



Institute of Sociology
Czech Academy of Sciences



Gender pay gap in the Czech Republic

Equal Pay for Equal Work

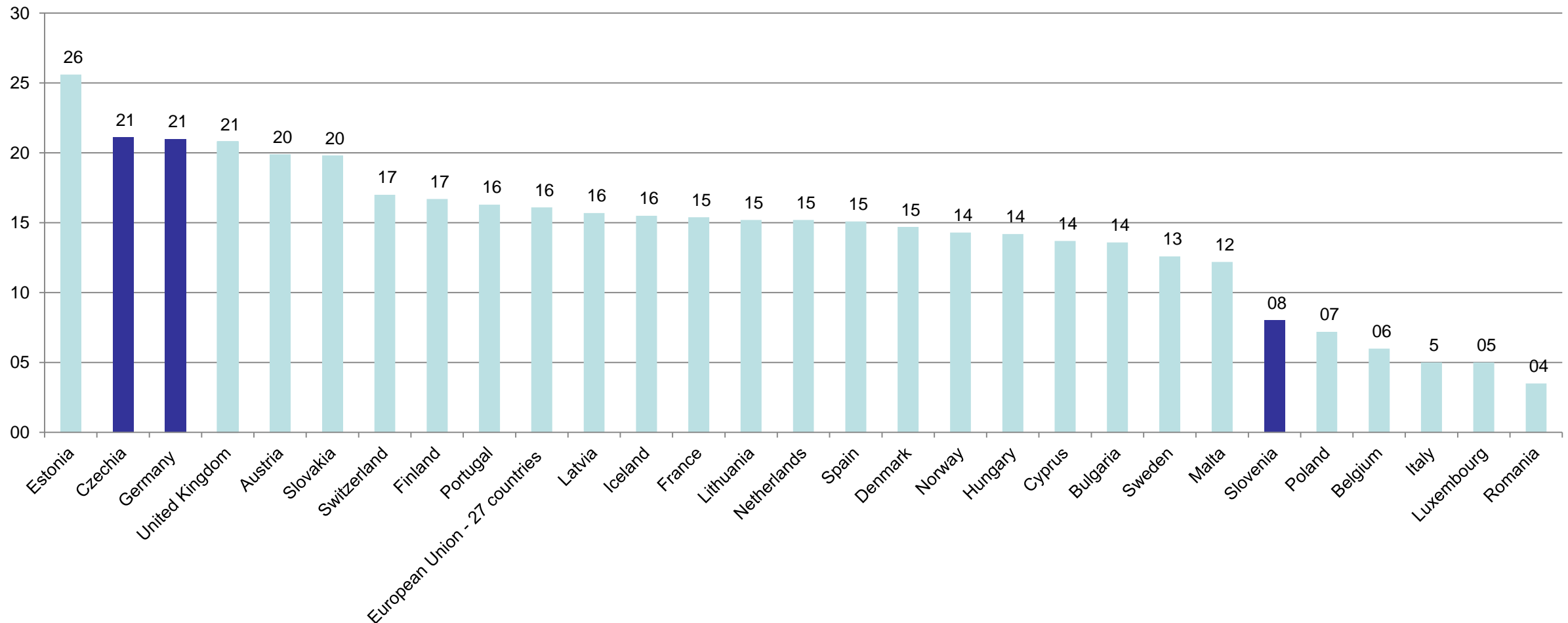
How to eliminate the gender pay gap?

Ljubljana, 6 June 2019

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Academy of Sciences

Czech Republic in international comparison

Unadjusted GPG 2017 in %, Eurostat



Significance of gender pay gap

- Risk of poverty for women, children, households
- Low pensions for women
- Gender stereotypes and inequality at home reproduced
- Unpaid housework as women's work
- Intimate partner violence
- Negative impact on economy

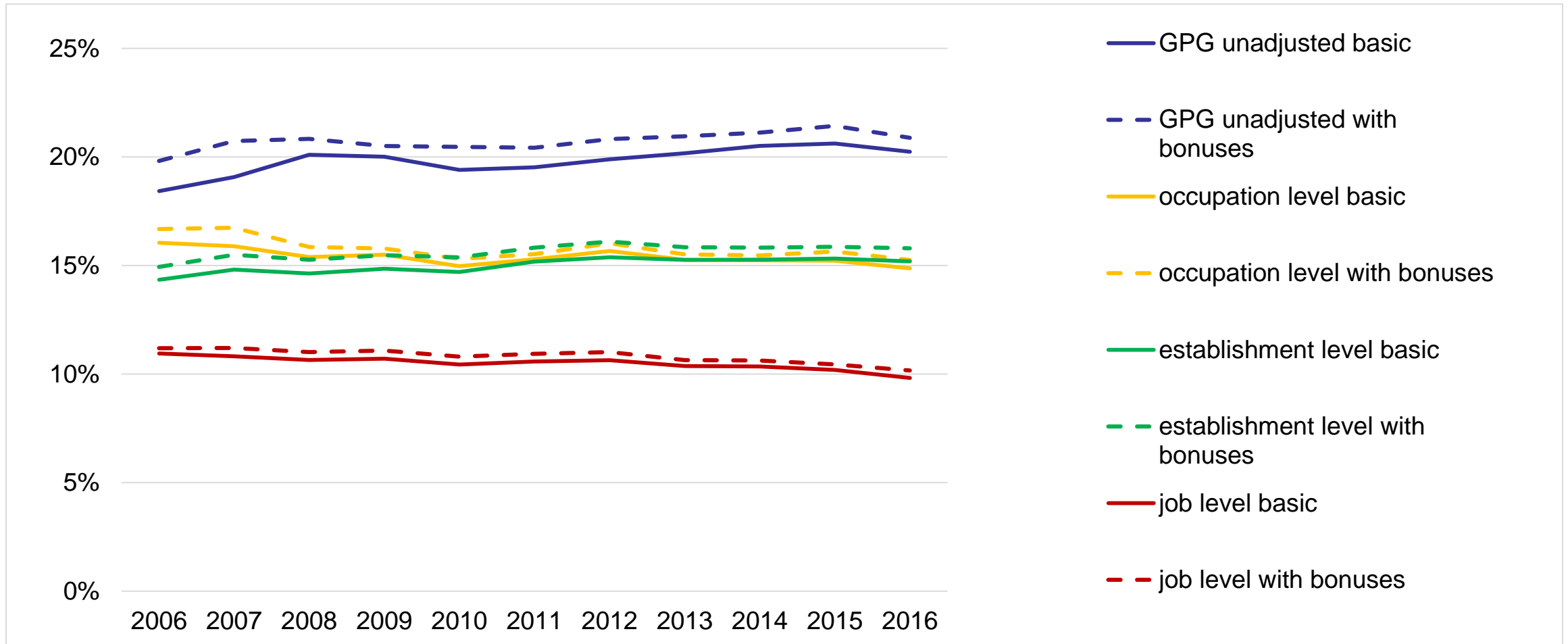
Analysis of the situation in CR

- Linked employer – employee data 2002 – 2016
... equal pay for equal work
- Public opinion survey – experience with discrimination
- Qualitative research – policy makers view of GPG

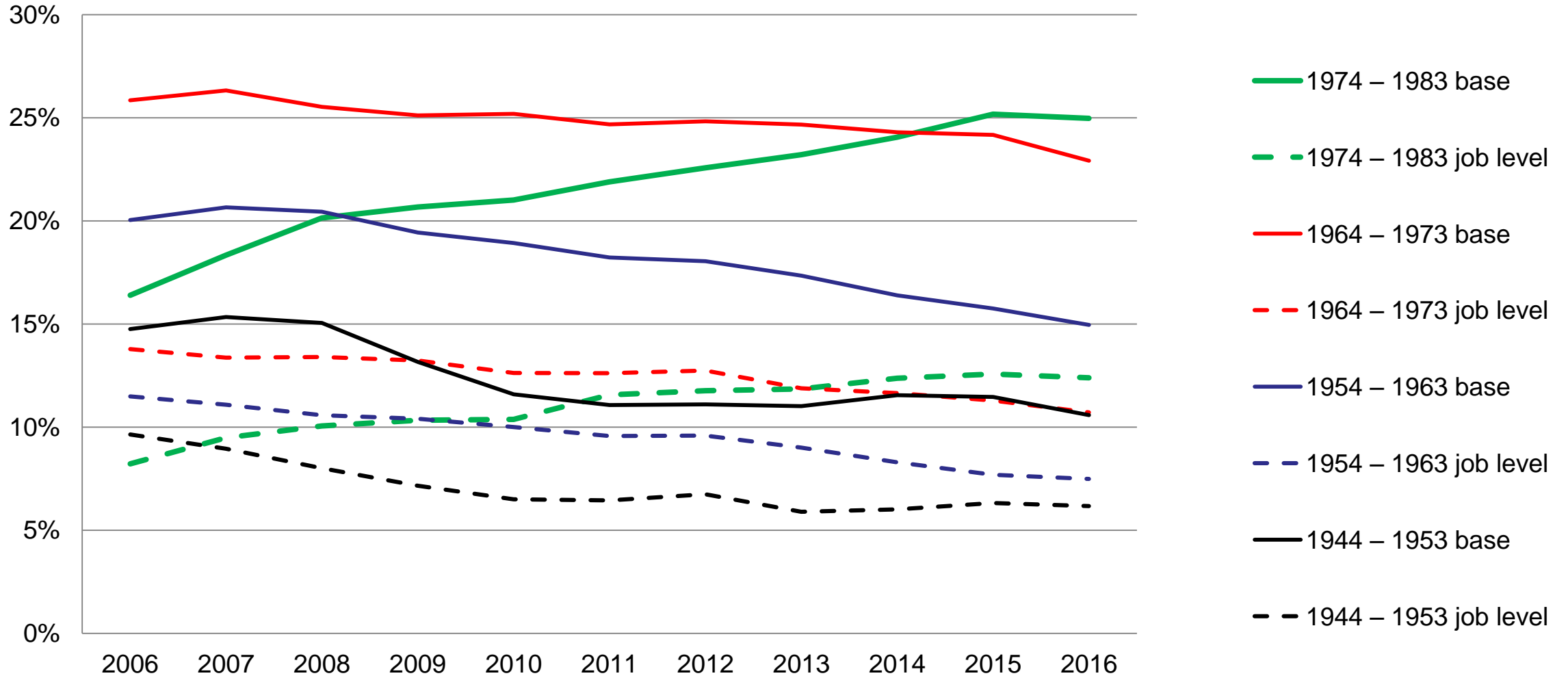
Equal pay for equal work in the CR?

Linked employer – employee data

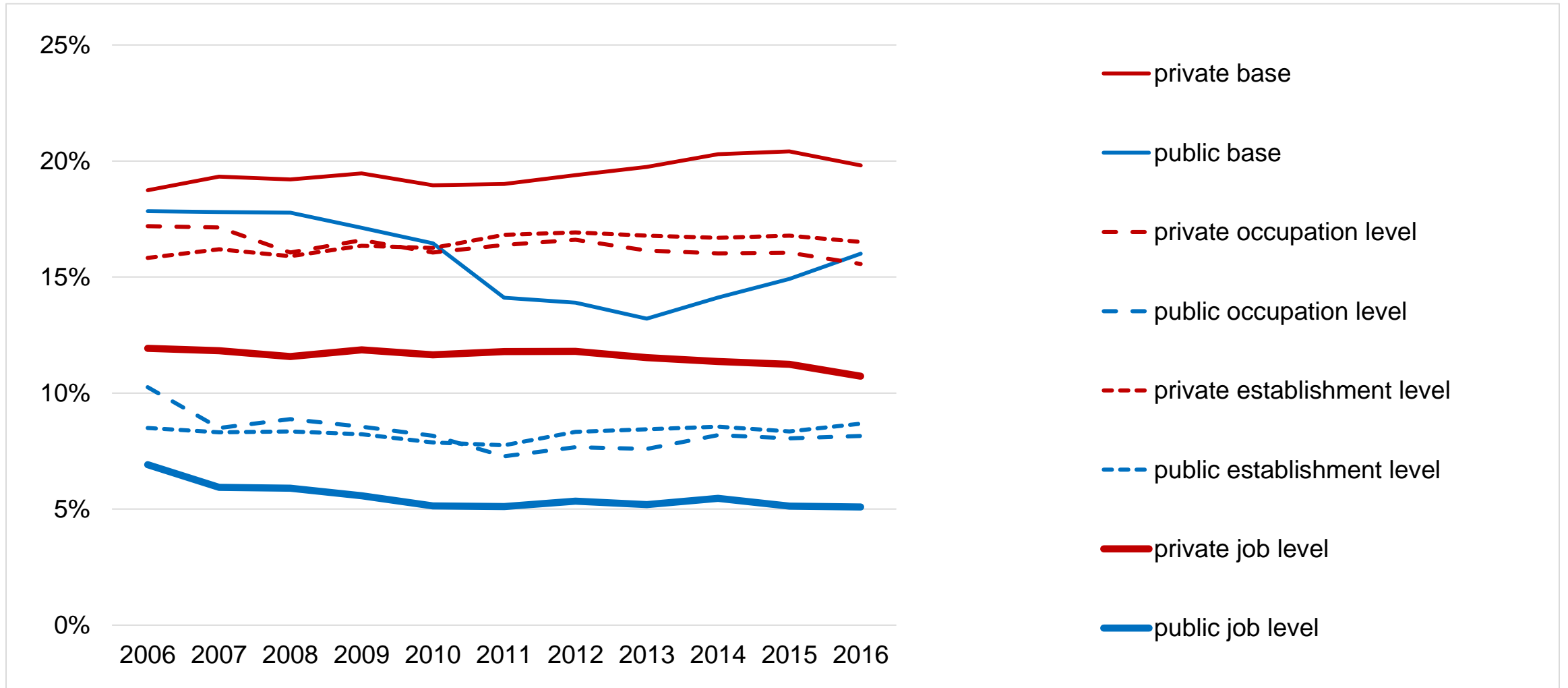
GPG in %, comparison of basic hourly wage and hourly wage including bonuses at occupation, establishment and job level, fulltime
2006 - 2016



Comparison of GPG in % in selected cohorts, average hourly wage including bonuses, base level and job level GPG
2006 - 2016



GPG in % in private / public sector for fulltime basic hourly wages at base, occupation, establishment and job level in 2006 - 2016



Experience with discrimination

Representative survey of the Czech population 2017

Experience with gender pay gap in CR

- **44 % of women and 30 % of men**
 - ... 54 % of women disadvantage based on gender and motherhood
 - ... 11 % of men disadvantage based on gender and fatherhood
- 41 % of women and 26 % of men... *“women are paid less at their workplace”*
- Regulated workplaces – lower gender pay gap and less experience with disadvantage
- 80 % of women and 56 % of men – *„GPG is a serious problem“*

Policy makers view of GPG

- Legislation is good, the problem is its non-use and non-enforcement
- Insufficient education and experience of inspection bodies in gender equality
- Culture of undervaluation of women's work
- Culture of low remuneration transparency
- Gender segregation and cheap labour
- Discrimination at the workplace
- Individualisation of the problem – work/life balance

Sources of GPG in the CR

- **Culture, gender stereotypes, norms, values**
- **Labour market structure**
- **Remuneration processes and systems at workplace**
- **Motherhood and institutional conditions for work-life balance**
- **Education system**
- Individual factors

Closing the gender pay gap

Jméno a příjmení, místo, datum, typ
prezentace



Evropská unie
Evropský sociální fond
Operační program Zaměstnanost



22 % TO EQUALITY

Ministry of Labour and Social Affairs
of the Czech Republic

<http://www.rovnaodmena.cz>



#rovnaodmena



Evropská unie
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22 % TO EQUALITY

Ministry of Labour and Social
Affairs of the Czech Republic

2016 – 2020

<http://www.rovnaodmena.cz>

Analysis of GPG, public opinion, legislative and economic analysis

Online wage calculator

LOGIB

Social dialogue support, models of collective agreements

Inspection methodology for the State Labor Inspection Office

Methodology for labour offices

Training for public administration

Wage / salary negotiation manuals for target groups

Public awareness campaign

National action plan



#rovnaodmena

Thank you for
attention

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