

# IMESS DISSERTATION



**Note: Please email the completed mark sheet to Year 2 coordinator (cc Chiara Amini [chiara.amini@ucl.ac.uk](mailto:chiara.amini@ucl.ac.uk) and fiona.rushworth@ucl.ac.uk)**

Please note that IMESS students are not required to use a particular set of methods (e.g. qualitative, quantitative, or comparative) in their dissertation.

<b>Student:</b>	BANISHWAR SINGH
<b>Dissertation title:</b>	Impact of globalization on gender wage differentials in Czech Republic

	70+	69-65	60-61	59-55	54-50	<50
	A	B	C	D	E	F
<b>Knowledge</b> <i>Knowledge of problems involved, e.g. historical and social context, specialist literature on the topic. Evidence of capacity to gather information through a wide and appropriate range of reading, and to digest and process knowledge.</i>		B				
<b>Analysis &amp; Interpretation</b> <i>Demonstrates a clear grasp of concepts. Application of appropriate methodology and understanding; willingness to apply an independent approach or interpretation recognition of alternative interpretations; Use of precise terminology and avoidance of ambiguity; avoidance of excessive generalisations or gross oversimplifications.</i>			C			
<b>Structure &amp; Argument</b> <i>Demonstrates ability to structure work with clarity, relevance and coherence. Ability to argue a case; clear evidence of analysis and logical thought; recognition of an argument's limitation or alternative views; Ability to use other evidence to support arguments and structure appropriately.</i>			C			
<b>Presentation &amp; Documentation</b> <i>Accurate and consistently presented footnotes and bibliographic references; accuracy of grammar and spelling; correct and clear presentation of charts/graphs/tables or other data. Appropriate and correct referencing throughout. Correct and contextually correct handling of quotations.</i>			C			
<b>Methodology</b> <i>Understanding of techniques applicable to the chosen field of research, showing an ability to engage in sustained independent research.</i>		B				

<b>ECTS Mark:</b>	C/64	<b>Charles Mark:</b>	C	<b>Marker:</b>	
<i>Deducted for late submission:</i>			No	<b>Signed:</b>	
<i>Deducted for inadequate referencing:</i>				<b>Date:</b>	

## MARKING GUIDELINES

**A (UCL mark 70+) = A (Charles mark 91-100 - excellent):** Note: marks of over 80 are given rarely and only for truly exceptional pieces of work.

Distinctively sophisticated and focused analysis, critical use of sources and insightful interpretation. Comprehensive understanding of techniques applicable to the chosen field of research, showing an ability to engage in sustained independent research.

**B (UCL mark 69-65) = B (Charles mark 81-90 – very good)**

**C (UCL mark 64-60) = C (Charles mark 71-80 – good):** A high level of analysis, critical use of sources and insightful interpretation. Good understanding of techniques applicable to the chosen field of re-

search, showing an ability to engage in sustained independent research. 65 or over equates to a B grade.

**D (UCL mark 59-55) = D (Charles mark 61-70 – satisfactory)**

**E (UCL mark 54-50) = E (Charles mark 51-60 – sufficient):**

Demonstration of a critical use of sources and ability to engage in systematic inquiry. An ability to engage in sustained research work, demonstrating methodological awareness. 55 or over equates to a D grade.

**F (UCL mark less than 50) = F (Charles mark 0-50 - insufficient):**

Demonstrates failure to use sources and an inadequate ability to engage in systematic inquiry. Inadequate evidence of ability to engage in sustained research work and poor understanding of appropriate research techniques.

**Please provide substantive and detailed feedback!**

**Comments, explaining strengths and weaknesses (at least 300 words):**

**Strengths:**

This MA thesis consistently tackles a very relevant topic and research question (whether or not globalisation has exacerbated gender inequality) by zooming-in on the the impact of globalization on gender wage gap in Czech Republic. The research is an original contribution as there are quite limited similar approaches of the impact of globalization topic in the Czech academic context. Moreover, the focus on the Czech Republic is not inadvertent since in this country the gender pay gap is one of the highest in European Union. Banishwar Singh's thesis partly illuminates the intricacies of different explanatory variables that have affected female wages over time. The choice of the two-time intervals (1996 and 2017) is appropriately explained and the analysis of the 21 years of gender wages is sufficiently detailed. The consulted bibliography is fully in line with the main objective of the research and the quantitative methodological approaches are also appropriate. The ambitious research project employs relevant data sets and elaborates on the limitations of the Oaxaca Blinder Decomposition. Although not fully convincing, this study can open the ground for further research and policy implications concerning women wage gap in the Czech Republic.

**Weaknesses:**

Banishwar Singh did not consult with me on the form of the last draft of his MA dissertation. Thus, there are some formulations not very clear, repetitions, and some language mistakes (e.g., "Two understand the second objective" (p.85); "in both the years" (p.4), "is statistically insignificant for both the gender (p.66); "The years 1996 and 2017 have been selected to manifest the time period" p.14). In terms of style, the thesis sometimes employs metaphorical expressions and formulas without further offering any explanation on how the reader should understand them considering the argument put forth in the dissertation (e.g., "... intersectionality discrimination are the new Leviathan" (p. 10). There is not enough evidence in the text that certain central concepts (e.g., intersectionality) are appropriately explained and employed in supporting the analysis. At some points the concept is employed aleatory (e.g., "taking bits from intersectionality theory, we have included characteristics such as nationality and residence of Prague" p.34). This statement does not make much sense considering gender discrimination. Thus, one of the main weaknesses of this dissertation is that the theoretical framework reads more like a literature review rather than a conceptual framing of the main argument. The data sets employed for the analysis were not homogenous concerning the various variables and this hampered the formulation & analysis of the results. The partial results are merely described without further and deeper analysis.

**Specific questions you would like addressing at the oral defence (at least 2 questions):**

- 1.** Considering that the data sets are not homogeneous, and the results of the study are only partial, the most pressing question is: How research on the wage discrimination against women in the Czech Republic could be envisioned from a holistic approach, employing intersectionality theory and method?
- 2.** Can you elaborate on how you reached the conclusion that occupation segregation explains a prominent part of gender wage gap in the Czech Republic? What underpins empirically this claim?
- 3.** Which concrete policies might aim to increase investment in those sectors where women are majority employed to reduce the gender wage gap?