

Motherhood penalty in the Czech Republic

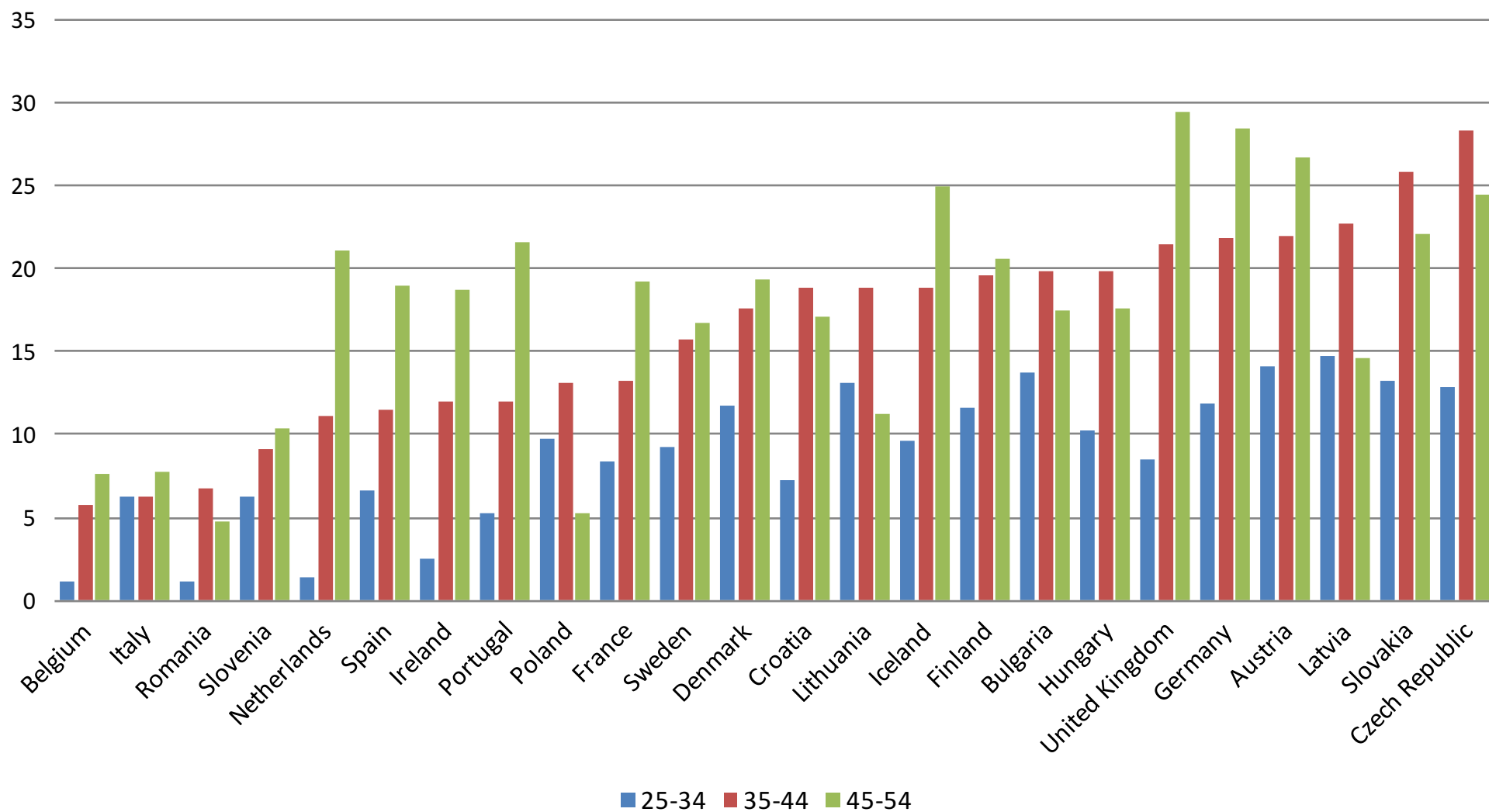
Filip Pertold

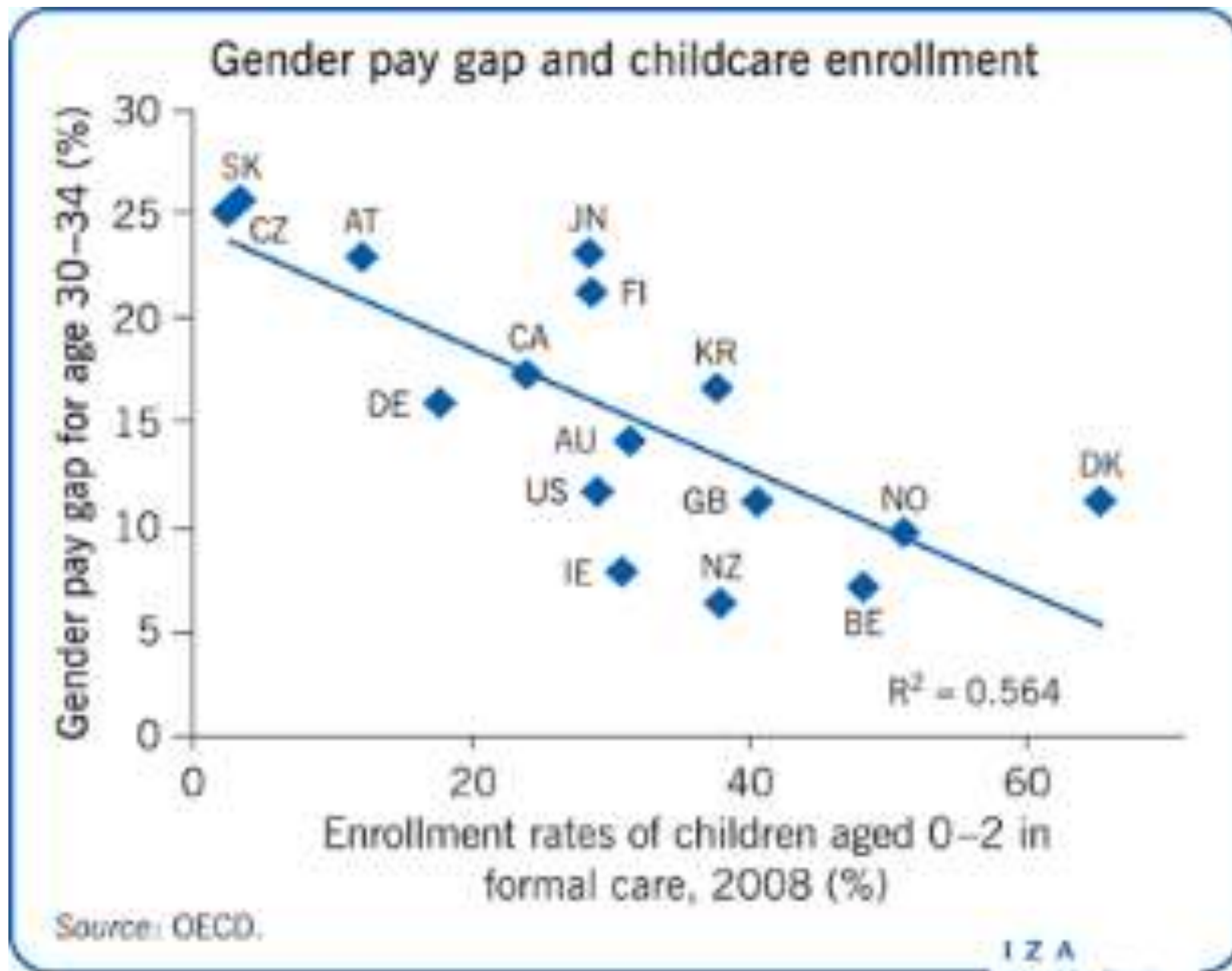
filip.pertold@cerge-ei.cz

Nezávislý think tank při CERGE-EI v Praze
zaměřující se na analýzu, vyhodnocování
a vlastní návrhy veřejných politik

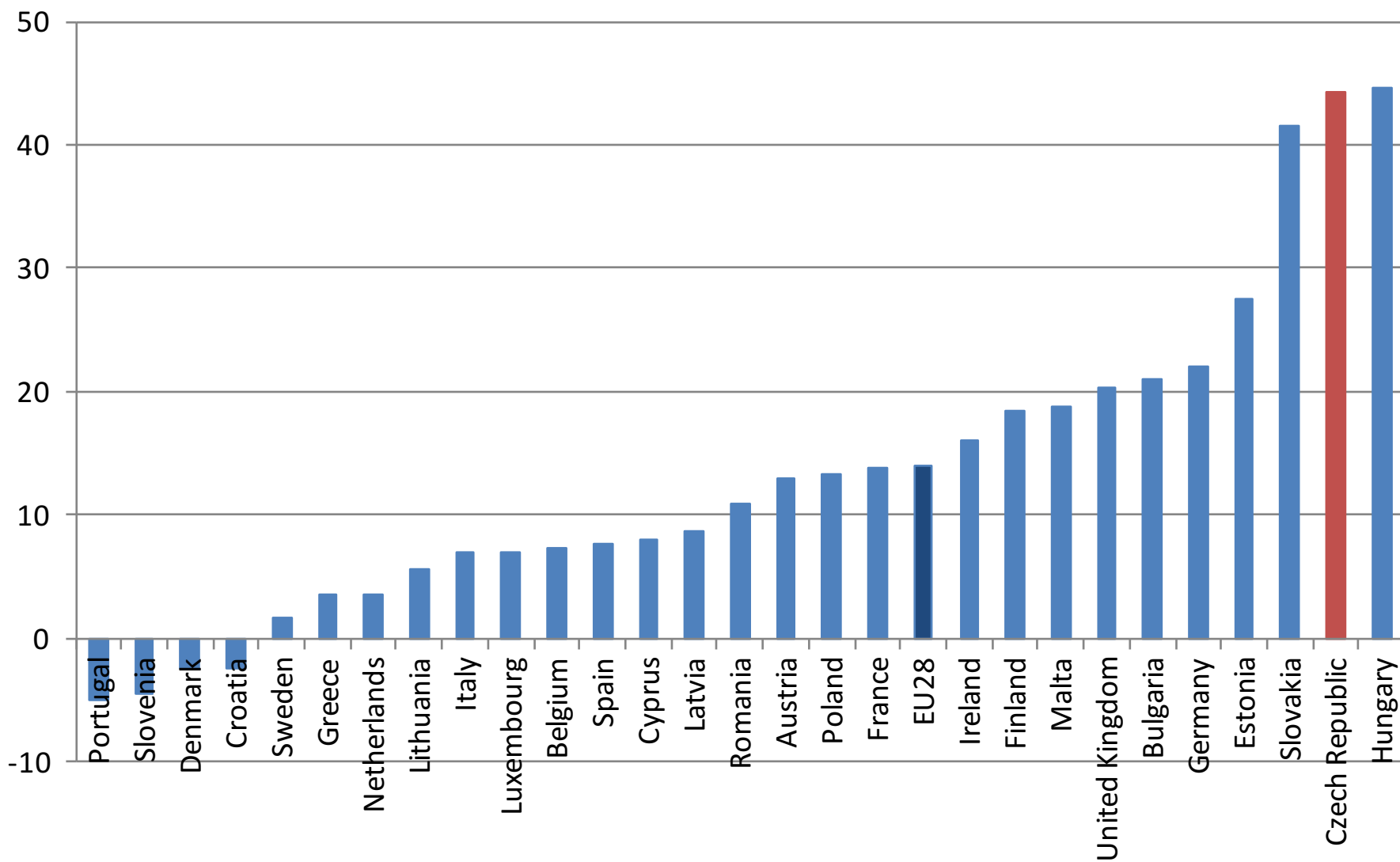
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Gender pay gap by age, 2014

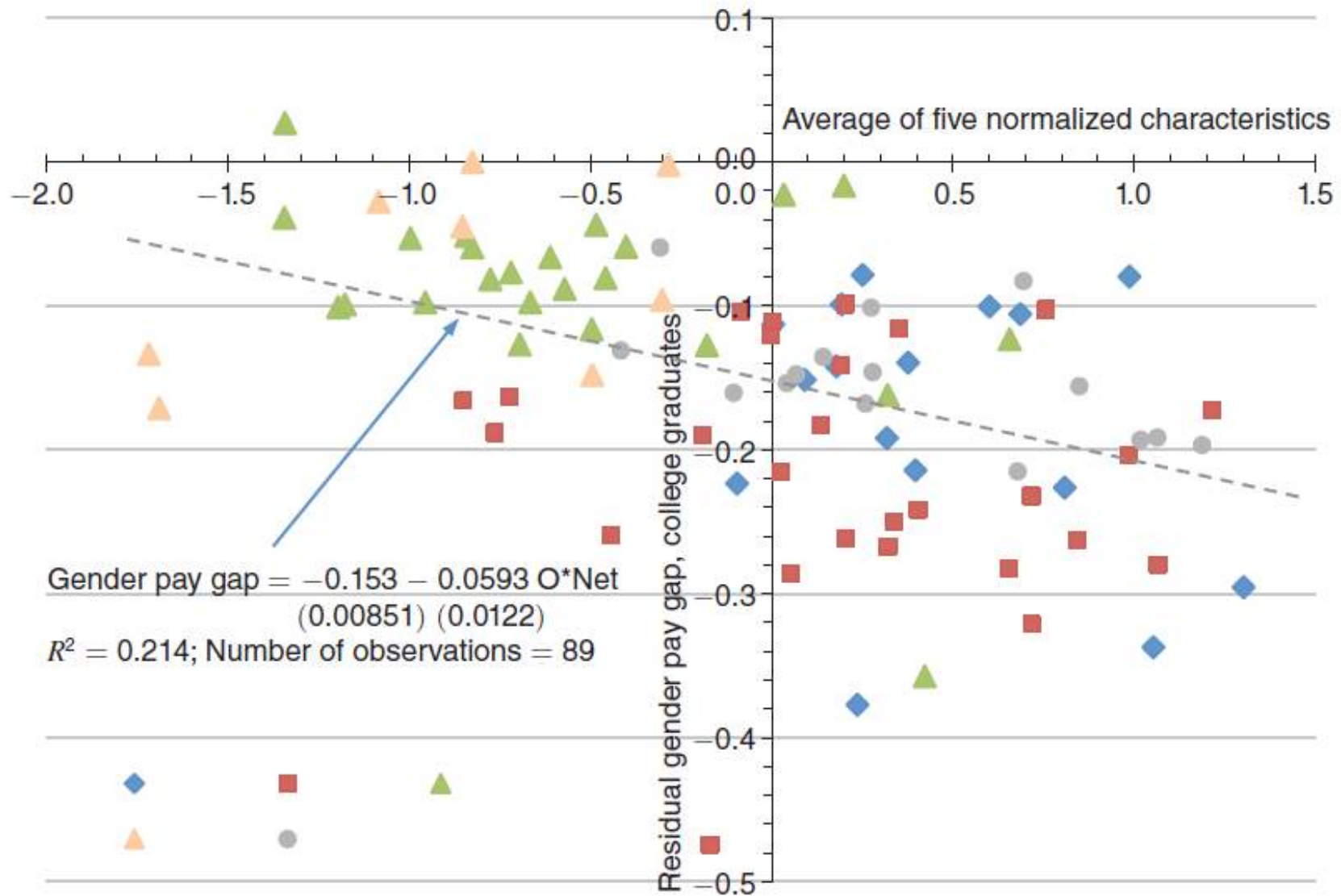




Drop in employment during motherhood, 2015



Do characteristics of occupations matter for gender pay gap?



Goldin (2014)

- More flexible jobs offer higher remuneration for women
- More institutional care for young children offers better chance for return
- Decrease taxation for part-time jobs
- Countries with flexible maternity and parental leave have lower gender pay gap
- Czech tax system impose high implicit tax rate on mother's income while they are returning back to work – lets make tax system more gender balanced
- Decrease social pressure on mothers to stay home with kid at least up to age of three (effectively up to age of four)
- Fathers should be involved into the care for their children – lowering costs of having children for women

Filip.pertold@cerge-ei.cz