

# **Gendered Flexicurity: The effects of Flexicurity on Gender Wage Gaps**

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## **Abstract**

“Flexicurity”, the balance between flexibility and security, is a flagship labor market policy promoted by the European Commission since the middle of 2000s. While the EU Commission staffs firmly asserted the idea of flexicurity will enhance gender equality, numerous feminist scholars have rejected the relationship between gender equality and flexicurity. Furthermore, a number of studies have pointed out women were typically overrepresented in flexible work, but still few research focus on the influence of flexicurity on gender earning gaps. To fill this gap, this study addresses hierarchical linear models, the analysis combines individual-level data (obtained from the Luxembourg Income Study) with country-level data (obtained from secondary sources) to evaluate the effects of flexicurity policy factors (Employment Protection Legislation (EPL) and Active Labor Market Policy(ALMP)) on gender earnings inequality across 19 countries. The findings show that gender earnings disparities are more pronounced in countries with higher level of EPL and ALMP, which suggests higher level of flexicurity is more inclined to result in higher gender earnings inequality. However, the findings also show that if cross-country differences in the wage structure are controlled, EPL and ALMP didn’t show significant effect on the gender earning gaps. Consequently, the author therefore concludes that in countries with more developed flexicurity policies may result in higher gender earnings disparities, but egalitarian wage structures may reduce the impacts of flexicurity policies.

**Keywords:** flexicurity; gender wage gaps; wage structure; gender inequality