



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

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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**

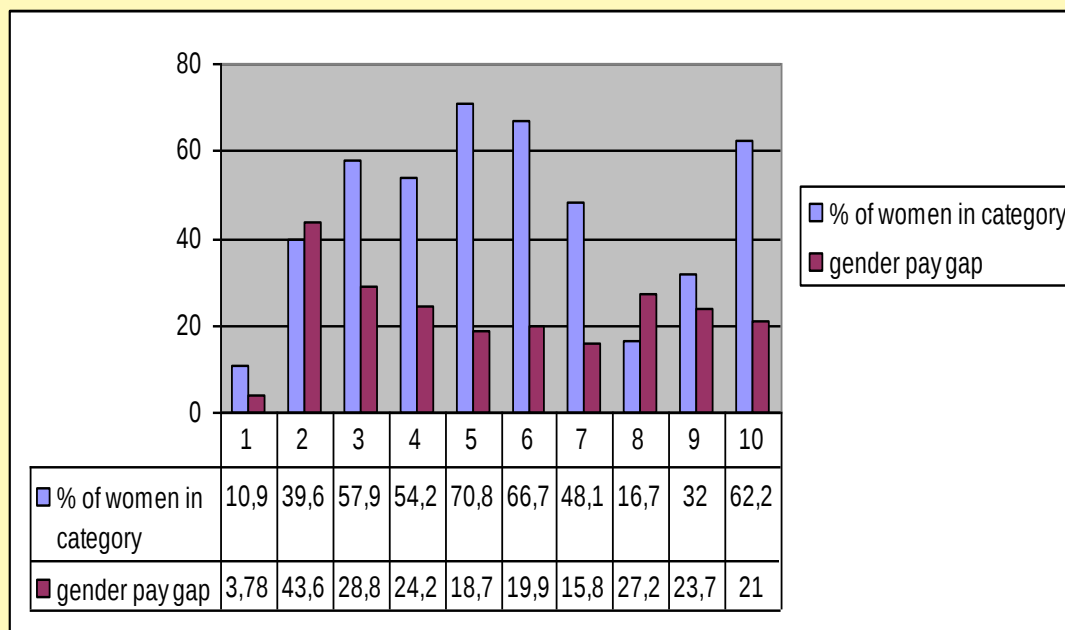
Context: gender structure of the labour market

- 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:

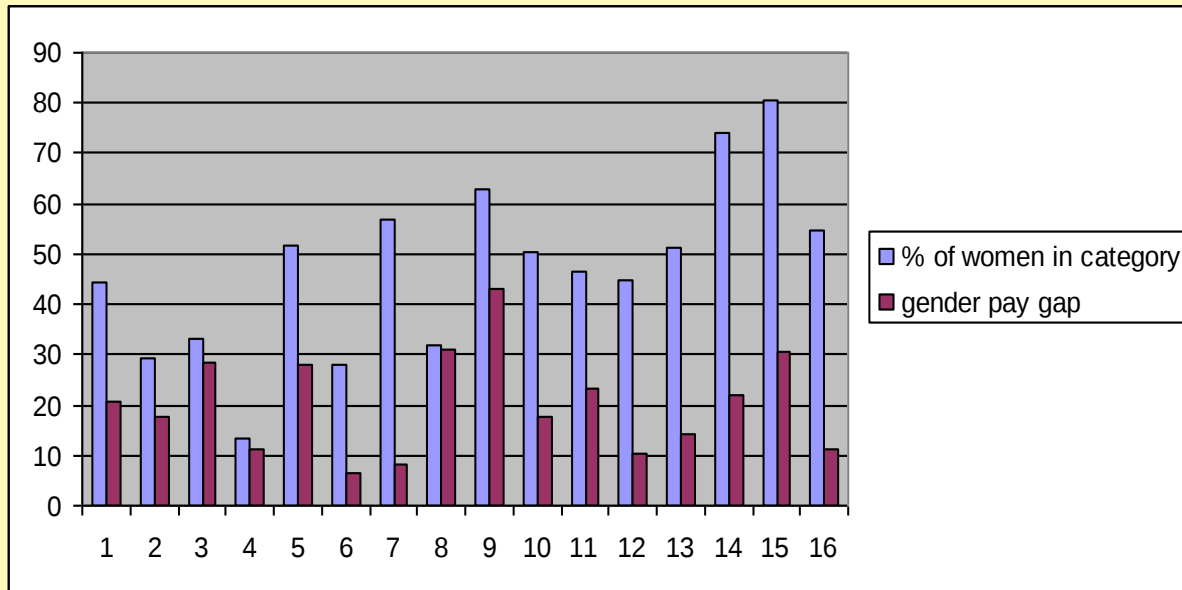
- Job security
- Career opportunity
- Work environment (impact on health)
- Opportunities for work/life balance
- Further education/training opportunities
- Flexibility – type of work contract
- Work organisation – working time

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

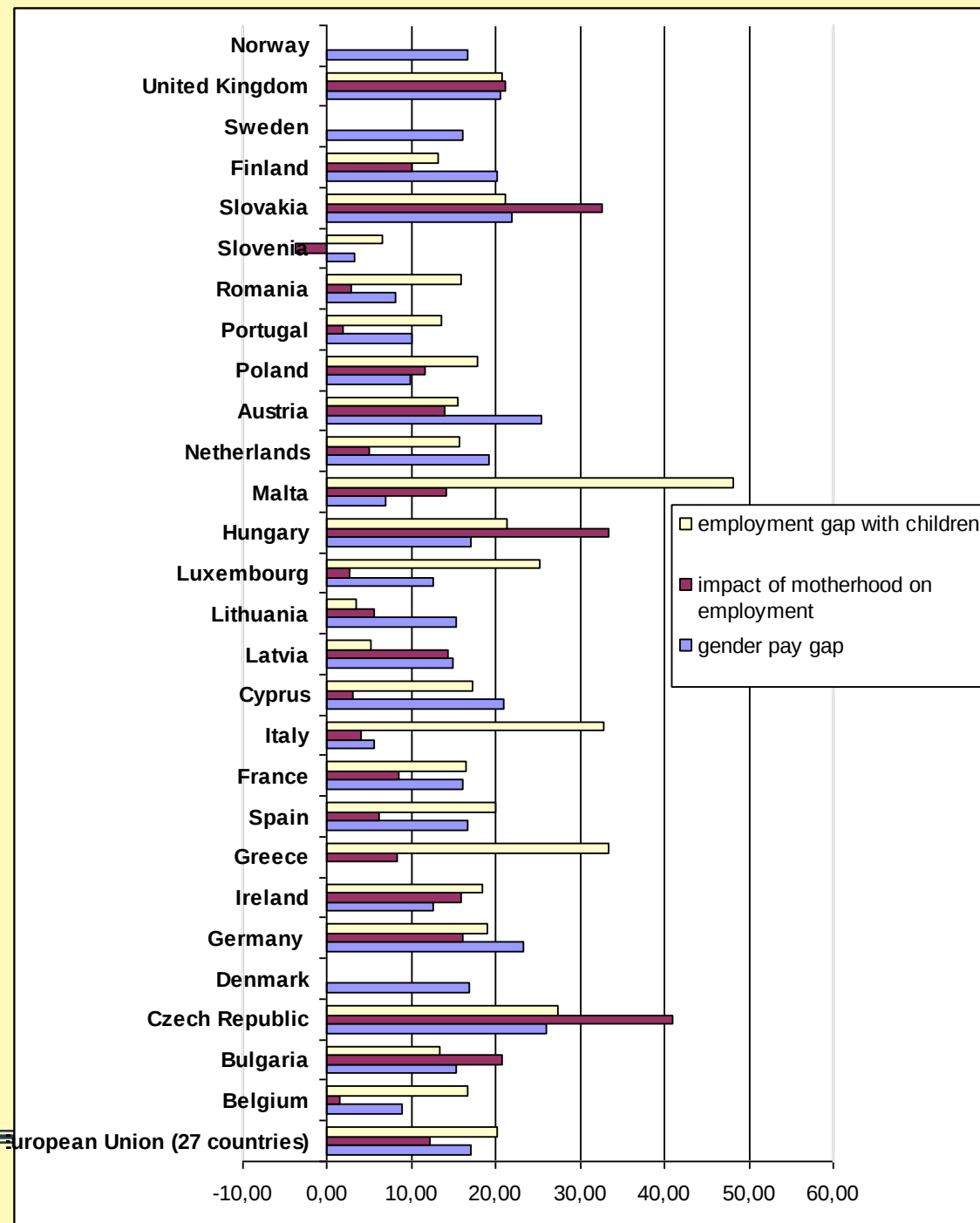


- 1 - Agriculture, forestry and fishing
- 2 – Manufacturing
- 3 – Construction**
- 4 - Wholesale and retail trade;
repair of motor vehicles and motorcycles
- 5 – Transportation and storage**
- 6 - Accommodation and food service activities
- 7 - Information and communication
- 8 - Financial and insurance 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**

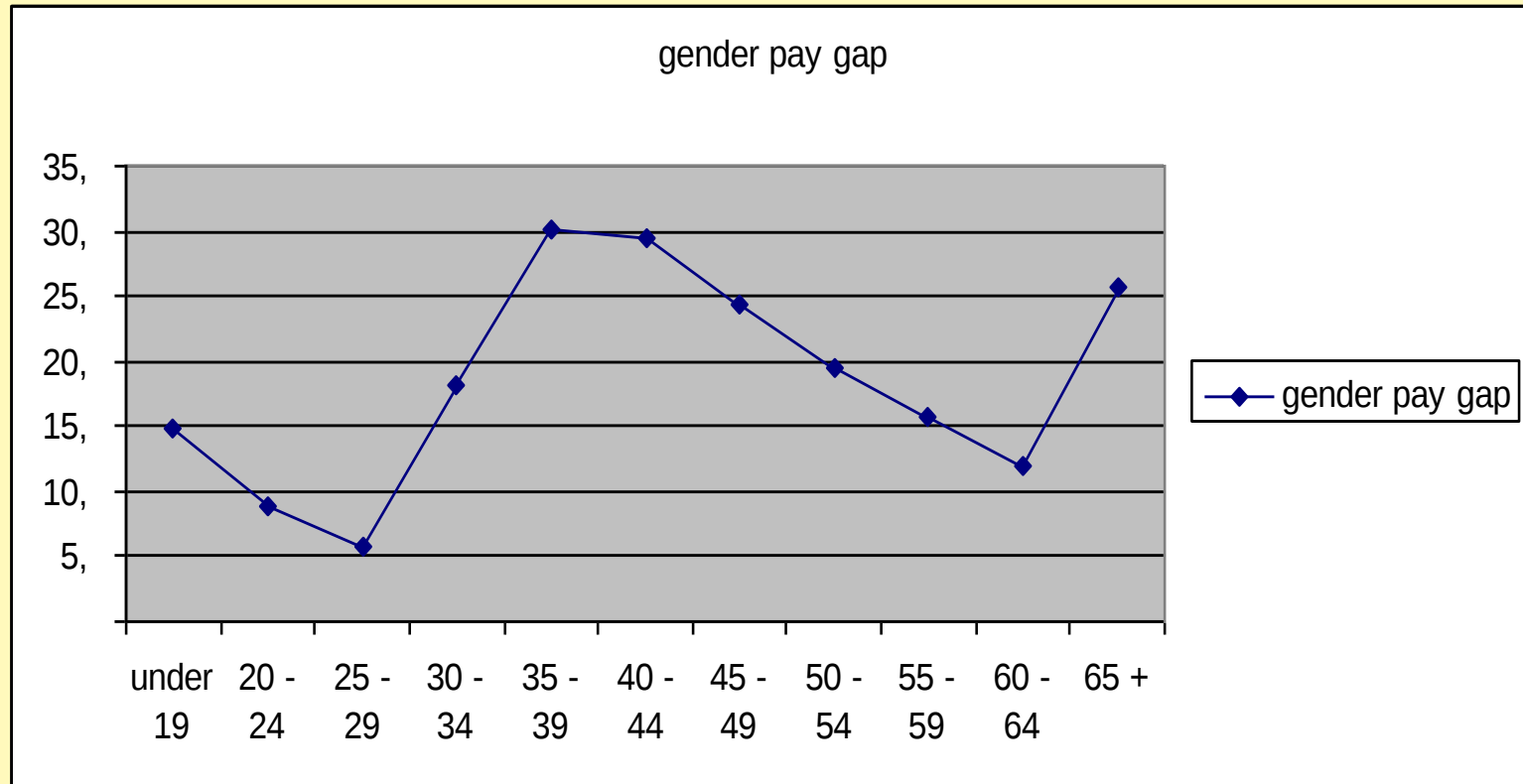
GPG in context + comparison

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!



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