

PROGETTOSupervisore: Claudia BianchiTitolo: Public policies and institutional strategies to identify and contrast misogyny**Descrizione del progetto** (Numero di caratteri inclusi spazi: 2.000-3.000):

Identifying with a gender is one of the traits that constitute an individual's personal and social identity – a feature that intersects with further categories to which one belongs or to which they get socially assigned (such as ethnicity, sexual orientation, (dis)ability, class, or age). One's belonging to a given category affects in many complex ways their relations with their social environment, as well as the opportunities that they are given. Italy still has a hard time reaching the gender equality goals set by the European Union: the 2022 European Gender Index that is concerned with work environment ranks Italy in the lowest position relative to all other Member States (its score being 63.2/100).

Philosophy can yield a fundamental contribution to the analysis of women's identities and assigned social roles, as well as of the factors that hinder the achievement of gender equality, within and outside the work environment. Phenomena like misogyny and sexism constitute a significant obstacle to the achievement of equality, and contribute to fueling various kinds of discrimination. Analyzing the role of women within our societies and the nature of their discrimination seems to be a required step to eventually overcome such inequalities, and to design policies for gender equality in public and private organizations.

This project analyzes the main factors of gender discrimination from an intersectional perspective. This study can be articulated along the lines of different philosophical traditions (epistemology and philosophy of language, normative political philosophy, phenomenology of the social reality) and it aims to pick out and investigate the norms, conditions, behaviors and experiences that impede the creation of an inclusive work environment. The project aims to pave the way for the creation of work environments – and social realities more generally – that are not hostile to women, by designing tools to contrast misogyny and sexism. The goal is thus twofold: on the one hand, to identify the phenomenon of misogyny as it occurs and is experienced by women within public and corporate administrations – fields of crucial interest for our lives as workers; on the other hand, to sketch countering strategies that are effective, implementable, and shared among stake holders..

Competenze da acquisire dal dottorando (Numero di caratteri inclusi spazi: max 600):

The PhD candidate will acquire distinctive skills in philosophy, according to the perspective they will take (epistemology and philosophy of language, normative political philosophy, phenomenology of the social reality) – both theoretical skills and applied capabilities that concern the social and institutional world. They will also get acquainted with the interdisciplinary research methods that belong to gender studies.

Bibliografia (max. 15):

1. Alcoff Linda Martín 2006, *Visible Identities: Race, Gender, and the Self*, Oxford, Oxford University Press.
2. Bubeck, D. (2000), "Feminism in political philosophy: Women's difference". In M. Fricker & J. Hornsby (Eds.), *The Cambridge Companion to Feminism in Philosophy* (Cambridge Companions to Philosophy, pp. 185-204), Cambridge: Cambridge University Press.
3. Cudd, A. (2006), *Analysing Oppression*, Oxford, Oxford University Press.

4. EIGE (2022), "Gender Equality Index 2022": <https://eige.europa.eu/publications/gender-equality-index-2022-covid-19-pandemic-and-care>.
5. Freeman, L., Weekes Schroer J. (eds.) (2020), *Microaggressions and Philosophy*, Routledge.
6. Fricker Miranda 2007, *Epistemic Injustice. Power & the Ethics of Knowing*, Oxford, Oxford University Press.
7. Frye, M. (1983), *The Politics of Reality: Essays in Feminist Theory*, The Crossing Press, Freedom, California.
8. Haslanger Sally 2012, *Resisting Reality: Social Construction and Social Critique*, Oxford University Press, Oxford.
9. Heinämaa, S. (2012), "Sex, Gender, and Embodiment", in D. Zahavi (ed.), *The Oxford Handbook of Contemporary Phenomenology*, Oxford, Oxford University Press.
10. Jaggar, A.M. & Young, I.M. (eds.) (2000), *A Companion to Feminist Philosophy*, Oxford, Blackwell.
11. Langton Rae 2009, *Sexual Solipsism: Philosophical Essays on Pornography and Objectification*, Oxford, Oxford University Press.
12. Manne, K. (2018), *Down Girl: The Logic of Misogyny*, New York, Oxford University Press.
13. Shabot, S. C., & Landry, C. (Eds.) (2018), *Rethinking feminist phenomenology: Theoretical and applied perspectives*, Rowman & Littlefield.
14. Young, I. M. (2005), *On Female Body Experience: "Throwing Like a Girl" and Other Essays* (Studies in Feminist Philosophy), Oxford University Press.
15. Young, I. M. (1990), *Justice and the Politics of Difference*, Princeton University Press.

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