

Report on Bachelor / Master Thesis

Institute of Economic Studies, Faculty of Social Sciences, Charles University in Prague

Student:	Tereza Ranošová
Advisor:	Mgr. Barbara Pertold-Gebická M.A., Ph.D.
Title of the thesis:	Measuring and explaining the extent of occupational gender segregation

OVERALL ASSESSMENT (provided in English, Czech, or Slovak):

The thesis investigates the extent of occupational gender segregation in the Czech Republic using index of disaggregation (ID) and it provides evidence of this phenomenon across age brackets, regions, etc. The empirical part of the thesis attempts to find such characteristics of occupations (in terms of abilities, work styles, interests and values) that influence concentration of men within an occupation, measured by the ratio of men over total number of employees per occupation. The work is well structured but several issues arise:

1. In chapter 2 the author presents empirical findings in the literature on occupational gender segregation which find there is a positive link between a country's development and segregation. However, when investigating the extent of segregation on the Czech data the author found that richer/more developed regions are less segregated than poorer regions. How can this discrepancy be explained?
2. In the similar vein, it was found that workers with university education are less segregated. However, workers with secondary and primary education were also found to be less segregated possibly due to a more general skill set. How can this pattern of segregation, high-educated vs. low-educated, be explained?
3. In the empirical part, the job characteristics (explanatory variables) are verbally presented and discussed. However, a structured overview of all potential variables, e.g. in the form of a table, including their brief description would significantly streamline reading of this part of the thesis. Moreover, the author regresses concentration of men across occupations on a set of job characteristics but no formal model equation is presented.
4. Next, the author classifies jobs according to ISCO-08 2-digit occupational classification. However, no clear interpretation of this classification system is given, nor is the number of occupations aggregated within each category stated. If unobserved heterogeneity exists among individual categories of occupations, it might be better to apply fixed-effects logit instead of regular logistic regression. Fixed-effects logit would likely reduce self-selection problem and omitted variable bias from which this type of empirical analysis typically suffers.
5. As for the estimation, it is not clear how the dependent in logistic regression was constructed, i.e. how the threshold for concentration of men was set to equal 1. Is it simply when the ratio of men over total number of employees exceeds 50%? This should be clearly stated in the thesis. In addition, coefficients of some explanatory variables were described by the author as surprising. Could this be attributed to the presence of multicollinearity among regressors? The author calculated correlations among individual variables but it is less clear how the variable was judged to be correlated with others in the model – was it when the correlation per variable pair exceeded 0.5, 0.6 or 0.7 in absolute terms?
6. Further, job characteristics are tested as determinants of concentration of men individually. Can not interactions among some of these characteristics be more explanatory of the concentration? As stated in the thesis, jobs are characterized by different skills, values, styles, etc., thus a combination of several such characteristics might be more useful in determining concentration by gender in jobs. Another factor that could influence gender concentration could be gender quotas or similar regulation that was in some countries introduced i.e. for top

Report on Bachelor / Master Thesis

Institute of Economic Studies, Faculty of Social Sciences, Charles University in Prague

Student:	Tereza Ranošová
Advisor:	Mgr. Barbara Pertold-Gebická M.A., Ph.D.
Title of the thesis:	Measuring and explaining the extent of occupational gender segregation

management positions such as female representation on boards of directors. This would be an interesting control in these studies though with only limited use here as the data are single-country cross-sectional.

7. Last, the author made an effort calculating the index of disaggregation (ID) in the descriptive part of the thesis across different specifications. It seems a waste not to use it also as a dependent in a regression. Is ID not considered an appropriate measure to investigate determinants of gender segregation in jobs?

All in all, the thesis is logically structured though densely written using long sentences which make it in some parts hard to follow. Despite the fact that evidence from literature is quite extensively presented, the link to previous literature on the topic for the Czech Republic is not clear. This makes the reader wonder if this is the first study of its kind for the Czech Republic or if it somehow extends/builds on others' previous research. Overall, I recommend this thesis for defense with the suggested grade "good". In case of a successful defense of the raised issues, the evaluation should be upgraded to "excellent".

SUMMARY OF POINTS AWARDED (for details, see below):

CATEGORY	POINTS
<i>Literature</i> (max. 20 points)	17
<i>Methods</i> (max. 30 points)	25
<i>Contribution</i> (max. 30 points)	22
<i>Manuscript Form</i> (max. 20 points)	15
TOTAL POINTS (max. 100 points)	79
GRADE (1 – 2 – 3 – 4)	2

NAME OF THE REFEREE: Mgr. Diana Žigraiová

DATE OF EVALUATION: 2.6.2016



Referee Signature