

Opponent's Report on Dissertation Thesis

Institute of Economic Studies, Faculty of Social Sciences, Charles University in Prague
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Author:	Martina Mysíková
Advisor:	doc. Ing. Vladislav Flek, CSc.
Title of the Thesis:	Three Comparative Essays on Gender Earnings Inequality in the Czech Republic
Type of Defense:	DEFENSE
Date of Pre-Defense	May 23, 2012
Opponent:	Doc. MPhil. Ondřej Schneider, Ph.D.

Content of the Report:

I reported on Martina Mysikova's thesis several times during the process of her defense and there is little that I can add to my previous comments. The thesis contains original research analyzing inequality in earnings in the Czech Republic. All papers use relevant and up-to-date references and have been or are being considered for publication by respected journals. Papers demonstrate Martina's ability to manipulate and present complex data sets, so the results are presented in a correct and exhaustive manner. The final thesis has benefitted from answering/accommodating previous questions and comments of the three opponents, and I found her explanation of the strong "children effect" that I commented upon in the pre-defense, convincing and satisfactory. Therefore, I can only recommend the thesis for defense without substantial changes.

Date:	September 18, 2012
Opponent's Signature:	
Opponent's Affiliation:	doc. MPhil. Ondřej Schneider, Ph.D. IES FSV UK

Enclosure: Pre-Defense Report:

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Content of the Report:

I have found thesis submitted by Martina Mysikova to be of high quality, original research that determinedly analyzes inequality issues and its different aspects. All three essays are carefully written, loaded with data that is correctly and often very technically analyzed, so the results are presented in a correct and exhaustive manner. All papers use relevant and up-to-date references and have been or are being considered for publication by respected journals. As an editor of the IES Working paper series, I can witness that Martina's papers have always received positive reviews and were published without any hesitation. Moreover, the thesis is better organized than the original papers and the referencing and labeling have been unified and made clearer. I strongly recommend the thesis for defense without substantial changes.

The first essay "*Personal Earning Inequality*" deals with early transition in the Czech Republic when the income inequality widened and the middle of the spectrum was "hollowed out". The paper confirms previous results, but adds the gender aspects of the distribution analysis. The essay has been widely presented and distributed and is being considered for a publication by an impact journal.

I find the second essay "*Gender Wage Gap*" the most interesting in the thesis. It shows very convincingly how and why the gender wage gap in the Czech Republic (and Slovakia) is wider than in similar countries. Martina may want to focus during her defense on a more detailed explanation of job characteristics effect: her results show that these play different role in the CR (and Slovakia) than in Poland and Hungary, but I would appreciate a more intuitive explanation why this is the case.

The last essay "*Earnings Inequality within Couples*" brings perhaps the most innovative research as it looks into families and shows that the Czech Republic stands apart from other Central European countries as its income inequality within families is wider. I do not fully understand why presence of children would have such a stringer impact on inequality in the

Czech Republic, as compared to other countries (table 3.3 on page 83). Is the Czech social system built in a different way, so women are more attracted to stay at home (and lower their income)? Or are the alternatives (child care) available less in the Czech Republic than elsewhere, so women have little choice and must stay home?

To summarize, I believe that Martina Mysikova's thesis satisfies the IES requirements for thesis and I recommend the thesis for defense.

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