

## EDITORIAL

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### WHAT IS THERE TO CELEBRATE IN WOMEN'S MONTH?

In March, the month in which we celebrate women, its iconic date and main reference point being March 8, *RAE* is pleased to present three texts that deal with women in organizations. In the Perspectives section, Celina McEwen, Allison Pullen and Carl Rhodes reflect on the sexual harassment that is still present in organizations, the importance of the # MeToo # movement, and the role of leadership in promoting less sexist organizational environments. Sara Falcão Casaca, Maria João Guedes, Susana Ramalho Marques and Nuno Paço discuss the impacts of Portuguese legislation for increasing the presence of women on boards of directors. In the Essay section, Vanessa Martines Cepellos addresses the difficulties faced by women as they become older in organizations.

The topics dealt with in these texts extend beyond borders: sexual harassment in Australia, the under-representation of women on boards of directors in Portugal, and the ageism that affects women in Brazil are issues that are being constantly faced by women at work and in organizations practically all over the world. It is a well-known fact that organizations are gendered (Acker, 1990), and that inequality between men and women in the world of work has persisted for decades, and has been accentuated in Brazil by its intersectionality with structural racism (Carneiro, 2020). The inclusion of women in STEM areas is also still small (UN Women, 2021), and data from UN Women Americas and the Caribbean (2020) show that COVID-19's impact on women in the region is brutal. In other words, the timid advances made in the region in recent years are at risk of being lost. It is in the context of this pandemic that scientific research into the work of women in organizations is more necessary than ever.

But in addition to the articles in the Perspectives and Essay sections, we invite our readers to explore the other articles in this edition: "Export performance in South America: Do intangibles affect firms' performance in developing countries

such as Peru?”, by Carlos Castillo Guardamino and José Ventura Egoávil; “High-performance level and technology management among winery firms in the wine industry cluster of Baja California: A fsQCA approach”, by José Carlos Rodriguez, Mario Gómez and Maria Alice Manzo; “Leveraging the effectiveness of knowledge-intensive services: The roles of customers and service providers”, by Simone Santos da Silva and Juliana Bonomi Santos; and “Corporate governance and political connections in anticorruption practices”, by Sirlene Koprowski, Viviane Krein, Sady Mazzioni and Cristian Baú Del Magro. As a generalist journal, *RAE* has contributions on various relevant topics written by Brazilian and Latin American authors. There needs to be greater integration between researchers from these countries in order to drive science and knowledge in the region forward. It is also essential that there are discussions about anti-corruption practices.

We are still in the pandemic, so take care, and enjoy reading!

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