

---

## What affects Gender Pay Gap – in numbers

- » The Czech Republic is a country with one of the highest levels of pay inequalities between women and men in the same working position and at the same workplace. While the gender pay gap on the same working position is at most 5% in Western European countries, women in the Czech Republic are paid on average 11% less than men for the same job with the same employer.
- » Salaries of women and men performing the same work for the same employer in the public sphere differ on average by 5%, as compared to roughly twice the pay gap in the private sphere.
- » Comparing internationally, the Czech Republic ranks among the countries in which wage variability, or more precisely wage inequality, significantly increased between 2002 and 2016. The labour market in the Czech Republic is becoming increasingly divided into workplaces with high wages and workplaces with low wages. This applies to both private and public sectors. Women predominate in low-wage workplaces and men predominate in high-wage workplaces.
- » Decomposition of the gender pay gap by the Blinder-Oaxaca method has shown that the gender pay gap is mostly affected by company / workplace characteristics, especially by average wages in the workplace and sector. On contrary, the individual characteristics of women and men, such as age, education, work experience or leadership, have the least significant impact.
- » Factors such as interrupted careers and segregation of the labour market currently affect the position of the individual in the labour market more markedly, particularly for women, and consequently the level of women's earnings. In some countries, women are still penalized for parenthood (motherhood) in the labour markets, while fathers usually continue to receive a paternity bonus.
- » Precarity in the Czech labour market is increasingly a women's issue. A „good job“ (full-time contract of indefinite duration, wages higher than two-thirds of the Czech median wage) is becoming harder to secure among both women (57%) and men (65%). 12% of men and 15% of women worked on a fixed term contract in 2002, rising to 23% of men and 28% of women in 2016.
- » The widest gender pay gap sorted by education can be found between men and women with university or high school education, which applies even to the pay gap in case of equal work with the same employer (10%). The pay gap has increased between university-educated women and men in the past 10 years.