

Report on Bachelor Thesis

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

Student:	Katarína Vinšová
Advisor:	Ing. Monika Martišková
Title of the thesis:	Female labour market in Slovakia

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

The bachelor thesis is trying to characterize female labour force in Slovakia through analysis of the chosen economic indicators. The thesis is divided into four main parts, i.e. development of female labour force in Slovakia and other parts of the world, description of selected indicators of the female labour force, such as age, education, etc., analysis of the differences between men's and women's labour force and discussion of the governmental help to reduce the double burden of mothers.

The thesis concludes that the gender pay gap is still big in Slovakia when compared to more developed countries of the European Union but the situation is slowly changing. Further, the thesis discusses the fact that the economic situation of women is burdened with double burden which is supported by the fact that families in Slovakia are still considered to be old-fashioned and patriarchal but there are some changes in the perception especially among young, more educated and urbanized people. The thesis mentions that the government is trying to ease up this situation but according to IVO survey it is not sufficient help.

The position of female in the labor market is still relevant topic also from today's perspective since there might be some incentives with respect to hiring man rather than women or providing them with different salaries. The positive feature of the thesis is that the author uses citation of relevant literature as well as statistical data to support various claims although the analysis is to some extent limited by the lack of up-to-date data in various areas. On the other hand, the purpose of the chapter five (0.5 Mothers at the labour market) is not total clear. It neither brings a clear conclusions of being a mother and position of mothers on the Slovak labour market nor fully covers the governmental help with respect to reduction of double burden of mothers as stated in the beginning of the chapter¹ as well as introduction². Actually there is only one subchapter (0.5.7 Child care) which explicitly deals with governmental help (preschool facilities) out of seven. The other subchapters describe the features of parenthood, fertility, structure of Slovak families and the length of parental leave in Slovakia with no clearly stated impact of these features on the position of mothers on the Slovak labor market, e.g.:

- What exact impact has postponing of having children had on the female in labor market in Slovakia so far? i.e. Are mothers more competitive in Slovakia now than before because they are having first work experience and than children?

- Do mothers face even worse employment conditions (i.e. lower salaries) or higher unemployment rate in comparison to female without any children in Slovakia? The thesis mentions that there is a lot of negative prejudice about mothers but at the same time that IVO survey shows that mothers perform their job very well (str. 23). So the conclusions regarding this aspect in Slovakia are not clear.

I would also suggest to change some ways of making references.³ Negative impact has the fact that throughout reading of the text, the reader is disturbed by number of typos. Generally, the thesis is

¹ pp. 20: „In this section we will look on the way of government that tries to ease this double-burden.“

² pp. 3: „The fourth part deals with the help of the government to the mothers when it comes to their double burden“

³ Source on pp. 7 in figure 2 is a direct web link; formatting of citation is not unified (differences in gaps observed on many places in the thesis): “gender equality are(Fischlova , Prokesova, 2003)”, “economic situation of women are(Fischlová, Prokešová,2003)”. “After the Velvet Revolution this quota system was left and since then women controls 12-16 % of parliamentary seats.(Lists of Candidates Registered with the Interior Ministry before Elections, 2008).”

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mainly of a descriptive character using charts and tables for the international comparison as well for comparisons of various aspects of Slovak labor market. The main sources of this analysis are statistical portals of the Slovak Republic and Surveys of the Institute for Public Affairs (IVO).

Based on the comments above, I recommend to evaluate this thesis with Grade 2 („velmi dobře“).

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

CATEGORY	POINTS
<i>Literature</i> (max. 20 points)	18
<i>Methods</i> (max. 30 points)	17
<i>Contribution</i> (max. 30 points)	16
<i>Manuscript Form</i> (max. 20 points)	11
TOTAL POINTS (max. 100 points)	62
GRADE (1 – 2 – 3 – 4)	2

NAME OF THE REFEREE: PhDr. Jitka Lešánovská

DATE OF EVALUATION: 28.8.2013

Referee Signature

EXPLANATION OF CATEGORIES AND SCALE:

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

Strong Average Weak
20 10 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.*

Strong Average Weak
30 15 0

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.*

Strong Average Weak
30 15 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.*

Strong Average Weak
20 10 0

Overall grading:

TOTAL POINTS	GRADE		
81 – 100	1	= excellent	= výborně
61 – 80	2	= good	= velmi dobře
41 – 60	3	= satisfactory	= dobře
0 – 40	4	= fail	= nedoporučuji k obhajobě