

Abstract

Although the whole world nowadays deals with inequity between men and women in different fields, gender wage gap is in most of the countries still very significant. My bachelor thesis begins with the introduction of the gender wage gap concept, mostly based on the literature review focusing on this issue. In more detail I describe the Czech Republic and development of earnings inequity in this country. It is believed that one of the factors which affect the gap is parental leave and its legislation, what is also the key question for my analysis. That is why I dedicate the second part of my work to differences in maternity and parental leave among various countries, which I again end with the closer look at the situation in the Czech Republic. The last part is empirical, where I try to answer research questions like what the relationship between parental leave and gender wage gap is or whether there is perhaps some optimal length of the leave according to labour market outcome of women relative to men. I observe that the important aspect for parents is whether an employer offers them job-protection.