

Report on Bachelor / Master Thesis

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

Student:	Petra Jirůtková
Advisor:	Barbara Pertold-Gebicka
Title of the thesis:	Introduction of Paternity Leave: Expected Costs and Benefits in the Czech Republic

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

Please provide your assessment of each of the following four categories, summary and suggested questions for the discussion. The minimum length of the report is 300 words.

Contribution

The contribution of bachelor thesis of Petra Jirůtková is at least twofold. First, she describes in detail the concept of ex-ante evaluation using nonexperimental methods – a very useful tool in policy analysis that is not much/well used in the Czech Republic. Second, she applies this approach to analyze potential effects of introduction of paternity leave in the Czech Republic.

Methods

As written above, Petra uses an ex-ante evaluation method which is the best approach to analyze potential costs and benefits of a policy that has not been introduced yet (or was introduced very recently, but no data is available yet).

The analysis consists of two parts – predicting the benefits and costs of the paternity leave. The analysis of benefits is qualitative and relies on earlier studies analyzing the benefits of paternity leave introduced in other countries. The analysis of costs is quantitative and this is the main value added of the bachelor thesis. Petra first predicts how many and what types of fathers would take advantage of paternity leave – this is based on actual take-up rates in other countries and on predictions for the Czech Republic done by the Ministry of Labor and Social Affairs as well as by independent organizations. Using several alternative estimates (several possible scenarios) she next calculates the expected costs of this policy taking into account not only the value of all benefits to be paid, but also forgone tax income and costs to the employers.

Literature

There is no separate literature review section. This is on purpose, because Petra describes the relevant literature in other sections – when explaining the concept of ex-ante analysis, when discussing potential benefits of paternity leave, and when discussing how many and what types of fathers might take paternity leave in the Czech Republic.

Manuscript form

The manuscript is written in good English and has a clear, easy to follow structure. What could be improved is presentation of results. Tables could benefit from more detailed description and additional tabular or graphical presentation of results would ease the understanding of author's calculations.

Summary and suggested questions for the discussion during the defense

Overall, the bachelor thesis by Petra Jirůtková is a very good piece of work. Petra put a lot of effort in her work, what is visible in the outcome. She was very independent in her work, but at the same time she consulted with me each major step.

Suggested question: If this analysis was performed one year ago, what would be your suggestion to the policymakers preparing the paternity leave legislation?

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

CATEGORY	POINTS
<i>Contribution</i> (max. 30 points)	30
<i>Methods</i> (max. 30 points)	27
<i>Literature</i> (max. 20 points)	17
<i>Manuscript Form</i> (max. 20 points)	17
TOTAL POINTS (max. 100 points)	91
GRADE (A – B – C – D – E – F)	A

NAME OF THE REFEREE: *Barbara Pertold-Gebicka*

DATE OF EVALUATION: 01.06.2018



Referee Signature

EXPLANATION OF CATEGORIES AND SCALE:

CONTRIBUTION: *The author presents original ideas on the topic demonstrating critical thinking and ability to draw conclusions based on the knowledge of relevant theory and empirics. There is a distinct value added of the thesis.*

<i>Strong</i>	<i>Average</i>	<i>Weak</i>
30	15	0

METHODS: *The tools used are relevant to the research question being investigated, and adequate to the author's level of studies. The thesis topic is comprehensively analyzed.*

<i>Strong</i>	<i>Average</i>	<i>Weak</i>
30	15	0

LITERATURE REVIEW: *The thesis demonstrates author's full understanding and command of recent literature. The author quotes relevant literature in a proper way.*

<i>Strong</i>	<i>Average</i>	<i>Weak</i>
20	10	0

MANUSCRIPT FORM: *The thesis is well structured. The student uses appropriate language and style, including academic format for graphs and tables. The text effectively refers to graphs and tables and disposes with a complete bibliography.*

<i>Strong</i>	<i>Average</i>	<i>Weak</i>
20	10	0

Overall grading:

TOTAL	GRADE
91 – 100	A
81 - 90	B
71 - 80	C
61 – 70	D
51 – 60	E
0 – 50	F