

## CZECH WOMEN: UNDERUTILIZED NATIONAL POTENTIAL

May 22, 2012

KLÁRA KALÍŠKOVÁ AND DANIEL MÜNICH

---

### **Abstract**

The study presents new comparisons of trends in economic involvement in human resources in the Czech Republic, France, Great Britain and the USA. In comparison with other European countries, on one hand, there is an extremely high drop in the employment rate of women with children under 6 years of age in the Czech Republic. On the other hand, the employment rate of women over 40 years of age without children highly exceeds that of other countries, and is getting close to the employment rate of men. Czech women are skilled and very interested in employment. It is vindicated by a high availability of work for women without small children. The situation changes with the birth of a child, when women leave the labor market for a prolonged period of time. The drop in employment of women with small children in the Czech Republic reaches 41 percentage points, whilst for example in France the drop reaches only 10 percentage points. Complete and long-term withdrawal of women with small children from the labor market is to a large extent involuntary. The drop in employment of women during maternity periods is primarily caused by insufficient supply of pre-school care and part-time jobs. The reduced participation of more and more educated Czech women in the labor market after the birth of a child represents a highly underused potential. Improved possibilities of combining childcare and women's professional careers would have an undeniably immediate impact on state budget revenue in billions of Czech crowns annually. Finally, better opportunities for combining family life and professional careers could help to overcome the current situation in which the Czech women are increasingly unwilling to have children. In the Czech Republic, 1.5 children are born per woman, which is far less than in the Great Britain and France with almost 2 children per woman and also less than the EU average.

---

[Download](#) the complete study (in Czech only).

---

Institute for Democracy & Economic Analysis (IDEA) is a think-tank arm of CERGE-EI focusing on policy-relevant research and recommendations. Backed by rigorous analysis and academic expertise of CERGE-EI scholars, IDEA contributes to policy debates with its non-ideological, evidence-based approach to public policy. IDEA is directed by Professor Jan Švejnar. IDEA is funded by private donors and public research grants.

Sign up for news on upcoming events at [idea@cerge-ei.cz](mailto:idea@cerge-ei.cz).

IDEA gratefully thanks to its supporters!

[idea-en.cerge-ei.cz](http://idea-en.cerge-ei.cz)