this income bracket. In the case of vacancies reserved for PPIs, regardless of income, 23.33% of the vacancies offered in 2016 and 24.10% of the vacancies offered and reserved independently of the income were effectively occupied.

It is necessary that there is continuity of the monitoring of the data of the entrants in the next selective processes so that the upward trend is confirmed or not. With regard to the formulation of hypotheses that may explain this high bias, it is important to highlight two elements that, unless better judged, are fundamental. The first of these refers to the Racial Equality Statute.

Law no. 12.288 / 2010, although limited in scope to the scope sought in its initial project, ended up making the representation of Brazilian ethno-racial diversity obligatory in state advertising (SILVA, 2012). Add to this the protagonism of the Black Movement that not only demanded greater visibility with advertising and cultural production in general, but also made a great defense of affirmative action policies for Higher Education, shedding light on the debate that took place in the country at the beginning of this century.

This greater visibility may have had a catalyzing effect on young people who came to recognize themselves as black and therefore endowed with a singular history that was silenced. In addition, they began to perceive access to Higher Education as a goal to be achieved and the University as a space to be contested, for the sake of democracy.

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