



Reduce pay gaps between hard and soft professions

Policy Brief Czechia

Grant Agreement n°. 101084234



**Funded by
the European Union**

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Research Executive Agency. Neither the European Union nor the granting authority can be held responsible for them.



Policy Brief CZ04, 2025.

Reduce pay gaps between hard and soft professions

1

Executive Summary

The gender pay gap in Czechia persists, and there are several reasons for this. One of them may be that male-dominated (technical) professions are valued more highly than female-dominated (social and humanistic) professions. A potential solution could be to re-evaluate the salary scales in the public sector.

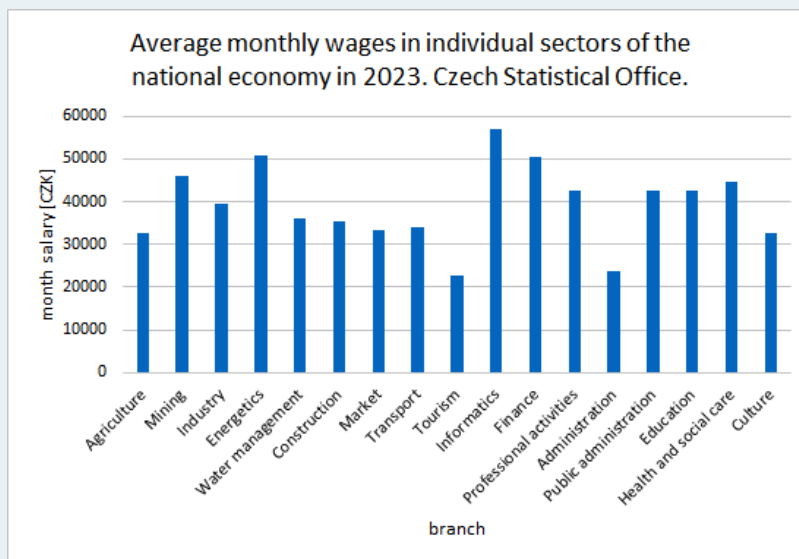
The Challenge

- ❏ The lowest average incomes are in the so-called soft sectors and soft activities, where a large proportion of jobs are occupied by women.
- ❏ These are the lowest-paid jobs in administration, tourism and culture followed with agriculture.
- ❏ Lower salaries also mean lower unemployment benefits, lower sickness benefits, and lower pensions for senior women
- ❏ Wage policy in the state and public sector is based on the qualification requirements (mostly education level and length of praxis) of the position held.
- ❏ Although the qualifications of women, including rural women, are currently on average higher than those of men (in municipalities under 2,000 inhabitants, only 48% of women elder than 15 years have lower than complete secondary education in comparison with 56% of men), it seems that women occupy positions for which lower qualifications are prescribed.
- ❏ This fact may also be the cause of women's lower incomes, although the reason cannot be lower qualifications.
- ❏ The soft activities will gain in importance in terms of future development in relation to the transition to the post-industrial society

Policy Solutions

- It would be appropriate to reassess the qualification requirements of individual job positions with an emphasis on soft activities, which could be more appreciated, as their social importance is increasing.
- If this were to happen in the public sector, the private sector would also have to gradually adapt.

Supporting Evidence & Best Practices



Conclusion & Call to Action

The current gender pay gap is partly due to the perception that technical fields should be paid more than humanities, even though the qualification requirements in softer fields are sometimes higher. This division is increasingly unjustifiable, as physically demanding work in technical fields is declining. These disparities should be gradually addressed, starting in the public sector through wage scales, and eventually extending to the private sector.

CALL TO ACTION:

- The Ministry of Labor and Social Affairs will review wage tariffs in the public sector.
- Subsequently, stakeholders in the private sector will also consider their rules for evaluating employees.



Further Reading

<https://zenodo.org/records/14045244>

About FLIARA

The project is on a mission to create a more sustainable future by highlighting the role of women in agriculture and rural areas. FLIARA will boost understanding of the needs and challenges facing women leading innovative environmental and rural development practices in EU farming and rural areas.

Contact

Email: info@fliara.eu

2025.



Female-Led Innovation in Agriculture and Rural Areas

www.fliara.eu



Funded by
the European Union

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Research Executive Agency. Neither the European Union nor the granting authority can be held responsible for them.

