

Report on Bachelor / Master Thesis

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

Student:	Samuel Vrbovský
Advisor:	PhDr. Martina Mysíková, Ph.D.
Title of the thesis:	Wage inequality among young college graduates: Can we find any evidence for reverse gender wage differential?

OVERALL ASSESSMENT:

Contribution

The thesis contributes to the existing literature on gender wage gap and the recently emerging phenomenon known as the reversed gender wage differential. The existence of the “reversed” differential has not been thoroughly analysed so far; there exist rather few studies based on the US data which suggest that women might be in fact better remunerated than men, but these studies refer to specific conditions and high job positions (CEOs) in their gender wage comparisons. Samuel utilised these previous findings to extend the research and to verify whether the existence of the reversed gender differential might have spread even to other conditions, more precisely, whether it can be found within male-dominated fields among young colleague graduates. These selective specifications are reasonable and well justified in the thesis. In my opinion, the three hypothesis Samuel formed should deliver a relevant piece of information to the current knowledge both being them confirmed or not.

Methods

The methods applied are appropriate. Samuel applies the standard OLS regressions for wage estimations. He deals with heteroscedasticity and tests the appropriateness of using separate models (see Section 3.3). Further, Samuel correctly applies the Oaxaca-Blinder decomposition to verify his previous regression-based findings. Finally, I also appreciate Samuel’s work with the individual data files. Adjusting the raw micro-dataset to finally useful variables is not a negligible task accompanied by many complications.

Literature

The existing theoretical and empirical literature on gender wage gap is overwhelming. Nevertheless, Samuel successfully identified papers relevant to his issue and was able to adequately sort the gained knowledge into well-structured sub-chapters, related to the points of his interest. Moreover, the topic exceeds economics to sociology or psychology fields, while Samuel seems to cope with multidisciplinary approaches as well.

Manuscript form

The manuscript is well structured, organised, and written. Tables and figures are presented in a proper academic format, including all relevant information, and referred to in the text. My minor point would be that the Conclusion is little too “technical” in interpreting the findings, but it satisfies all attributes of a conclusion.

Summary and suggested questions for the discussion during the defense

The thesis fully conforms the requirements of a bachelor thesis at a high-quality university. Samuel carefully took all the steps needed to gain a high level of understanding the topic and to reach appropriate conclusions. As the advisor of this thesis, I do not see any obvious drawbacks. Samuel took all my advices during writing his thesis, while he was self-reliant and decisive in relevant points, proving his ability to deal with writing an academic manuscript.

I have no additional questions because all questions I raised during Samuel’s work on the thesis were already incorporated in the text. If there was a more substantial question to discuss, it was using

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weekly wage instead of hourly one as the dependent variable. Samuel reasoned it in the text satisfactorily, but there might be space for more detailed explanation and discussion.

I am convinced that Samuel carried out the whole thesis properly and correctly, and I recommend his thesis to be evaluated by "A" grade.

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

CATEGORY	POINTS
<i>Contribution</i> (max. 30 points)	30
<i>Methods</i> (max. 30 points)	30
<i>Literature</i> (max. 20 points)	20
<i>Manuscript Form</i> (max. 20 points)	19
TOTAL POINTS (max. 100 points)	99
GRADE (A – B – C – D – E – F)	A

NAME OF THE REFEREE: *Martina Mysíková*

DATE OF EVALUATION: 30.5.2020



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.*

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.*

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

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.*

Overall grading:

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