

Problems of women labor market is currently one of the most discussed issues. The member states of the European Union are supposed to perform an effort to increase female employment rate for which, namely the support of women's participation, is needed. In this study, I investigate the impact of the two policy means, which negatively influence the labor supply of women in the Czech Republic. First, joint taxation of spouses was enabled. The marginal tax-rate of women increases very often; women might therefore lower their labor supply.

Second, the system of the parental leave influences the female participation. The current Czech system can create significant barrier to women in entry and return to the labor market. Therefore, it leads to an excessive loss of the women human capital. Better accessibility of part time jobs could ease the re-entry of women to the labor market. However, part-time work is also connected to various negative factors, especially the lower wages.

The last part of my thesis analyzes the wage gap between the men and women. The decrease of the gender pay gap does not mean that the position of women has improved because it can be caused by participation lowering of women with potentially low wage. The pay gap consists of several components which stem not only from discrimination but also particularly from different characteristics of men and women, and from the occupational segregation. On the international level, the gender pay gap is not fully compatible; comparison of this measure can be biased by various definitions of calculating, as well as by different data source.