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## **ANALYSIS OF RECENT TRENDS IN GENDER PAY GAPS IN THE CZECH AND SLOVAK REPUBLICS USING SURVEY DATA**

### **Abstract:**

This paper examines the evolution of gender pay gaps in Czechia and Slovakia using microdata from five waves of the Structure of Earnings Survey conducted between 2002 and 2018. We estimate pay gaps for subsamples categorized by age, occupational groups, and employer sector classification. Our findings indicate that gender pay gaps are broadly similar in both countries, likely due to their shared cultural and institutional heritage. Moreover, pay gaps are gradually decreasing over the studied period in both countries. The most pronounced wage differentials are observed among individuals aged 30 to 49 years, a period often associated with significant child-rearing responsibilities for women. The largest pay gaps are found in medium-skilled blue-collar occupations. Sectorally, the highest pay gaps, often exceeding 20%, are observed in mining, industry, information and communication, and financial services, whereas the lowest gaps, falling below 10%, are found in education, arts, entertainment, and recreation.

### **Keywords:**

gender pay gap, economic inequality, Czech Republic, Slovakia, labour market, wage trends

**JEL Classification:** J16, J31, O50