Abstract

The aim of this thesis is to determine the degree of discrimination of mothers in the Czech labor market during employee selection. We conduct an Internet field experiment which allows us to study the effect of the different lengths of parental leave on the probability of being invited for a job interview. We test three years long parental leave, a typical length in the Czech environment, against two years long parental leave as the shortest usual length, using a mother long after parental leave as our third control group. We found a slight preference for the three years parental leave, but we cannot confirm the hypothesis of three years leave being significantly preferred to two years leave at conventional confidence levels. The most significant is the result where resume of high-quality was sent. The results about the role of social norms from a survey among hiring specialists indicate that from two opposing effects – losing knowledge and working experience the longer a mother is on parental leave, versus losing flexibility at work the younger her child is – none is of higher concern if comparing three years leave and two years leave.

JEL Classification C81, C93, J71, J13, M51

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