



Title: Flexible work arrangements and gender inequality in the labor market

Acronym: FLEXWORK

Project leader: Lúdia Farré

Host organisation: Universitat de Barcelona

Main purpose of the project:

The main goal of the project is to analyze the impact of workplace flexibility on the functioning of the labor market and more precisely on gender inequality. It will investigate the contribution of gender differences in preferences to pay for flexibility to the persistence of gender inequality.

Design/methodology/approach:

We will implement an innovative data collection method to elicit individual preferences for workplace flexibility and estimate the distribution of the willingness to pay for alternative work arrangements. Our survey will contain state-of-the-art discrete choice experiment to accurately measure individual preferences for teleworking, and flexible and predictable work practices.

Potential results:

This investigation will provide reliable estimates of the contribution to the gender gap of differences between men and women in preferences for workplace characteristics. The results will also provide important insights to design new working practices that result in more egalitarian labor markets.

Social relevance of the research:

Our project is extremely relevant for the design of policies and procedures to organize and regulate the “new-normal”, post-covid labor market. We will work hand-in-hand with social agent and policy makers to build bridges between the academia and the society.

Originality/value of the project:

Our project will identify for the first time in Spain labor supply and demand factor related to flexible work practices that contribute to the persistence of gender differentials in the labor market, and propose measures to foster a more egalitarian and efficient labor market.