



Sociological issues: horizontal and vertical segregation, the impact of parental and caring responsibilities, and the role of parental leave policies

PhDr. Alena Křížková, Ph.D.

Institute of Sociology, Academy of Sciences of the Czech Republic

alena.krizkova@soc.cas.cz

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Structure of the presentation

- Methodology is important
- Equal pay for equal work – results of research in CR
- The danger of explanations and importance of context of family policy
- Vertical and horizontal segregation and GPG
- Context of parenthood in Visegrad countries and in EU27 comparison
- Age and GPG
- Conclusions

Methodology is important

Data sources:

- Labour Force Survey – aggregate data
- Firm-level register data

Basic measure:

- Monthly wages/hourly wages
- Average/Median wage

Method of analysis

- Linear regression
- Differences in basic measures

Equal pay for equal work?

Křížková, A., A. M. Penner, T. Petersen 2010. "The legacy of equality and the weakness of law: Within-Job Gender Wage Inequality in the Czech Republic" *European Sociological Review* 26: 83-95.

Research:

- Firm-level registered data
- Linear regression method
- Establishment, occupation and job level pay differences
- Change between 1998 – 2004
- Fixed effects models – control for: age, hours worked, education, tenure with employer

Some results:

- Practically no changes in the gender wage gap 1998 – 2004
- Personal characteristics explain very little of the gender wage inequality
- Segregation on establishments explains some of the gender wage gap, while segregation on occupation and occupation–establishment explains substantial portions of the wage gaps.
- The gender wage gaps are greatest among managerial employees, and smallest in clerical, service, agriculture, and elementary occupations.

The danger of the „explained“ part of the gender pay gap

- Employer
- Sector
- Job position
- Education level
- Tenure with employer
- Experience
- Hours worked

- Parenthood
- Childcare
- Other care

Familialistic policies and ideal of full-time motherhood in the Czech Republic

LEAVES

✓ Parental leave

- ✓ up to 3 years of the child (including 28 weeks maternity leave)
- ✓ Fathers are eligible, but only 1,5% take up
- ✓ Employment protection to certain level,

✓ No Paternity leave

ALLOWANCES

✓ Maternity allowance: replacement rate 70%, but progressively reduced

✓ Parental allowance (changing conditions)

- ✓ Flat rate, not employments conditioned
- ✓ 3 types (speeds) – „fast“ for 2 years, „classic/normal“ 3 years and „slow“ 4 years (notice the stereotypical labels) (until 2011)
BUT the „fast“ type benefits available only to women earning more than average

SERVICES

✓ Childcare facilities - almost not available till the age of 3 of the child

- ✓ 3 – 6 years mostly public childcare – run by local governments

Sources of gender pay gap

Differences between women and men in:

- The level of human capital
- Wage for equal work
- Wage for work of equal value (due to low wages in feminized occupations),
- Choice of occupations/positions/jobs
- Access to occupations/positions/jobs

- **GENDER SEGREGATION OF THE LABOUR MARKET**

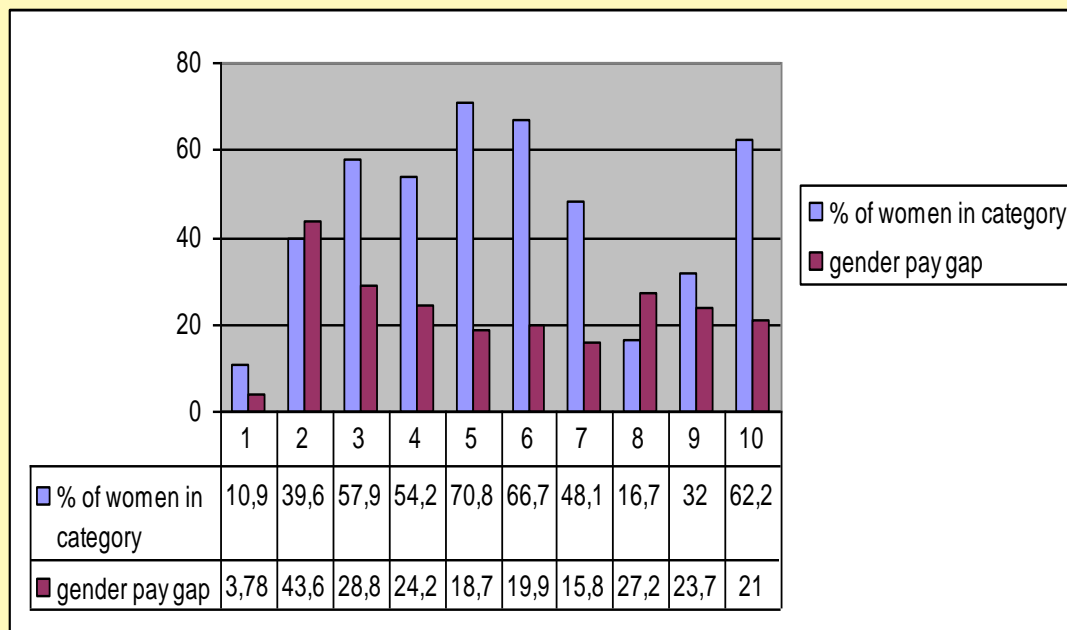
Context: gender structure of the labour market

- Wage – wage gap
- Working conditions of women and men (work environment, security, benefits, flexibility, autonomy, working time...)
- Prestige of the occupation
- Share of women and men – segregation of the labour market at various levels by sex

Other factors:

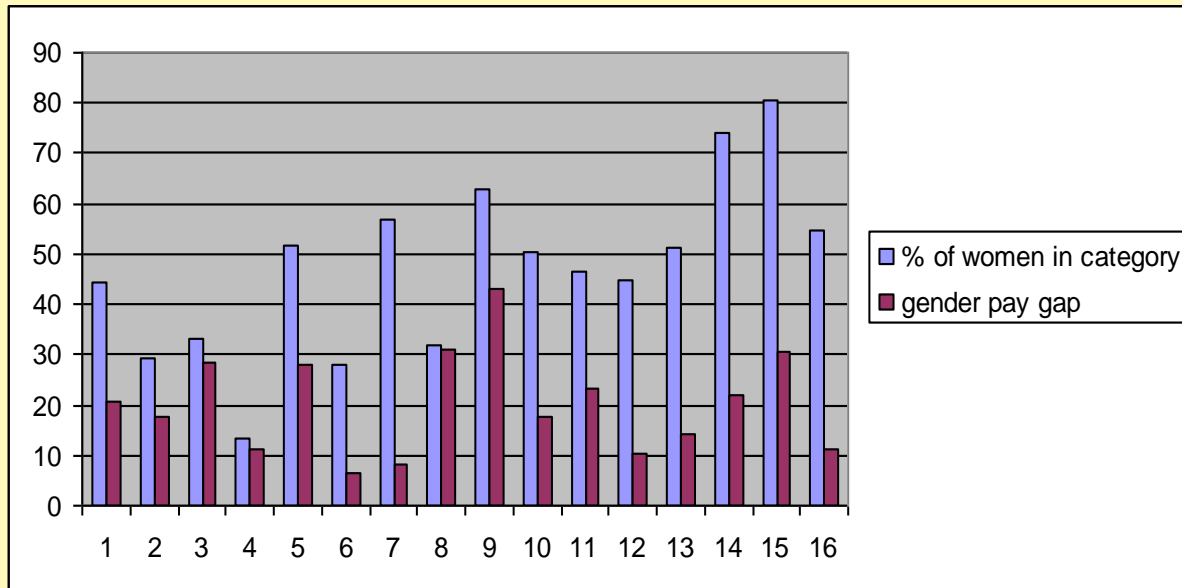
- Job security
- Career opportunity
- Work environment (impact on health)
- Opportunities for work/life balance
- Further education/training opportunities
- Flexibility – type of work contract
- Work organisation – working time

Vertical segregation and gender pay gap in CR 2011



- 1 – Armed forces
- 2 – Managers
- 3 – Professionals
- 4 – Technicians
- 5 – Clerks
- 6 - Service
- 7 – Agriculture
- 8 – Craft
- 9 – Machine
- 10 - Elementary

Horizontal segregation and gender pay gap in CR 2011

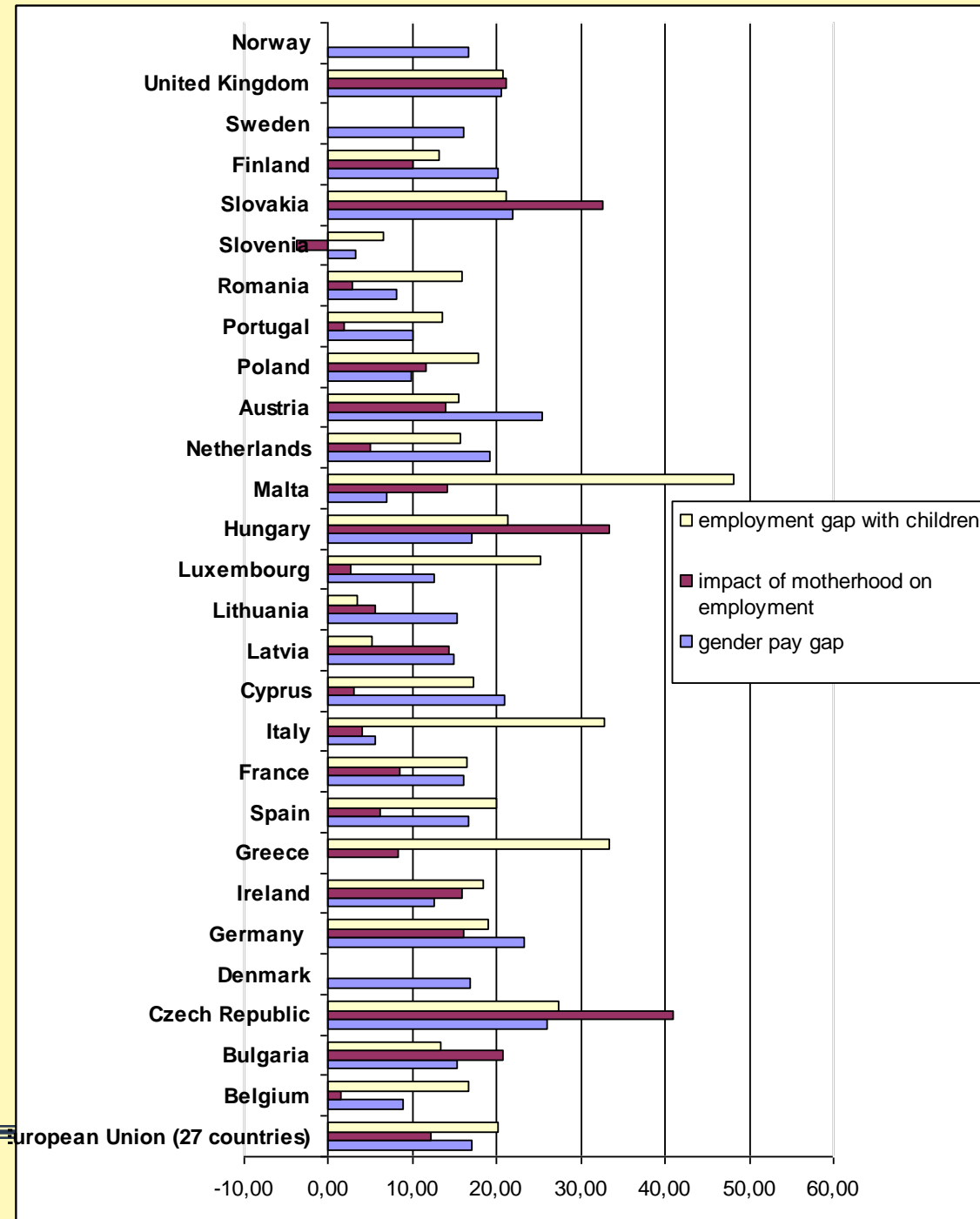


- 1 - Agriculture, forestry and fishing
- 2 – Manufacturing
- 3 – Construction**
- 4 - Wholesale and retail trade; repair of motor vehicles and motorcycles
- 5 – Transportation and storage**
- 6 - Accommodation and food service activities
- 7 - Information and communication
- 8 - Financial and insurance activities**
- 9 - Real estate activities**
- 10 - Professional, scientific and technical activities
- 11 - Professional, scientific and technical activities
- 12 - Administrative and support service activities
- 13 - Public administration and defence; compulsory social security
- 14 – Education**
- 15 - Human health and social work activities**
- 16 - Arts, entertainment and recreation

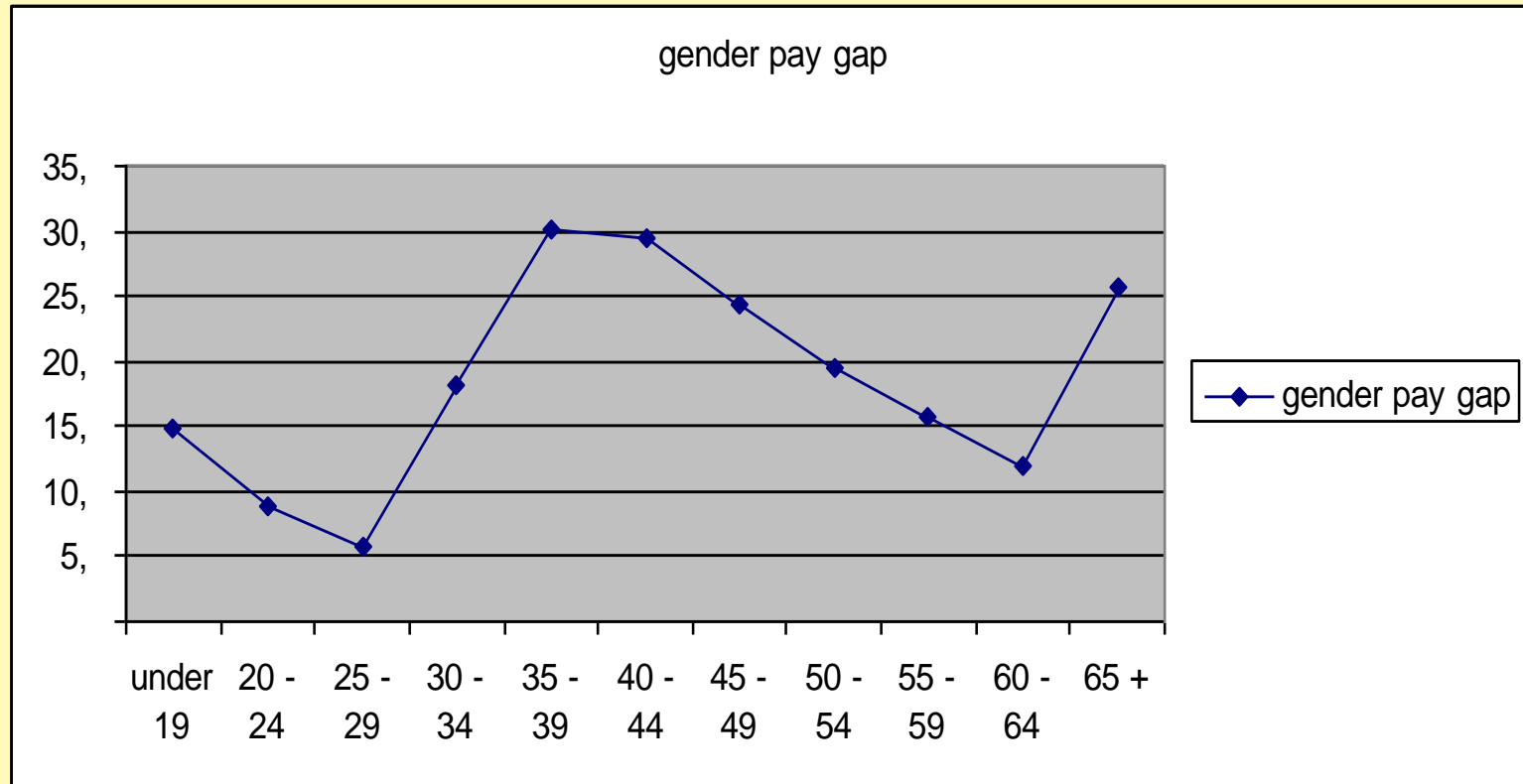
GPG in context + comparison

EU 27 in 2009

- Gender pay gap in unadjusted form
- Impact of motherhood on employment (20-49 years, employment rate without children – with children 0-6 years)
- Employment gap with children (20-49 years, employment rate of men with children – employment rate of women with children)



Gender pay gap and age CR 2011



Poznámka: průměrná měsíční mzda mužů = 100 %.

Zdroj: *Struktura mezd zaměstnanců v roce 2007*, [ČSÚ 2008].

Conclusions

- Dont get lost in sophisticated methodology and available data without context!
- Segregation is the most important factor from available variables.
- Policy (leaves, allowances, services) impacts participation of women and men and gender pay gap.
- In Visegrad countries gender pay gap, impact of motherhood and employment gaps work together, Czech Republic as a „leader“.
- Respect of the legal system (employers) and trust in law enforcement play a fundamental role.

Thank you for your attention!



e-mail: alena.krizkova@soc.cas.cz