

Contents

Abstract	9
Abstrakt	10
Abstrakt	11
Introduction	13
1. Developments in the Labour Market (Jiří Večerník)	15
1.1. The re-emerged labour market after 1989	15
1.2. The changing composition and mobility of the labour force	17
1.3. The unemployed and vulnerable categories	19
1.4. Labour market policies	22
1.5. The flexibility of the labour force	24
1.6. Conclusion	28
2. Changes to Earnings and Income Inequality (Jiří Večerník)	31
2.1. System changes after 1989	32
2.2. The changing range and structure of earnings	34
2.2.1. Overall changes	34
2.2.2. Gender, age, and education	36
2.2.3. Industries and occupations	40
2.3. From personal earnings to household income	42
2.3.1. Overall changes	43
2.3.2. Economic activity of women and earnings of couples	45
2.3.3. Sources of household incomes and their inequality	47
2.4. Conclusion	50
Appendix: Data sources, definitions and adjustment of household income	51
3. The Gender Wage Gap and its Determinants (Martina Mysíková)	55
3.1 Methodology and data	57
3.1.1. Model	57
3.1.2. Decomposition	58
3.1.3. Data	60
3.2. Variables description	60

3.3. Results	62
3.3.1. Model	62
3.3.2. Decomposition	65
3.4. Conclusion	66
4. Transformation Strategies in the Agricultural Sector (Zdeněk R. Nešpor)	69
4.1. The development of Czech agriculture in the 20th century	70
4.2. Research outcome	73
4.2.1. Data sources	73
4.2.2. Czech farmers	74
4.2.3. Property restituent	76
4.2.4. Foreign investors	77
4.3. Patterns of efficient strategies in the process of transformation	78
4.3.1. Path dependency	78
4.3.2. Finances and management	80
4.3.3. Socio-economic relations	80
4.3.4. The 'peasant ethos'	82
4.4. Conclusion	83
5. The Gradual Evolution of the Czech Entrepreneurial Elite (Vladimír Benáček)	85
5.1. Entrepreneurs and capital	85
5.2. Entrepreneurship and the end of central planning	88
5.3. The social structure of entrepreneurship before and during communism	90
5.4. The mechanism of communism's demise	92
5.5. Entrepreneurship in the early stages of transition	94
5.6. The changing structure of entrepreneurs in the later stages of transition	96
5.7. Conclusion	100
6. The Development of Work Values and Attitudes (Jiří Večerník)	102
6.1. Methodological difficulties and previous research	103
6.2. The explanatory framework	106
6.3. Work expectations and the fulfilment of expectations	110
6.4. Work commitment and job satisfaction	113
6.5. Conclusion	116
Conclusion	119
References	121
Data sources	131
Abbreviations	132

Appendix 1: The structure of employment in the Czech Republic 1993–2005 (Natálie Reichlová)	133
Appendix 2: The structure of employment in the Czech Republic and the EU (Natálie Reichlová)	145
Summary	157
Shrnutí	160
Zusammenfassung	163
O autorech	166