



NATIONAL DOCTORATE IN GENDER STUDIES
(DM 226/2021, art. 11)
Administrative Office:
Department of Humanities Research and Innovation
University of Bari Aldo Moro

NATIONAL DOCTORATE IN GENDER STUDIES

Coordinator: Prof. Francesca R. Recchia Luciani

Email: dottorato.genderstudies@pec.uniba.it; francescaromana.recchialuciani@uniba.it

39th Cycle Expected Duration: 3 YEARS

Proposing Department: Humanities Research and Innovation

Administrative Office: University of Bari Aldo Moro

Affiliated Institutions:

1. University of Basilicata
2. University of Magna Grecia Catanzaro
3. University of Macerata
4. University of Milan Bicocca
5. University of Modena and Reggio Emilia
6. University of Molise
7. University of Naples Federico II
8. University of Perugia
9. Sapienza University of Rome
10. University of Salento
11. University of Salerno
12. Sant'Anna School of Advanced Studies, Pisa
13. University of Venice IUAV
14. University of Turin

DESCRIPTION OF THE TRAINING PROGRAM

Project Description: The National Ph.D. program in Gender Studies aims to train highly qualified experts in the field of Gender Studies, Feminist Studies, Queer Studies, Masculinity Studies, Disability Studies, Racism Studies, and Intersectional Studies through a high-quality educational path. These experts will be capable of analyzing, through an interdisciplinary approach, the power dynamics based on gender and sexual orientation (as well as, from an intersectional perspective, ethnicity, social class, disability, religion, caste, age, nationality, species, and other intersecting identity axes that operate at multiple, often simultaneous, levels) that influence the processes of social identity formation. The National Ph.D. in Gender Studies, therefore, promotes research on the mechanisms through which gender relations reflect and structure power asymmetries and encourages reflection on how power relations based on multiple and overlapping forms of dominance, embedded in social, political, racial, and cultural formations, produce discriminatory dynamics generating conflicts and violence. The objective of the doctorate is to train experts who contribute to the design of inclusive and welcoming social, corporate, and community organizations and structures by developing forms of discrimination prevention,



NATIONAL DOCTORATE IN GENDER STUDIES
(DM 226/2021, art. 11)
Administrative Office:
Department of Humanities Research and Innovation
University of Bari Aldo Moro

marginalization, exclusion, and violence prevention, with an outlook towards achieving effective social sustainability based on the recognition and valorization of differences.

The interdisciplinary program of the doctorate is designed to enable students to produce original research that makes a significant contribution to the field of Gender Studies, both in terms of theoretical conceptualization and practical outcomes. The course aims to provide students with the necessary skills to appropriately construct and develop their research project, to adopt suitable methodologies for collecting, analyzing, and interpreting sources and heuristic material, to apply theoretical elaborations to concrete contexts, both public and private, including the design of good practices.

Experts trained in the National Ph.D. in Gender Studies will be able to operate both in academic research and in public administration and companies, with excellent profiles capable of developing diversity management models to resolve power, dominance, identity, and relational conflicts that generate discrimination and asymmetries, in order to promote the valorization of human resources in an inclusive work environment that respects the principle of equality.

The program combines the theoretical analysis and understanding of conceptual structures and processes that lead to phenomena such as marginalization and exclusion, with the empirical development and experimentation of emancipatory models. It aims to develop advanced analytical and operational skills in diversity management, the valorization of differences, and empowerment processes, thereby increasing the diffusion of social sustainability and enhancing anti-discriminatory actions and policies as agents of social and cultural change, in line with the provisions of the UN 2030 Agenda for Sustainable Development (particularly Goal 5 on Gender Equality) and the PNRR (Gender Equality as a cross-cutting principle to the Missions).

The trans- and interdisciplinary perspective that characterizes the Doctorate, integrating numerous scientific-disciplinary areas in the humanities, legal-economic, political, as well as new technological fields, is an essential element since Gender Studies analyze the impact and functioning of gender and other identity axes within symbolic, cultural, political, economic, social, and historical orders, challenging existing disciplinary boundaries and connecting theoretical knowledge and practical skills. For these reasons, the Ph.D. in Gender Studies realizes a collaborative intersection between different epistemologies and methodologies, combining traditional disciplinary expertise with the formulation of new heuristic perspectives resulting, on the one hand, from the dialogue between scientific-disciplinary fields and, on the other hand, from the relationship with the concrete reality of dynamics of discrimination and violence, designing horizons of knowledge, pragmatic contexts, and profoundly innovative action strategies.

COURSE OBJECTIVES AND CURRICULUM STRUCTURE

The National Ph.D. in Gender Studies is aimed at graduates who wish to acquire essential knowledge and skills in the complex current professional fields, including adopting an



*NATIONAL DOCTORATE IN GENDER STUDIES
(DM 226/2021, art. 11)
Administrative Office:
Department of Humanities Research and Innovation
University of Bari Aldo Moro*

intersectional and gender-sensitive approach, both in theory and application, on a national and international scale. The universities associated with the doctorate contribute to the course objectives, developed in the three-year training plan, based on their specific expertise and characteristics, respecting each scientific-disciplinary contribution, while at the same time creating a fruitful interweaving of differentiated skills in content and methodologies.

The educational objectives involve in-depth exploration of the following areas, corresponding to the 4 curricula of the doctorate:

1. **Philosophical-Political Field:** Within this field, conceptual, linguistic, and political structures that determine gender discrimination and violence will be analyzed and examined in order to provide students with a solid foundation of skills that enable critical understanding and use of fundamental theoretical tools in Gender Studies. Specifically, the training activities in this field will focus on the study of foundational theories of Gender Studies from the 1970s to the 1980s; global feminist and queer thought; theories of linguistic performativity and their application to current language with its sexist or hate-based tendencies, both online and offline; rights policies; disability studies; discriminatory practices; strategies to counter and prevent gender discrimination and violence, and more.
2. **Economic-Ethical-Legal Field:** Within this field, students will gain comprehensive knowledge of Italian and European regulations, ethical issues raised by new technologies, and economic issues related to gender equality from an intersectional perspective. The training activities in this field will focus on equal opportunities, affirmative action, anti-discrimination legislation, "algorithims" in the digital realm, prevention and suppression of workplace harassment and gender-based violence, work-life balance, and more.
3. **Artistic-Linguistic-Literary-Media Field:** Within this field, theories and practices in literature, aesthetics, transmedia, transcultural, and plurilingual contexts will be examined to contribute to a re-evaluation of gender in its intersections with race, class, religion, ethnicity, and citizenship. Specifically, through the frameworks of Feminist Critical Discourse and Multimodal Analysis, as well as postcolonial, decolonial, and black feminism critical thought, training activities will be structured to enable students to apply acquired theories and approaches to the construction and interpretation of artistic, performative, textual, and visual corpora that centrally address gender-oriented discursive practices.
4. **Pedagogical-Psychological-Sociological Field:** Within this field, the training will focus on gender pedagogy, with particular reference to family education and formal educational contexts to counter gender discrimination from an intersectional perspective. Psychological aspects will be addressed in terms of gender identity and its various clinical, contextual, cultural, and educational implications, as well as recent technological developments. This field includes a focus on Gender Studies in



NATIONAL DOCTORATE IN GENDER STUDIES
(DM 226/2021, art. 11)
Administrative Office:
Department of Humanities Research and Innovation
University of Bari Aldo Moro

relation to structural and emerging social dynamics, such as the reproduction of inequalities, forced migrations, transnationalism, and new citizenships. Therefore, the student's methodological training in this field includes acquiring specific skills in constructing social and applied research designs applicable to support public deliberation and organizational decision-making processes.

CAREER AND PROFESSIONAL OUTLOOK

The National Ph.D. in Gender Studies fully addresses the need to establish a relationship between knowledge produced by university research and the educational needs of the territories, institutions, and businesses supported by associated universities. For this reason, the National Ph.D. in Gender Studies aims to train:

1. Highly qualified researchers capable of independently designing and conducting interdisciplinary research projects in the field of Gender Studies, Feminist Studies, Queer Studies, Masculinity Studies, Disability Studies, and Intersectional Studies within Italian and international universities, as well as public and private research centres.
2. Professionals in social and psychological sciences suitable for various contexts (educational, corporate, professional, familial) in addressing issues related to gender disparity and identity, learning processes, and socio-cultural and intergenerational dynamics where identity-related issues generate conflicts and social risk.
3. Highly skilled experts in the interdisciplinary field of Gender Studies, Feminist Studies, Queer Studies, Masculinity Studies, Disability Studies, and Intersectional Studies, capable of undertaking innovative roles in public and private, national and international employment contexts, such as:
 - Diversity Manager: a competent figure in inclusive and sustainable organizational management, focusing on non-discrimination, psychophysical well-being, safety, and inclusion.
 - Gender Expert: a figure possessing gender expertise, including knowledge, employment techniques, and solutions in various areas such as institutions, governance/governmentality, to define public policies aimed at addressing inequalities and power imbalances.
 - Gender Communications Strategy Expert: a specialist in gender-sensitive language and communication, proficient in developing inclusive communication strategies within projects, processes, and public policies in corporate, public administration, media, judicial, law enforcement, and military contexts (Gender Advisor), particularly in relation to United Nations Resolution 1325.
 - Gender, Inclusion & Communication Specialist: a specialist in the development, implementation, and evaluation of activities aimed at framing an inclusive and gendered approach to improve economic opportunities for individuals of all abilities. This figure possesses technical skills in gender equality and social inclusion strategies, capable of providing technical support for their implementation.