

VR BALANCE

Advancing Gender Equity
in Work and Home Life
through Virtual Reality



Funded by
the European Union



VR BALANCE TEAM



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PRE-SURVEY



PRE-SURVEY: INSTRUCTIONS

1



SCAN THE
CODE

2

A screenshot of a web page titled "Encuesta previa al taller" (Pre-workshop survey). At the top, it says "Funded by the European Union" with the EU flag. A red arrow points to a language selection menu in the top right corner, which includes options for "Català", "Anglès", "Español", and "Lituà". Below the title, there are four language-specific instructions: CA (Catalan), EN (English), ES (Spanish), and LT (Lithuanian), each with a small flag icon. The instructions ask participants to fill out the pre-workshop survey.

CHOOSE YOUR LANGUAGE

3

A screenshot of a form titled "Indique, como participante en el curso, si pertenece a la categoría 'Estudiante' o 'Líder', por favor" (Indicate, as a participant in the course, if you belong to the category 'Student' or 'Leader', please). It includes a red asterisk and the text "Campo obligatorio" (Mandatory field). There are two radio button options: "Estudiante" (Student) and "Líder" (Leader). A "Borrar" (Clear) button is located at the bottom right of the form.

SELECT YOUR GROUP

PRE-SURVEY: INSTRUCTIONS

4

Cola de encuestas

Obtenga el enlace de su cola de encuestas

A continuación se muestra su cola de encuestas, donde aparecen todas las demás encuestas que aún no ha completado.

Para comenzar la siguiente encuesta, haga clic en el botón "Iniciar encuesta" que se encuentra junto al título.

Estado	Título de la encuesta
✓ Completado	Consentimiento informado
✓ Completado	Encuesta previa al taller
Empezar la encuesta	Encuesta posterior al taller

SAVE YOUR LINK

6

¡CORREO ENVIADO!

Su correo ha sido enviado correctamente a **usuario@ejemplo.com**.

Cerrar

5

Obtenga el enlace de su cola de encuestas

Para obtener el enlace de su cola de encuestas, que le permitirá volver a ella en el futuro, puede copiar y pegar el enlace que aparece en el cuadro de texto de abajo, o bien puede hacer que se le envíe a su dirección de correo electrónico.

Copie y pegue el enlace de la cola de encuestas

<https://redcap.idibell.cat/surveys/?sq=3LzGhB7...>

— OR —

Envíe el enlace de la cola de encuestas en un correo electrónico

Introduzca la dirección de correo electrónico **Envíe**

* Su dirección de correo electrónico no se asociará ni se almacenará junto con sus respuestas a la encuesta.

Cerrar

TYPE
YOUR
EMAIL

7

ubidi@idibell.cat <redcap@idibell.cat>

Per a:    

Por favor, siga este enlace a su Cola de Encuestas para completar sus encuestas:
<https://redcap.idibell.cat/surveys/?sq=3LzGhB7r3k>

 Respon  Reenvia

RETRIEVE YOUR LINK

GENDER STEREOTYPES AND THE CARE GENDER GAP



PURPOSES OF THE WORKSHOP



**UNDERSTAND THE ROLE
OF GENDER
STEREOTYPES:**

**To comprehend
how gender
stereotypes
perpetuate
gender
discrimination in
caregiving.**

**ANALYZE THE
GENDER CARE GAP**

**To examine the
gender care gap
and its effects on
individuals and
society.**

**DEVELOP
STRATEGIES**

**To create
strategies that
address and
mitigate gender
discrimination in
caregiving
contexts.**

INTRODUCTION



THE GLOBAL GENDER INDEX GAP - BY REGION

AMERICA

Northern America

Economy	Rank		Score
	Regional	Global	
Canada	1	36	0.761
United States of America	2	43	0.747

Latin America and the Caribbean

Economy	Rank		Score
	Regional	Global	
Nicaragua	1	6	0.811
Ecuador	2	16	0.788
Costa Rica	3	19	0.785
Chile	4	21	0.781
Barbados	5	31	0.773
Argentina	6	32	0.772
Mexico	7	33	0.768
Guyana	8	35	0.765
Jamaica	9	37	0.758
Peru	10	40	0.755
Bolivia (Plurinational State of)	11	44	0.746
Colombia	12	45	0.745
Panama	13	50	0.742
Suriname	14	53	0.739
Honduras	15	59	0.726
Brazil	16	70	0.716
Uruguay	17	71	0.715
Paraguay	18	81	0.707
Dominican Republic	19	82	0.706
Guatemala	20	93	0.697
Belize	21	95	0.696
El Salvador	22	96	0.695

ASIA

Central Asia

Economy	Rank		Score
	Regional	Global	
Armenia	1	64	0.721
Georgia	2	69	0.716
Kazakhstan	3	76	0.710
Kyrgyz Republic	4	90	0.700
Azerbaijan	5	103	0.685
Uzbekistan	6	108	0.681
Tajikistan	7	112	0.673

Southern Asia

Economy	Rank		Score
	Regional	Global	
Bangladesh	1	99	0.689
Nepal	2	117	0.664
Sri Lanka	3	122	0.653
Bhutan	4	124	0.651
India	5	129	0.641
Maldives	6	132	0.633
Pakistan	7	145	0.570

ASIA – OCEANIA – AFRICA

Middle East and Northern Africa

Economy	Rank		Score
	Regional	Global	
United Arab Emirates	1	74	0.713
Israel	2	91	0.699
Tunisia	3	115	0.668
Bahrain	4	116	0.666
Jordan	5	123	0.652
Saudi Arabia	6	126	0.647
Qatar	7	130	0.640
Kuwait	8	131	0.636
Lebanon	9	133	0.632
Egypt	10	135	0.629
Oman	11	136	0.628
Morocco	12	137	0.628
Algeria	13	139	0.612
Iran (Islamic Republic of)	14	143	0.579
Sudan	15	146	0.568

Eastern Asia and the Pacific

Economy	Rank		Score
	Regional	Global	
New Zealand	1	4	0.835
Australia	2	24	0.780
Philippines	3	25	0.779
Singapore	4	48	0.744
Thailand	5	65	0.720
Viet Nam	6	72	0.715
Mongolia	7	85	0.705
Timor-Leste	8	86	0.704
Lao PDR	9	89	0.700
Republic of Korea	10	94	0.696
Indonesia	11	100	0.686
Cambodia	12	102	0.685
Brunei Darussalam	13	105	0.684
People's Rep. of China	14	106	0.684
Vanuatu	15	111	0.673
Malaysia	16	114	0.668
Japan	17	118	0.663
Fiji	18	128	0.642

Sub-Saharan Africa

Economy	Rank		Score
	Regional	Global	
Namibia	1	8	0.805
South Africa	2	18	0.785
Mozambique	3	27	0.776
Burundi	4	38	0.757
Rwanda	5	39	0.757
Cabo Verde	6	41	0.755
Liberia	7	42	0.754
Eswatini	8	47	0.744
Zimbabwe	9	52	0.740
United Rep. of Tanzania	10	54	0.734
Botswana	11	57	0.730
Madagascar	12	66	0.720
Kenya	13	75	0.712
Togo	14	77	0.710
Ethiopia	15	79	0.709
Sierra Leone	16	80	0.708
Uganda	17	83	0.706
Ghana	18	88	0.701
Zambia	19	92	0.697
Cameroon	20	97	0.693
Lesotho	21	98	0.691
Mauritius	22	107	0.683
Senegal	23	109	0.679
Gambia	24	110	0.679
Angola	25	113	0.668
Comoros	26	119	0.663
Burkina Faso	27	120	0.661
Côte d'Ivoire	28	121	0.655
Nigeria	29	125	0.650
Benin	30	134	0.629
Niger	31	138	0.628
Congo, Dem. Rep. of the	32	140	0.609
Mali	33	141	0.604
Guinea	34	142	0.601
Chad	35	144	0.576

Source: World Economic Forum, Global Gender GAP Index 2024.

THE GLOBAL GENDER INDEX GAP - BY REGION

EUROPE

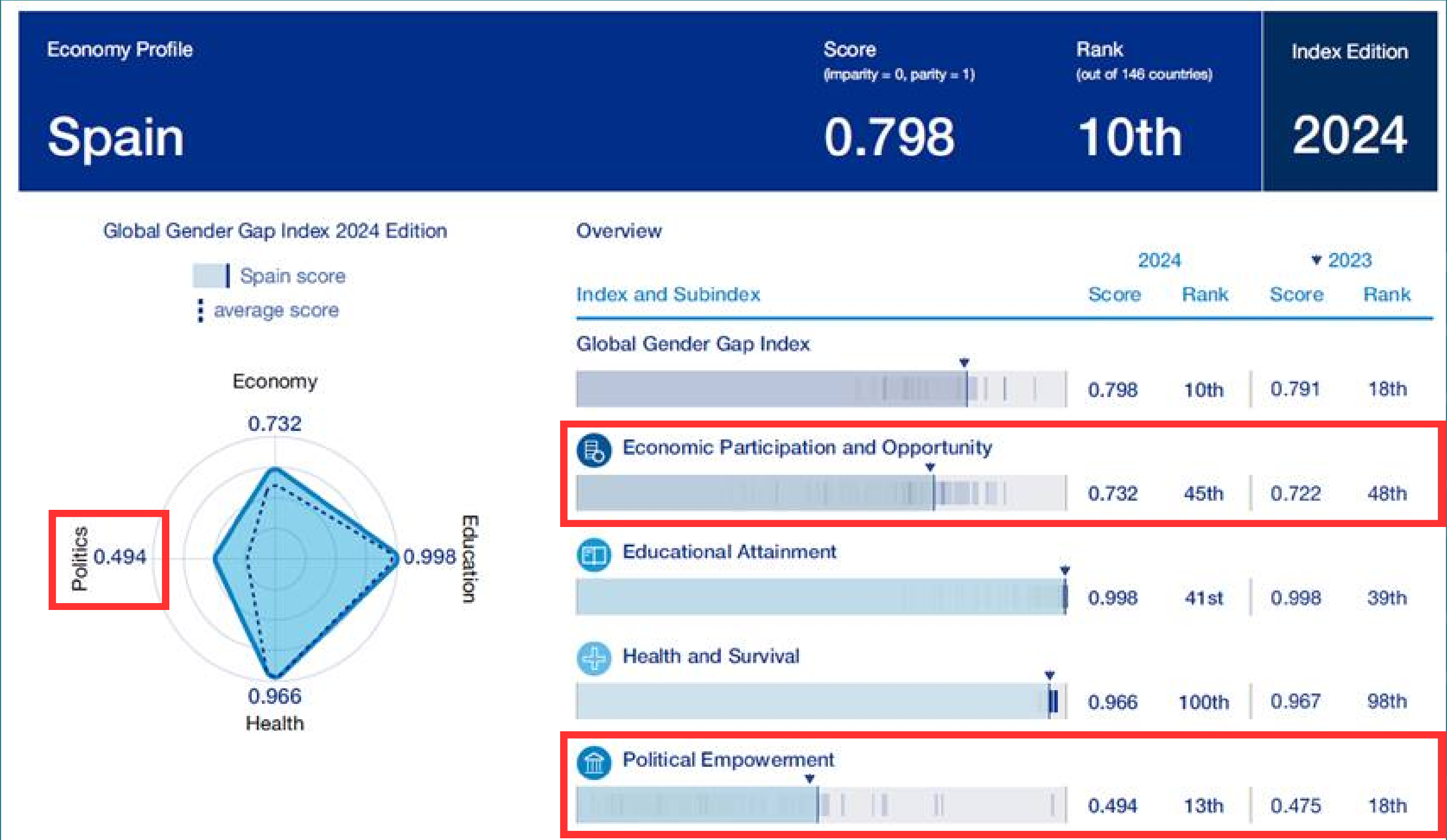
Economy	Rank		Score
	Regional	Global	
Iceland	1	1	0.935
Finland	2	2	0.875
Norway	3	3	0.875
Sweden	4	5	0.816
Germany	5	7	0.810
Ireland	6	9	0.802
Spain	7	10	0.797
Lithuania	8	11	0.793
Belgium	9	12	0.793
Moldova	10	13	0.791
United Kingdom	11	14	0.789
Denmark	12	15	0.789
Portugal	13	17	0.787
Switzerland	14	20	0.785
France	15	22	0.781
Albania	16	23	0.780
Serbia	17	26	0.779
Netherlands	18	28	0.775
Estonia	19	29	0.774
Latvia	20	30	0.773
Slovenia	21	34	0.766
Luxembourg	22	46	0.744
Austria	23	49	0.743
Poland	24	51	0.740
Belarus	25	55	0.733
Slovakia	26	56	0.731
Republic of North Macedonia	27	58	0.727
Bulgaria	28	60	0.723
Croatia	29	61	0.723
Malta	30	62	0.722
Ukraine	31	63	0.722
Montenegro	32	67	0.718
Romania	33	68	0.717
Greece	34	73	0.714
Bosnia and Herzegovina	35	78	0.710
Cyprus	36	84	0.705
Italy	37	87	0.703
Hungary	38	101	0.686
Czechia	39	104	0.684
Türkiye	40	127	0.645

Europe

Economy	Rank		Score
	Regional	Global	
Spain	7	10	0.797
Lithuania	8	11	0.793
Belgium	9	12	0.793
Moldova	10	13	0.791
United Kingdom	11	14	0.789
Denmark	12	15	0.789
Portugal	13	17	0.787
Switzerland	14	20	0.785
France	15	22	0.781
Albania	16	23	0.780
Serbia	17	26	0.779
Netherlands	18	28	0.775
Estonia	19	29	0.774
Latvia	20	30	0.773
Slovenia	21	34	0.766
Luxembourg	22	46	0.744
Austria	23	49	0.743
Poland	24	51	0.740

Source: World Economic Forum, Global Gender GAP Index 2024.

GENDER GAP: KEY AREAS IN SPAIN



Source: World Economic Forum, Global Gender GAP Index 2024.

EVOLUTION OF GLOBAL GENDER GAP TOP 10 OVER TIME

		Edition																	
		2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2021	2022	2023	2024
1 st		SWE	SWE	NOR	ISL	ISL	ISL	ISL	ISL	ISL	ISL	ISL	ISL	ISL	ISL	ISL	ISL	ISL	ISL
2 nd		NOR	NOR	FIN	FIN	NOR	NOR	FIN	FIN	FIN	NOR	FIN	NOR	NOR	NOR	FIN	FIN	NOR	FIN
3 rd		FIN	FIN	SWE	NOR	FIN	FIN	NOR	NOR	NOR	FIN	NOR	FIN	SWE	FIN	NOR	NOR	FIN	NOR
4 th		ISL	ISL	ISL	SWE	SWE	SWE	SWE	SWE	SWE	SWE	SWE	RWA	FIN	SWE	NZL	NZL	NZL	NZL
5 th		DEU	NZL	NZL	NZL	NZL	IRL	IRL	PHL	DNK	IRL	RWA	SWE	NIC	NIC	SWE	SWE	SWE	SWE
6 th		PHL	PHL	PHL	ZAF	IRL	NZL	NZL	IRL	NIC	RWA	IRL	NIC	RWA	NZL	NAM	RWA	DEU	NIC
7 th		NZL	DEU	DNK	DNK	DNK	DNK	DNK	NZL	RWA	PHL	PHL	SVN	NZL	IRL	RWA	NIC	NIC	DEU
8 th		DNK	DNK	IRL	IRL	LSO	PHL	PHL	DNK	IRL	CHE	SVN	IRL	PHL	ESP	LTU	NAM	NAM	NAM
9 th		GBR	IRL	NLD	PHL	PHL	LSO	NIC	CHE	PHL	SVN	NZL	NZL	IRL	RWA	IRL	IRL	LTU	IRL
10 th		IRL	ESP	LVA	LSO	CHE	CHE	CHE	NIC	BEL	NZL	NIC	PHL	NAM	DEU	CHE	DEU	BEL	ESP

Note
BEL = Belgium; CHE = Switzerland; DEU = Germany; DNK = Denmark; ESP = Spain; FIN = Finland; GBR = United Kingdom; IRL = Ireland; ISL = Iceland; ; LSO = Lesotho; LTU = Lithuania; LVA = Latvia; NAM = Namibia; NIC = Nicaragua; NLD = Netherlands; NOR = Norway; NZL = New Zealand; PHL = Philippines; RWA = Rwanda; SVN = Slovenia; SWE = Sweden; ZAF = South Africa.

Central Asia Eastern Asia and the Pacific Europe Latin America and the Caribbean
Middle East and Northern Africa Northern America Southern Asia Sub-Saharan Africa

Source: World Economic Forum, Global Gender GAP Index 2024.



RAISING AWARENESS

Gender Stereotypes and the Care Gender Gap



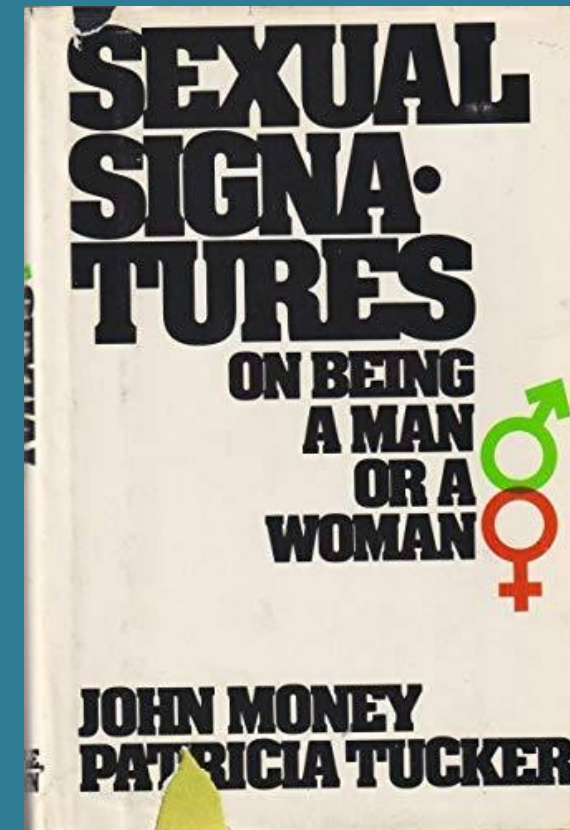
GENDER STEREOTYPES



KEY CONCEPTS

Sex vs Gender

- First use of the term “**gender**”



“Sex differences may be natural, but gender differences have their source in culture”
–Ann Oakley–

- Anne Oakley (1972):

→ Sex: **BIOLOGICAL** (genes, reproduction, hormones)



→ Gender: **EXPECTATIONS** and **socially defined behavior**.

Different in each culture



How many sexes?

How many genders?

Gender is both a **SOCIAL** and a **CULTURAL CONSTRUCTION**

OTHER IMPORTANT DEFINITIONS



Simone de Beauvoir, “The Second Sex” (1949):

- “One is not born, but rather becomes, a woman” **No feminine essence**
- Concept of **alterity**: men are **subjects** and women “**the others**”

Gayle Rubin, “The Traffic in Women: Notes on the Political Economy of Sex” (1975):

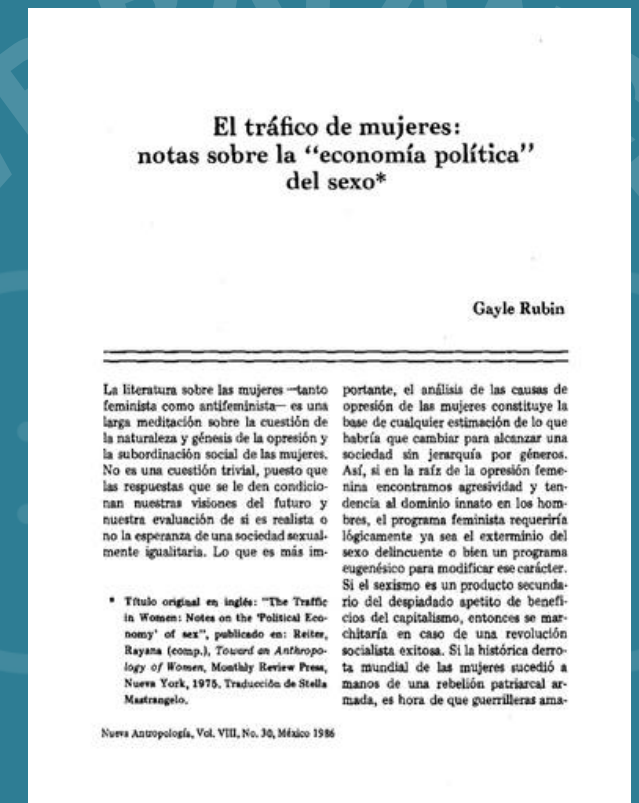
“All social relations are **gendered** and those social relations—and not biology—contribute to **women’s oppression**”.



Marcela Lagarde:

- Gender as a **relational category**:

Men and women are “gendered subjects” (1996: 29).

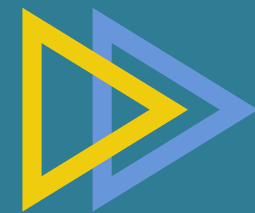


GENDER IDENTITIES AND GENDER BINARY



The Importance of **Self-Definition** vs. **Imposed Definitions**:

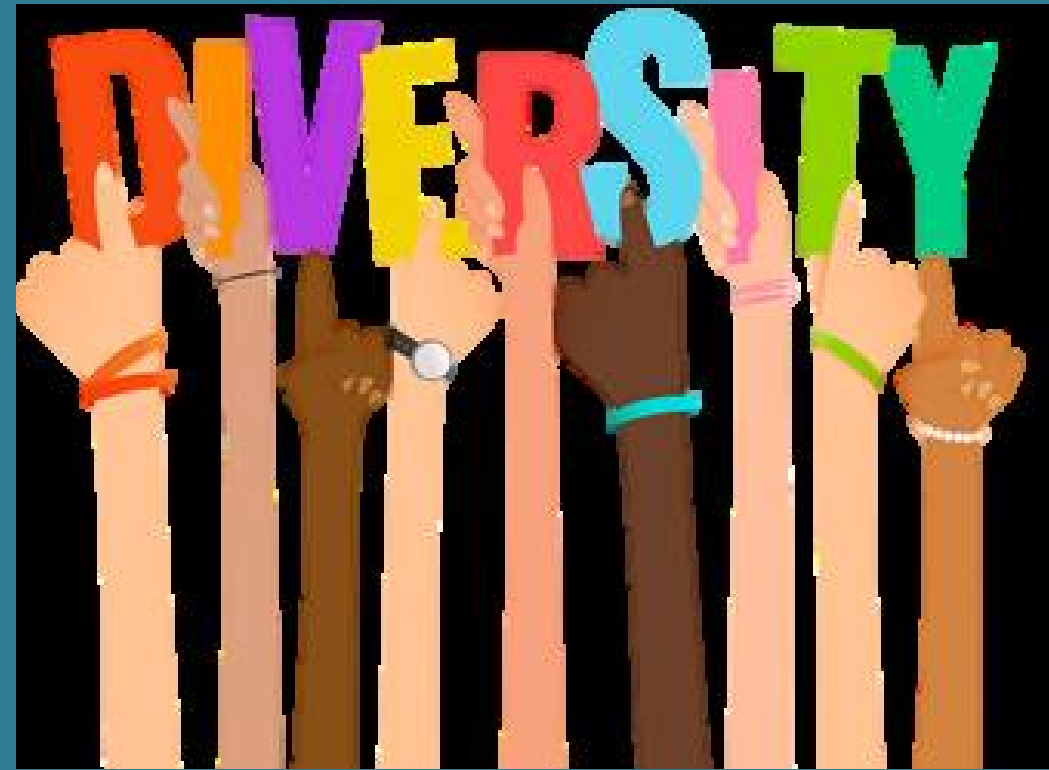
The Plurality of Gender Identities



The concept of a **gender binary**:

*“A system that categorizes gender into two mutually **exclusive** and **fixed** options: male and female. This classification is often based on biological characteristics such as reproductive organs, chromosomes, and hormones. Within binary gender systems, individuals are expected to **conform to social norms** associated with the gender assigned to them at birth” (Oxford Review Briefings).*

EMBRACING



➤ Heterosexuality is imposed as part of the **system of patriarchal power**:

Adrienne
Rich

Monique
Wittig

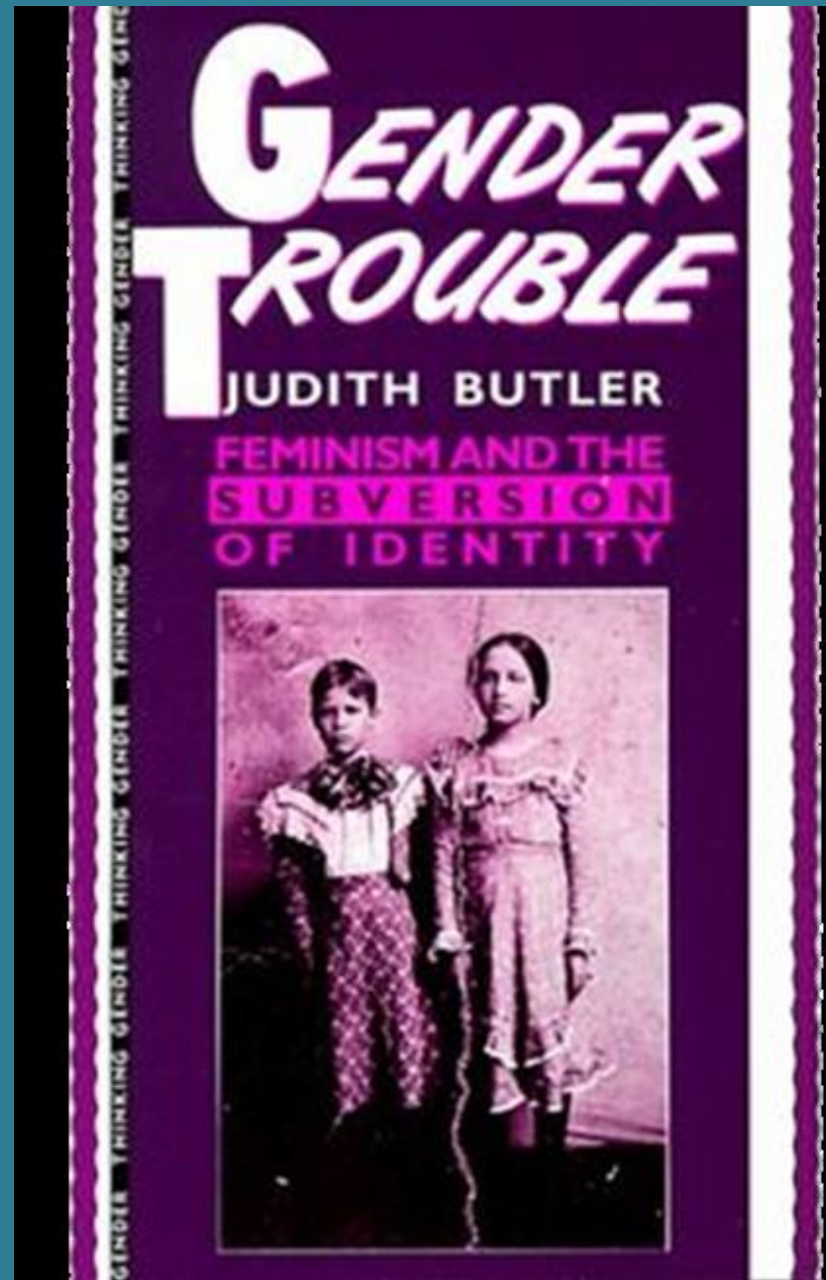
Teresa de
Lauretis

Judith
Butler

➤ Acknowledging **Diverse Gender Identities** implies:

- Fostering inclusivity and equity, contributing to a more just and equitable world for everyone.
- Moving away from the gender binary, **recognizing the existence** of non-binary, transgender, and gender-fluid identities.

GENDER PERFORMATIVITY



→ Judith Butler, *“Gender Trouble”* (1990): **Gender is Performative**

*“Gender is not something that one is; it is something one does—an **act of ‘doing’** rather than a state of ‘being.’”*

*“There is **no gender identity** behind the expressions of gender.”*

*“If the immutable character of sex is contested, perhaps the construct called ‘sex’ is **as culturally constructed as gender**; perhaps it was always already gender, with the consequence that the distinction between sex and gender turns out to be **no distinction at all**” (pp. 9–10).*



GENDER DISCRIMINATION

Structural Sexism

Gender-Based Violence

Multiple forms of harm rooted in unequal power relations:

- Physical violence
- Psychological violence
- Sexual violence

Cyberviolence

Harassment, threats, hate speech, and abuse in digital spaces.

Symbolic Violence

Reinforces inequality through cultural and social norms, including:

- The use of non-inclusive language.
- The perpetuation of gender stereotypes.

Political Violence

- Threats
- Smear campaigns

Economic Violence

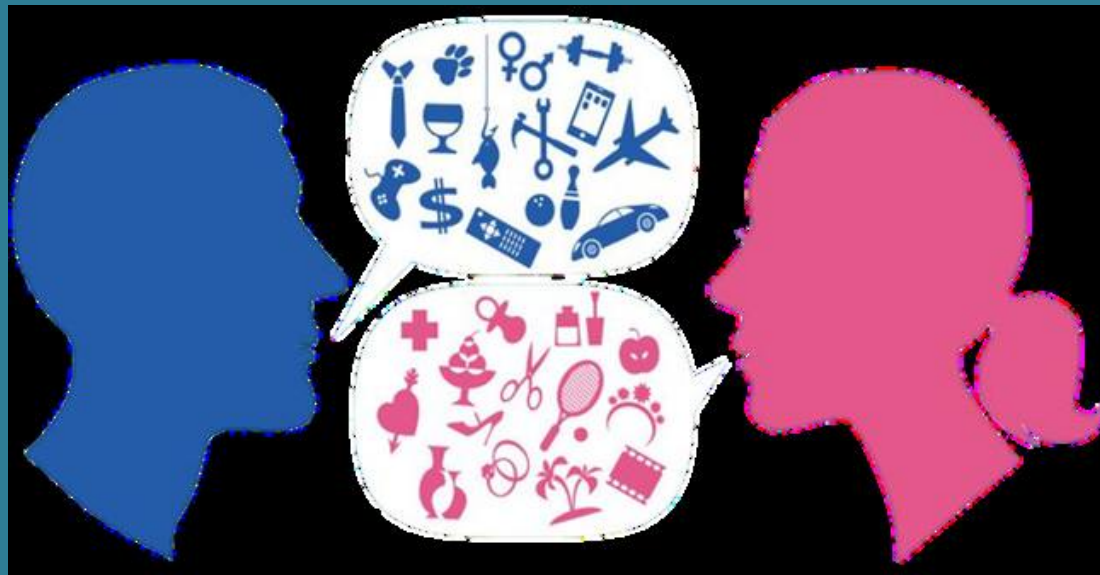
- Gender wage gap
- Glass ceiling vs. sticky floor

- Gender employment gap
- Gender retirement gap

GENDER DISCRIMINATION DEFINITIONS

Gender Stereotypes

Preconceived ideas through which males and females are arbitrarily assigned characteristics, behaviours, and social roles that are determined and limited by their gender.



Gender Mandates

These stereotypes often impose normative expectations—such as framing caregiving as a “female” responsibility—which result in the unequal distribution of caregiving duties.

THE GENDER GAP IN CARE WORK

The gender care gap refers to the disparity between men and women in **caregiving roles** and **domestic work distribution**.

Women are more likely to take on caregiving responsibilities, often at the expense of their careers and personal lives.

This gap is influenced by societal expectations and gender stereotypes.



THE EFFECTS OF GENDER STEREOTYPES ON GENDER CARE GAPS



WHY IS THIS RELEVANT?

Impact on individuals

Women often face significant **career** and **personal life disadvantages**.

Social Consequences

The unequal distribution of caring responsibilities can lead to **broader societal issues**.

Promoting Equity

We can promote a more **equitable** and **supportive** environment for all caregivers, **regardless of gender**.

IMPACT OF GENDER STEREOTYPES

Gender Expectations:

- ✓ Women are often expected to be the primary caregivers due to societal beliefs that they are more nurturing and empathetic. This can lead to **women taking on more caregiving** responsibilities, even when they have other commitments, such as full-time jobs.

Cultural Norms:

- In many cultures, caregiving is seen as a **woman's duty**, which can pressure women to conform to these roles. For instance, in some cultures, daughters are expected to care for aging parents, while sons are not.

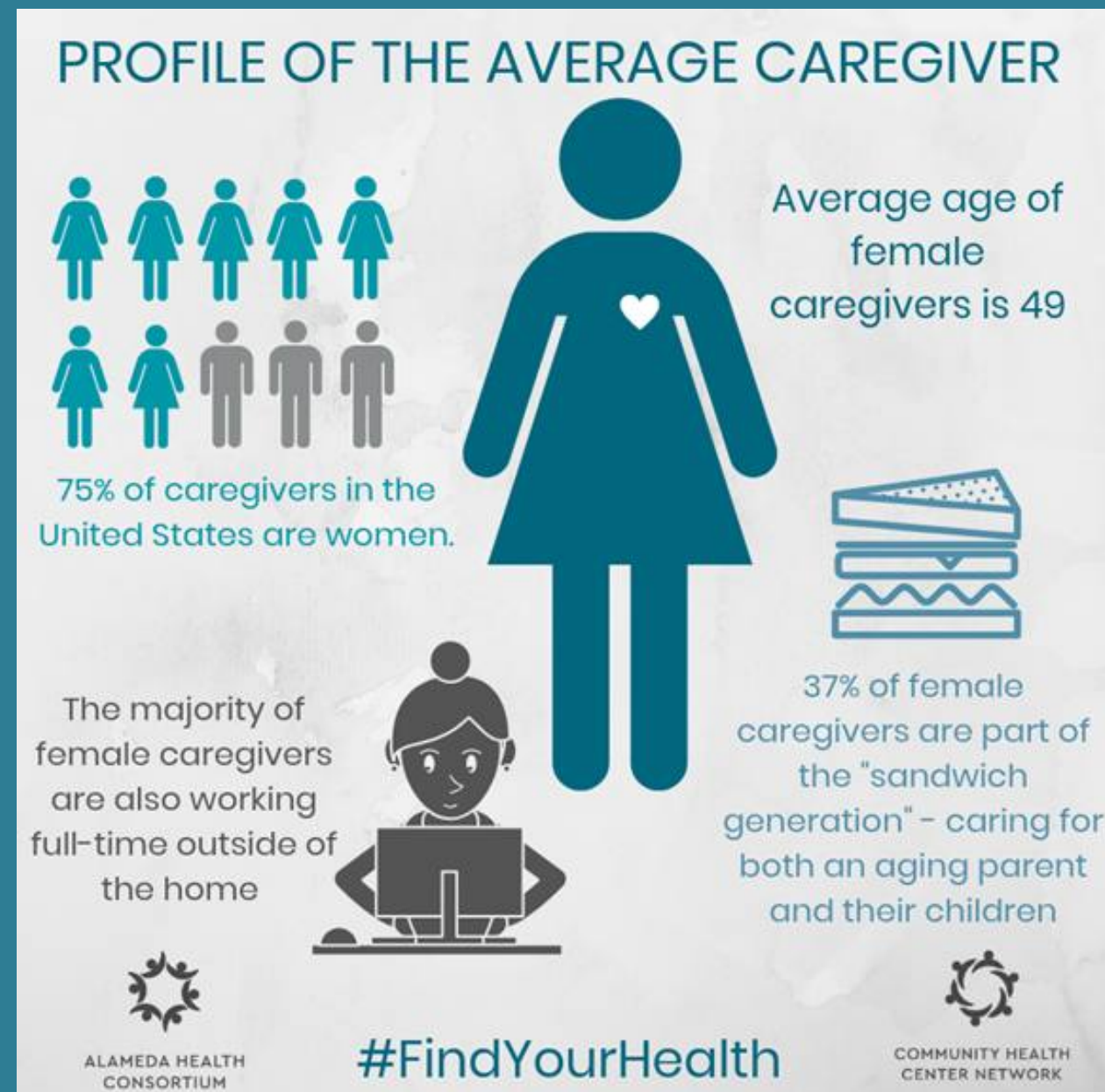
Work-Life Balance:

- Stereotypes can also affect men's involvement in caregiving. Men might face stigma or feel **less masculine if they take on caregiving roles**, leading to fewer men participating in caregiving activities.

EXAMPLES OF GENDER CARE GAPS



1. GENDER DIFFERENCES IN FAMILY CAREGIVING



Women as Primary Caregivers: Approximately **two out of three** family caregivers are women.

Women often bear the majority of household caregiving responsibilities, including cleaning, cooking, childcare, laundry, shopping, and managing finances.

Many women find themselves caught between caring for their children and elderly parents, assuming most of these tasks.

Pacheco Barzallo D, Schnyder A, Zanini C, Gemperli A. Gender Differences in Family Caregiving. Do female caregivers do more or undertake different tasks? BMC Health Serv Res. 2024.

2. WORKLOAD DISPARITY

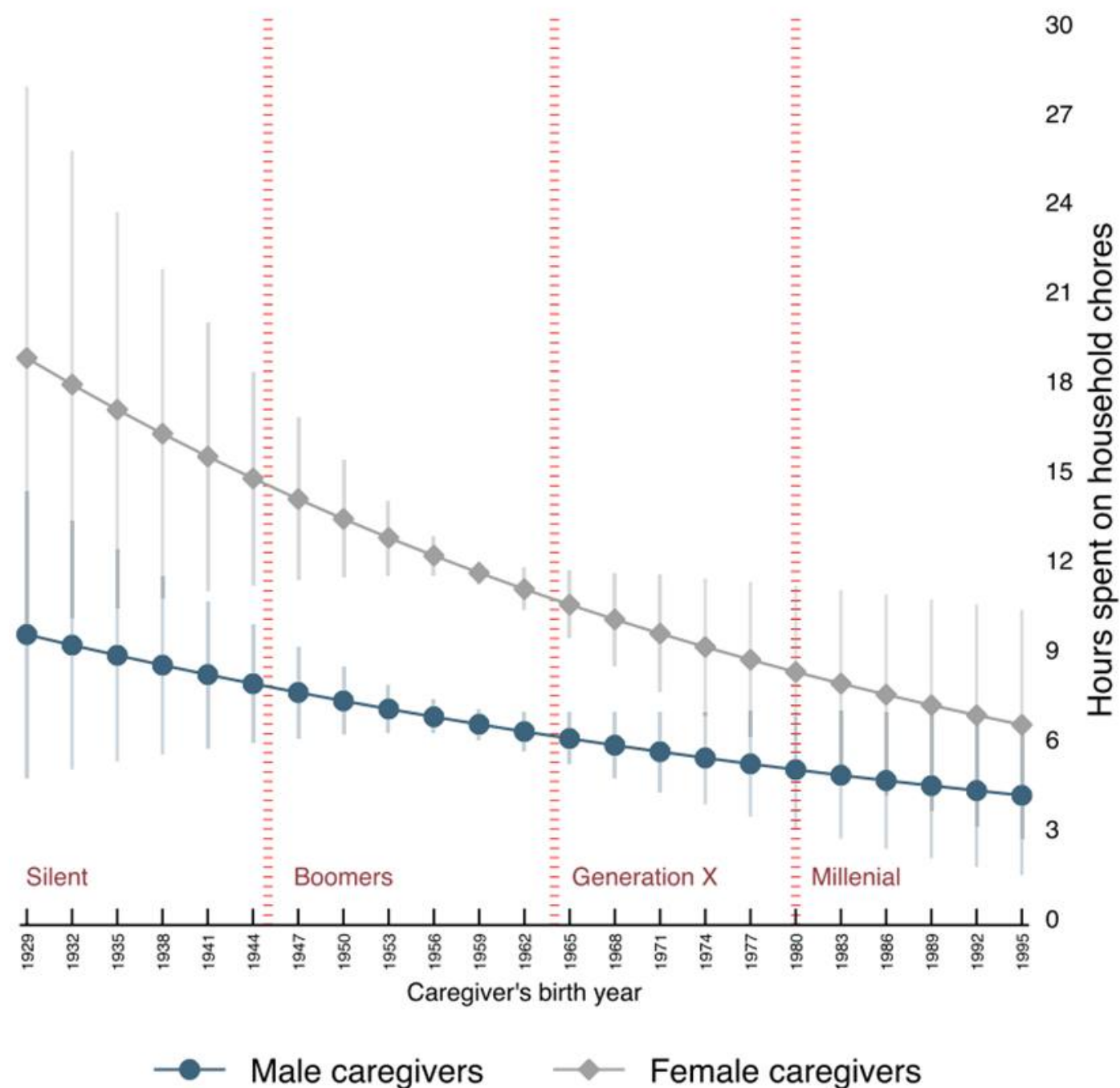
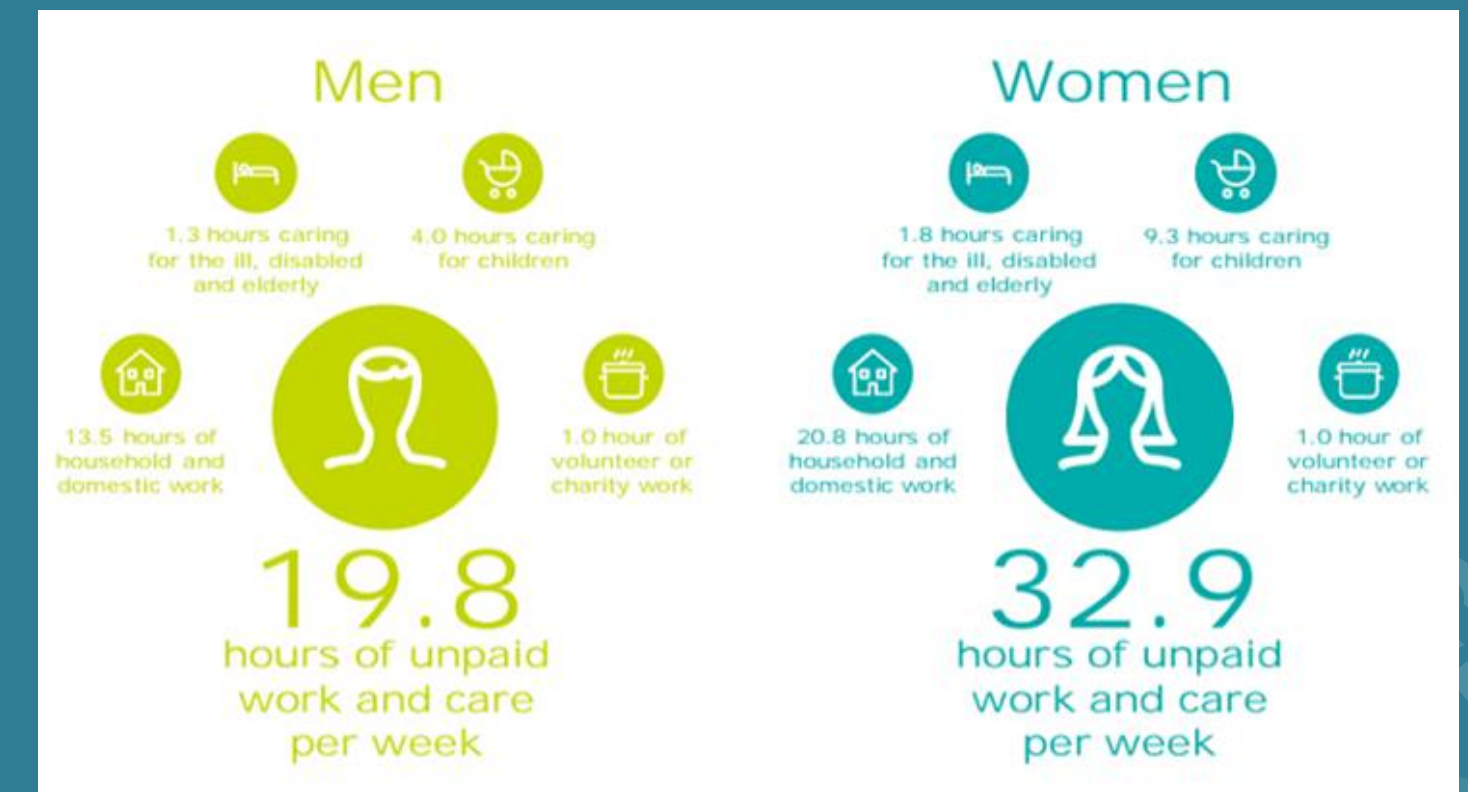
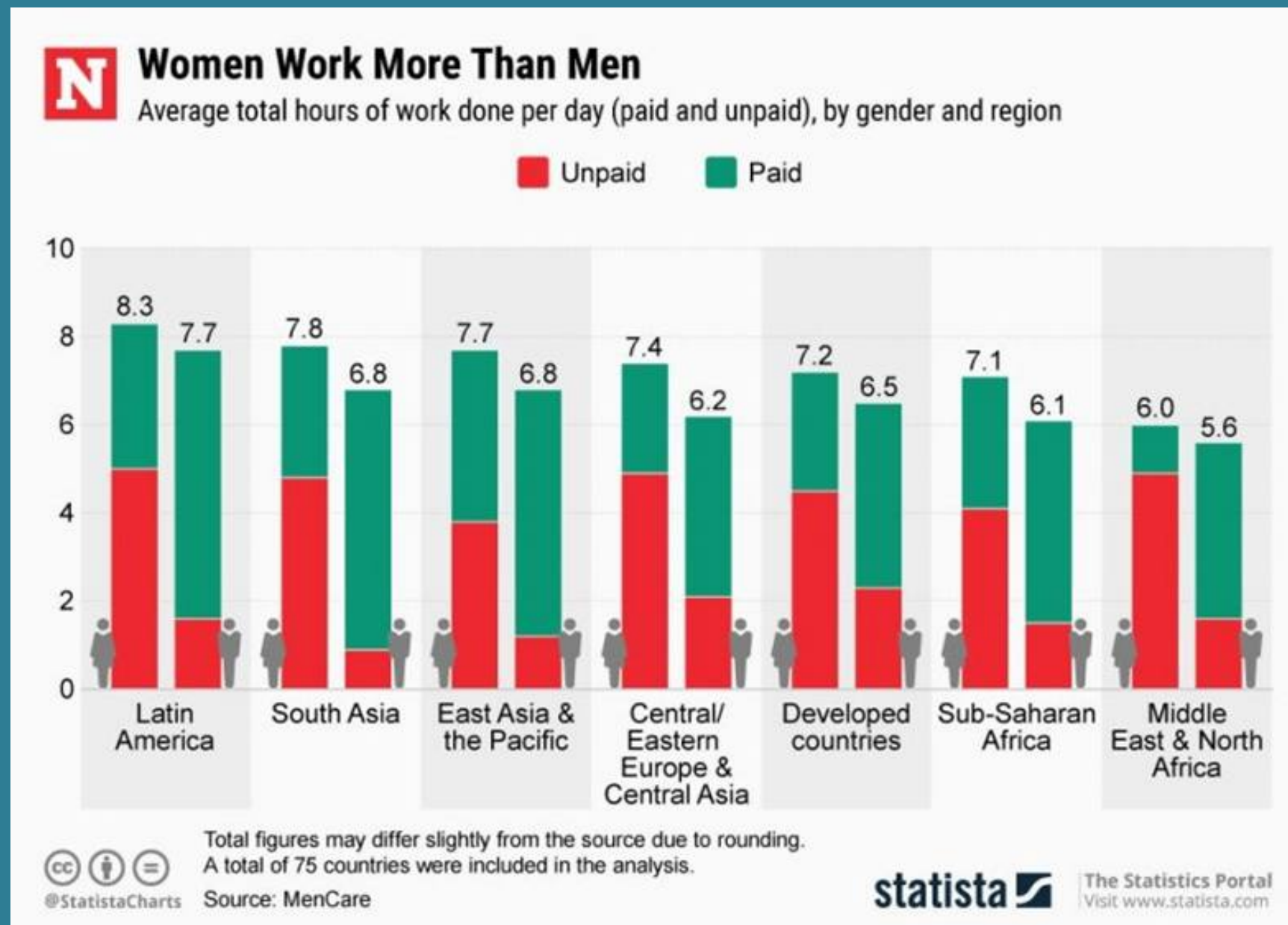


Fig. 2 Cohort effects—Time spent on household chores across generations

While women's household work has decreased over generations, **men's involvement hasn't increased.** Instead, the workload is often shifted to specialized personnel, **mostly women**, highlighting ongoing gender disparities in caregiving.

3. GAP IN UNPAID HOURS PER DAY



Time Spent on Caregiving:
Women typically spend more hours on caregiving tasks than men.

Emotional and Financial Stress:

Women are more likely to experience emotional and financial stress due to caregiving responsibilities.



CONSEQUENCES OF GENDER DISCRIMINATION



CONSEQUENCES OF GENDER DISCRIMINATION

A Child's View of Household Roles *-Based on a real-life case*

Context

Emma is a 5-year-old girl living in Spain with her mother, María. Since Emma was born, María has been in charge of all household tasks: cooking, setting and clearing the table, washing dishes, and cleaning.

Situation

María recently started a relationship with Juan, who shares household responsibilities equally. He cooks, clears the table, and washes the dishes together with María.

Key Moment

One evening, while Juan was clearing the table, Emma told him: “Those tasks are for mum.”

Reflection

Emma's reaction shows how gender stereotypes about household roles are learned at an early age through everyday observation.



CONSEQUENCES OF GENDER DISCRIMINATION

Gender Transition and Care Roles *-Based on a real-life case*

Context

Lucía is a trans woman living in Spain. Before her transition, she was socially perceived as a man and was not expected to take responsibility for caregiving or domestic work within her family.

Situation

After her gender transition, Lucía notices a change in expectations from her family and social environment. She is now assumed to be more responsible for caring tasks, emotional support, and household duties.

Key Moment

Lucía is told by a relative:

“Now that you are a woman, you are naturally better at taking care of others.”

Reflection

This case illustrates how caregiving roles are socially linked to gender, not biology, and how gender stereotypes are imposed even during gender transitions.



CONSEQUENCES OF GENDER DISCRIMINATION

Effects on women's careers and personal lives

CAREER ADVANCEMENT

Women may experience **slower career progression** due to taking time off for **caregiving responsibilities** or **working part-time** to balance paid work and care. This often results in **fewer opportunities for promotion** and **limited access** to professional development

JOB PERFORMANCE

The **stress** of managing both work and caregiving responsibilities can negatively affect job performance, leading to **reduced productivity** and higher levels of **absenteeism**.

PERSONAL LIFE

The demands of caregiving can place **strain on personal relationships** and significantly **reduce** the **time** available for **self-care, rest, and leisure** activities.

Can you flip the script?

QUESTIONS?



ACTIVITY

**GENDER STEREOTYPES AND THEIR INFLUENCE IN GENDER CARE
GAP – UNPACKING BIASES AND ASSUMPTIONS –**



ACTIVITY

**1. GRAB ONE CARD FROM
THE ENVELOPE**



ACTIVITY

2. LET'S REFLECT



ACTIVITY

3. CHALLENGE THE STEREOTYPE



ACTIVITY

4. ACTION PLAN - COMMITMENT



POST-SURVEYS



POST-SURVEY 1/2: INSTRUCTIONS

Cola de encuestas

Obtenga el enlace de su cola de encuestas

A continuación se muestra su cola de encuestas, donde aparecen todas las demás encuestas que aún no ha completado.

Para comenzar la siguiente encuesta, haga clic en el botón "Iniciar encuesta" que se encuentra junto al título.

Estado	Título de la encuesta
✓ Completado	Consentimiento informado
✓ Completado	Encuesta previa al taller
Empezar la encuesta	Encuesta posterior al taller

CHOOSE BETWEEN:

**GOING BACK TO YOUR BROWSER
AND CONTINUE WHERE YOU LEFT**

OR

**CLICK THE LINK ON YOUR
EMAIL, AND RETRIEVE YOUR
PROGRESS**

ubidi@idibell.cat <redcap@idibell.cat>

Per a:

Por favor, siga este enlace a su Cola de Encuestas para completar sus encuestas:

<https://redcap.idibell.cat/surveys/?sq=3LzGnB7r3K>

Respon Reenvia

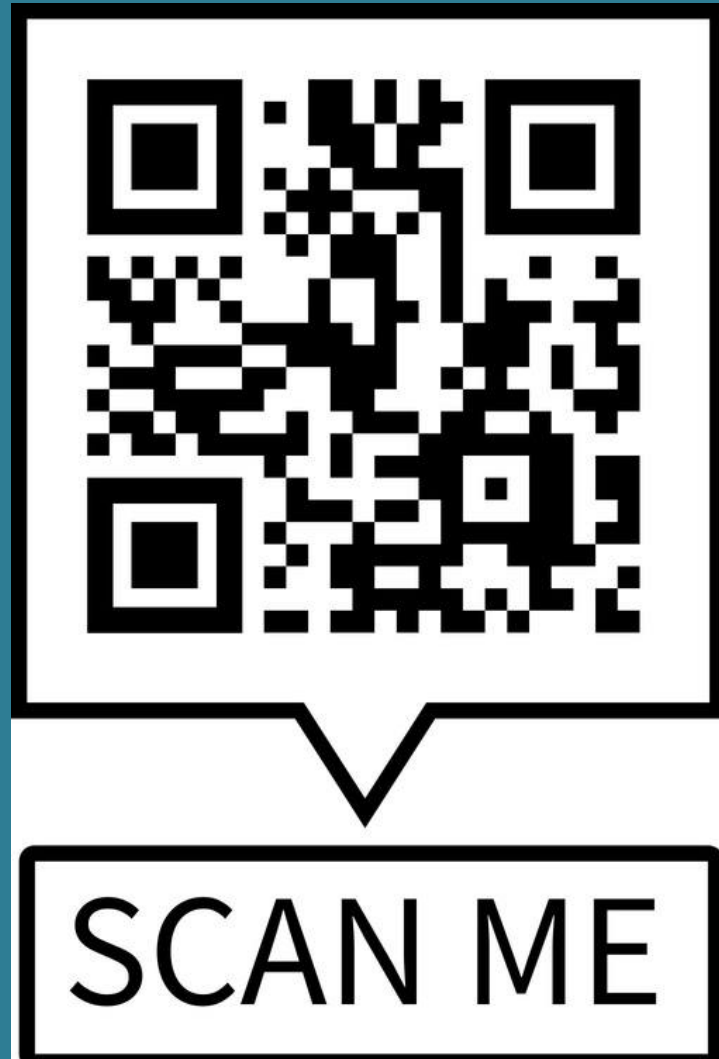
EU SURVEY

1. REFERENCE OF THE PROJECT **101191101**
2. TYPE OF ACTIVITY (**TRAINING AND AWARENESS-RAISING ACTIVITY**)
3. TITLE OF THE EVENT **WORKSHOP**
4. DATE OF THE EVENT **27/01/2026**



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1 What is this survey about

Dear participant,

Thank you for accepting to take part in the EU Survey on Justice, Rights and Values.

The purpose of the survey is to collect information on the quality of the events funded under the calls for proposals of the CERV programme and the effects these activities have. The survey is also pivotal to better understand the perception of the values promoted by the programme and the level of awareness of the various tools for the promotion of European values and rights.

As such, your feedback directly contributes to the European Commission's efforts to monitor and evaluate the performance of the programme.

The survey is anonymous. Your personal data will not be collected unless you agree to being contacted and provide your email address in the last question.

The survey will take you approximately 10 minutes and can be completed in any of the 24 official EU languages.

You can download a copy of the survey in pdf format and print it.

Your contribution is valuable and will have an impact on the activities under the programme.

Thank you in advance for your time and willingness to participate!

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2 Project Information

* 2.1 Reference of the project

101191101

* 2.2 Type of activity:



Training



Mutual Learning



Awareness-raising

2.3 Title of the event:

VR Balance

2.4 Date of the event:



DD/MM/YYYY

2.5 Did the event take place physically or was it online?



Physical event



Online event



Hybrid

2.6 Place of the event: ?

Universitat de Barcelona, Campus Bellvitge

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5.10 To be downloaded here:

[Privacy_statement_EU_survey_on_justice_rights_and_values.pdf](#)

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VR BALANCE



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GENDER STEREOTYPES AND THE CARE GENDER GAP

